

THE BOARD OF SUPERVISORS HELD A WORK SESSION PRIOR TO THE
REGULAR MEETING ON THE 14TH DAY OF MAY IN THE YEAR TWO
THOUSAND ONE OF OUR LORD IN THE OLD COURTHOUSE AT 5:00 P.M.

IN RE: ROLL CALL

Rebecca M. Ringley	Present
James H. Burrell	Present
Dean E. Raynes	Present
W. R. "Ray" Davis Jr.	Present
Julian T. Lipscomb	Present

Also present were the County's Constitutional Officers: Linwood Gregory, Barbara Gregory, F. W. Howard, Jr., John G. Crump and Herbert C. Jones, Jr.

IN RE: PRESENTATION - Mr. Steve Jacobs of Robinson Farmer Cox Associates spoke with the Board and the Constitutional Officers regarding the salary study his firm has completed for New Kent County.

Mr. Emerson gave the Board members a brief update on the salary study conducted by Robinson Farmer Cox Associates ("RFC") and told them he had recently sent to the Constitutional Officers their individual office breakdowns, copies of the County evaluation forms and information regarding personal, sick and holiday leave. He further explained a "snag" had been encountered with respect to Social Services. The State would require Social Services to be given a "deviating agency" status in order to allow them to join the County pay plan. This is still being investigated.

Mr. Emerson introduced Mr. Jacobs and asked Mr. Jacobs to give a brief explanation of how the study was conducted. Mr. Jacobs reported the study had been two-part: the first part involved an evaluation of individual job descriptions within the departments; the second phase had been a comparison with other counties. Mr. Herb Jones, Treasurer, asked Mr. Jacobs if RFC had looked at supplements in other localities to which Mr. Jacobs responded yes, to some extent. Mr. Emerson stated RFC had also looked at market rates in compiling their information. New Kent's turnover rate is high in all departments and this needs to be addressed. The County is losing in that it trains employees only to have them leave the County for higher paying positions in other counties.

There were many questions and comments during the discussion. Mr. Emerson pointed out if the Constitutional Officers accept this proposed pay plan, their offices would be required to comply with the hours of operation of the other County Offices. The Sheriff's Department would be exempt from this requirement as their office hours obviously are conducted in shifts. Mrs. Gregory asked if her office hours would have to change -- they are currently open from 8:30 a.m. to 4:30 p.m. with a half an hour for lunch. The Board

would have to make a determination on this. The evaluation process of each of each office would also have to conform to the County's evaluation process.

Mr. Crump expressed concern that he had not received a copy of the study. Mrs. Ringley pointed out the Board had not received copies and understood the confidentiality surrounding the study and why it could not and should not be disseminated.

Mr. Gregory, Sheriff Howard and Mrs. Gregory felt their employees would benefit by being included in the County pay plan; Mr. Crump and Mr. Jones did not. Mr. Crump and Mr. Jones felt their employees would not benefit from the plan. Mr. Jones hopes his employees will receive a raise from funds from the Treasurer's Association in a year or so. Mr. Crump asked if there could be more discussion before a final decision was made on the matter. Chairman Lipscomb suggested the Board meet again with those not in agreement with joining the plan.

Mr. Burrell made a motion to go into closed session for discussions relating to prospective business or industry pursuant to §2.1-344(a)(5) of the Code of Virginia.

The members were polled:

Rebecca M. Ringley	Aye
Dean E. Raynes	Aye
W. R. "Ray" Davis Jr.	Aye
James H. Burrell	Aye
Julian T. Lipscomb	Aye

The members came out of closed session at 5:55 p.m.

Chairman Lipscomb recessed the meeting to the regular Board meeting.