

**STATE OF NORTH CAROLINA
COUNTY OF AVERY**

The Avery County Board of Commissioners held a Special Meeting on Monday, October 23, 2017 at 3:30 p.m. in the Commissioners Board Room, Avery County Administrative Complex, 175 Linville Street, Newland, NC. The purpose of the meeting was to interview Piedmont Triad Regional Council and take any action necessary regarding an employee classification study.

Members Present: Martha Hicks, Chair; Faith Lacey; Tim Phillips; Wood Hall Young, Jr.

Members Absent: Blake Vance

Call To Order

Chair Hicks called the meeting to order at 3:30 p.m.

Chair Hicks welcomed David Hill with Piedmont Triad Regional Council.

David Hill spoke about the work experience that he and his colleagues had in local government human resources. Mr. Hill talked about some of the counties that he had recently completed salary studies with.

Faith Lacey questioned where the source of the information came from; did it come from the School of Government? Mr. Hill stated that he did not use the School of Government because typically the data in those publications are almost a year old and a lot of cases there was a 50% error rate. When we do the studies we contact the governments directly that you want in your study. We get from them current data and the data comes directly to us. We don't depend on looking at someone else's data because we find too many errors.

Mr. Barrier questioned about if benefits were considered in this study. Mr. Hill stated that the quote that was given did not include a benefit study.

Mr. Hill explained the process that his firm went through to do the salary classification study. Mr. Hill stated that this study would include pay and class study and also updating the job descriptions. Mr. Hill stated that he would look at the part of the personnel policy that has to do with pay and how pay is administered. Chair Hicks thanked Mr. Hill for his presentation.

Faith Lacey stated that she had complete confidence in the School of Government because everyone that works there is a lawyer or trained person and I don't think they make mistakes because it is not up to them. They had a report that came out on salaries February 2017 and if they tell us something I believe them.

Chair Hicks stated that she had talked to some employees and they said they would rather have their insurance paid instead of a raise. When we are comparing the other counties we need to see if they pay their insurance like we do. At the end of December it would be good for the employees to see what their benefits are.

Faith Lacey stated she didn't think we needed to hire anyone because this could be done in house. We know what our tax base is.

Chair Hicks stated she was not ready to make a decision today, she would like to think over all the information that has been received.

Tim Phillips stated that he had an idea but was not ready to make a decision yet.

Each commissioner will let the County Manager know if they would like to consider this at the November 6, 2017 commissioners' meeting.

Adjourn

Motion by Wood Hall Young, Jr. and second by Tim Phillips to adjourn this meeting at 4:23 p.m. Motion unanimous with those in attendance (4-0).

**Martha Hicks, Chair
Avery County Board of Commissioners**

ATTEST: _____
Cindy Turbyfill, Clerk