

COUNTY PERSONNEL COMMITTEE MEETING
JUNE 12, 1996, 2:00 PM

PRESENT: Johnnie Evans, Commissioner (arrived at 2:30 PM)
Lee Warren, Commissioner
John C. Keefe, Commissioner

STAFF: James Martin, Deputy County Manager
Doug Canders, Staff Attorney
Pat Jones, Personnel Director
Carlisle McCutcheon, Finance Director
Rhonda Davis, Deputy Clerk

OTHERS: Sara Vanderclute

AGENDA ITEMS

1. **Project Objectives for Proposed Position Classification & Pay Plan & Estimated Cost of Consultant.**

Deputy County Manager James Martin reviewed the information presented to the Committee members. He noted \$60,000 has been included in the proposed budget for Fiscal Year 1996-97 to fund this study. No specific proposals were asked for in their initial contact with these consulting firms. He feels once specific proposals are given to these firms, the costs estimates will be much lower. He feels the study can be done for the \$60,000 or less.

Commissioner Warren asked if anyone was familiar with any of the firms giving quotes.

Mr. Martin advised he had dealt with David M. Griffith & Associates in the past and they did good work.

Carlisle McCutcheon, Finance Director advised the County is already working with David M. Griffith and is familiar with their work.

Pat Jones, Personnel Director noted David M. Griffith worked with the County when the last classification study was done prior to the decision to go with the Institute of Government to do the study.

Mr. Martin advised staff would need to put the RFP into final form in order to determine whether or not the specific cost of the study would be lower than the initial projections.

Commissioner Keefe asked how often a classification study is done by the County.

Ms. Jones advised the last classification study for the County was done in the early 80's. She noted that once the RFP's are done, some of the consultants may not be used based on their performance. The County needs a consultant that understands governmental positions and classifications.

Mr. Martin noted one of the consultants that submitted a preliminary cost estimate has done classification studies for 40 to 50 counties in North Carolina.

MOTION: Commissioner Keefe offered a motion to follow the staff recommendation that funds be included in the 96-97 budget to hire a consultant to prepare a Classification/Pay Plan and to prepare a Request For Proposal in final form to be used in selecting the consultant.

SECOND: Commissioner Warren

VOTE: UNANIMOUS

2. Discussion of Health Insurance for Board of Education members.

Doug Canders, Staff Attorney advised the Board could authorize health insurance be provided for Board of Education members.

Commissioner Warren noted no other county in the state is providing insurance for Board of Education members. He would not feel comfortable in Cumberland County being the first to do so.

The Committee then asked Sara Vanderclute to speak to this matter.

Ms. Vanderclute advised she has an interest in the decision made in this matter because she is a former Board of Education member and a taxpaying citizen. She was under the impression that this was a dead issue. She is opposed to the idea considering all the other school needs there are. It is incredulous that the Board of Education would bring this item to the Board of Commissioners for consideration. She asked what the costs would be to provide insurance for the Board of Education members.

It was noted there would be no way to determine the costs if they were covered under the County's policy, as the County was self-insured. There were no figures available as to what the costs were for the School System's insurance plan.

Commissioner Evans arrived at the meeting.

MOTION: Commissioner Evans offered a motion to recommend to the full board to take no positive action at this time to provide Health Insurance for Board of Education members.

SECOND: Commissioner Keefe

VOTE: UNANIMOUS

3. Other Committee Concerns

Commissioner Warren advised Mr. Joseph "Smoot" Canady, a retired County employee had approached him with regard to coverage under the County's health insurance as a retiree. He had advised Commissioner Warren that he was required to give up some compensatory time prior to retirement. If he had not done so, he would have been eligible to continue under the County's health insurance plan after retirement.

Carlisle McCutcheon presented information to the committee concerning Mr. Canady. Mr. Canady retired from Cumberland County on May 1, 1982. The Board of Commissioners adopted a resolution allowing any employee retiring on or after June 1, 1984 to continue their County health insurance if they so desired. Mr. Canady retired a full 25 months before this resolution was adopted and therefore is not eligible to be included under the County's health insurance plan as a retiree.

Mr. McCutcheon mentioned the concept of shared leave between County employees. He noted this process could be handled through the Payroll Office.

It was the consensus of the Committee members to allow management to outline the specifics to allow employees to share leave and to present this information for discussion at the next meeting.

Meeting adjourned at 3:00 PM.