

**AGENDA
PULASKI COUNTY
PUBLIC SERVICE AUTHORITY**

**Special Meeting
Tuesday, May 27, 2008
1:30 p.m.**

Item

1. Budget Work Session
2. Other Matters
3. Closed Session 2.2-3711.A.1.3.5.7
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 Public Service Authority Board of Directors 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:

- Compensation Study

May 22, 2008

TO: PSA Board of Directors
FROM: Staff
SUBJECT: Budget Work Session

The following adjustments have been made to the budget as **enclosed**:

1. Page 1a – Summary by function has been revised to reflect the proper allocation of non-departmental costs – interest, contingency, billing, administration, etc.
2. Page 1b – Refuse Department Summary – Allocation of costs and revenues between roll-off and landfill direct use has been corrected.
3. Revenues – All revenues have been adjusted to within \$1,000 of projected with the exception of water and sewer connection fees, miscellaneous water fees, and insurance recoveries.
4. Overtime costs – Salary information has been revised to include anticipated overtime costs and holiday pay.

Consideration to the following items by the PSA Board is suggested:

Employees pay increases – Since all employees regardless of pay have to adjust to increased fuel costs, staff proposes a \$500 flat amount combined with a 1.5% pay increase.

Compensation study implementation – The compensation study provides comparative pay information for Virginia localities similar to Pulaski County. The study evaluates each position to determine the fairness of their compensation considering both the starting pay and increases for experience in the specific job currently being done. While staff is still working to confirm the accuracy of the individual results, we recommend adjusting pay to reflect 100% of comparable minimum pay rates and funding 50% of comparable compensation recognizing experience in existing positions. **Enclosed** is a listing of various attributes of each county in Virginia with attributes within 10 percent of Pulaski County highlighted. The compensation study surveyed the most similar counties based on these attributes as well as all of our neighboring counties.

Enclosed are the details of the compensation study as it relates to PSA employees. We are continuing to administratively review these recommendations. Thus, there may be differences in the final outcome as it affects specific individuals.

Contingency – Substantial departmental cuts have been made to accommodate these personnel needs. As a result, it is recommended that a substantial contingency remain in the amount of \$302,452 as compared to the current year which is \$209,573.