

**BOARD AGENDA
PULASKI COUNTY
BOARD OF SUPERVISORS**

**Special Meeting
Monday, December 6, 2010
4:30 p.m.**

Time & Item

1. **Welcome and Call to Order** **Joe Sheffey**
2. **Closed Session – 2.2-3711.A(1)**
Personnel – Employee Compensation
3. **Employee Compensation**
4. **Adjournment**

CLOSED MEETING RESOLUTION

A closed meeting is requested pursuant to Section 2.2-3711.A.1.3.5.7 of the 1950 Code of Virginia, as amended, to discuss personnel, legal, land acquisition/disposition, and prospective industry matters.

It was moved by _____, seconded by _____ and carried, that the Board of Supervisors enter Closed Session for discussion of the following:

Personnel – Pursuant to Virginia Code Section 2.2-3711(A)1 discussion for consideration of employment, assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of public officers, appointees or employees, regarding:

- Pay Adjustments – A one-time amount of \$500 per employee would cost the Board of Supervisors \$96,564. This amount is based on a compromise between the 3% (which is approximately \$1,000 for the average employee) being given to state employees. Other options are also include in the **enclosed** Analysis of Possible Pay Adjustments as previously provided to the Board.

Based on a savings of approximately \$100,000 over the past year, this amount would be paid for entirely from savings. **Enclosed** is a summary of the savings calculations broken out by County and Constitutional Offices. However, the constitutional office number was inflated by a \$120,000 increase in state salary payments for the Commonwealth Attorney beginning in 2008-09.

Based on the Board's interest in increasing the base amount rather than only providing a one-time payment, I plan to include consideration to converting the one-time payment into a base salary increase as part of the FY2011-12 budget.

Out of concern that teachers would take offense at receiving \$300 while other County employees received \$500, the **enclosed** Employee Pay Increase History is provided. Until 2008, teachers had received step increases in addition to the percentage increase. Thus, their salaries have increased at a higher rate than other employees.

In addition to a general one-time payment, I would like to recommend doubling any one-time amount that may be approved by the Board in situations where a specific employee has undertaken significant additional work over the past few years. To my knowledge this would include Tammy Safewright who is doing all the reimbursements for the recent Rural Development utility projects; Edith Hampton who is doing the property demolition projects and Ralph Akers who is doing his previous job along with most of the mapping work previously done by Dane Hudson.