

PITT COUNTY BOARD OF COMMISSIONERS
GREENVILLE, NORTH CAROLINA
MAY 23, 2005 MINUTES

The Pitt County Board of Commissioners met on Monday, May 23, 2005, at 8:30 AM in the Commissioners' Auditorium, Pitt County Office Building, 1717 W. 5th Street, Greenville, North Carolina.

Commissioners present:

Mark Owens, Jr., Chairman
Jimmy Garris, Vice Chairman
Glenn Bowen, Commissioner
Tom Coulson, Commissioner
David Hammond, Commissioner
Eugene James, Commissioner
Melvin McLawhorn, Commissioner
John Minges, Commissioner
Beth Ward, Commissioner

Staff present:

Scott Elliott, County Manager
JoAnne Burgdorff, County Attorney
Susan Banks, Clerk to the Board
Melonie Bryan, Deputy County Manager/Financial Services
Loretta Lewellyn, Budget Administrator
John Bulow, Deputy County Manager/Human Services
Phil Dickerson, Deputy County Manager/Public Services
Florida Hardy, Human Resources Director

Call to Order

Chairman Owens called the meeting to order and welcomed everyone.

Invocation and Pledge

Meeting Notes

The invocation was offered by Commissioner McLawhorn.
The Pledge of Allegiance was led by Commissioner Minges .

Approval of Agenda

Motion:

Motion to add a resolution for resurfacing the Holland Road located off of Highway 33 to send to Raleigh.

Motion made by Commissioner Eugene James.

Motion seconded by Vice Chairman Jimmy Garris.

Motion Passed Unanimously.

Motion:

Motion to approve the agenda as presented.

Motion made by Vice Chairman Jimmy Garris.

Motion seconded by Commissioner Melvin McLawhorn.

Motion Passed Unanimously.

Items for Report*Budgetary Follow Up Items***Meeting Notes**

Mr. Elliott stated this meeting is a follow-up to the budget workshops on May 17 and 18.

He provided board directed budget changes:

Budget Changes from Manager's Original Recommendation

General Fund

	Expenditure	
Transfer to DSS (1 add'l position)	15,907	
Remove Planning Board Fee Increase	-2,160	
Transfer to EMS Fund	575,000	
Total Increase to General Fund	588,747	
	Revenue	Total
Fund Balance Appropriated	588,747	4,718,947

EMS Fund

	Expenditure	
Reserve for Realignment	-150,000	
Fountain EMS	282,000	
	Revenue	Total
Remove 1 cent District Tax	-443,000	
Transfer from General Fund	575,000	713,814

Solid Waste Fund

	Expenditure	
ECVC (forklifts)	28,560	
	Revenue	
Fund Balance Appropriated	28,560	

Salary Increase Comparison - Cost of Living or Bonus

	OPTION 1 (As Presented)	OPTION 2 (Board Request)	OPTION 3 (Board Request)	OPTION 4 (Manager's Revised Rec)
	3%, July	1.5%, July	\$500 Dec Bonus	1.5%, July and 1.5%, Jan
Annual Cost	\$987,699	\$466,466	\$419,000	\$739,483
Considerations	<p>Immediate Availability</p> <p>Permanent</p> <p>Keeps pay plan from lagging too far behind comparable local government entities</p>	<p>Immediate Availability</p> <p>Permanent</p> <p>Pay plan falls somewhat behind other comparable local government entities</p>	<p>Deferred, One-time</p> <p>Higher tax withheld</p> <p>Cash in Hand</p>	<p>Immediate & Deferred</p> <p>Permanent</p> <p>Attempts to keep pay plan comparable to local government entities on a delayed basis</p>

Mr. Elliott stated that he and the Management Team had a brainstorming session and came up with Option 4.

Commissioner Owens said the Manager and staff has followed directions and provided options per the Board's request. Commissioner Coulson supports Option 4 which keeps salaries at comparable levels. Commissioner James asked about the 38% taxes for a one time bonus pay option. Ms. Bryan stated that they would be taxed at a higher rate. Commissioner James asked about the merit raises. Mr. Elliott said they are based on performance. The merit is a performance based can be 1.2% or 2.4%. Commissioner McLawhorn concurred with Commissioner Coulson to support Option 4 and keep the employees hospitalization plan at a 100% coverage.

Motion:

Motion to support Option 4 as presented by the Manager.

Motion made by Commissioner Melvin McLawhorn.

Motion seconded by Commissioner Beth Ward.

Commissioner Bowen said the employees are not losing anything with the \$500 bonus he suggested. He asked how they could provide employees with a 3% increase when the taxpayers have to pay for any increases. He spoke further on this item. Commissioner Hammond said employees welcome the 3%. He said he did not understand the benefit of giving the 1.5% in July and 1.5% in January versus 3% in July. Commissioner Hammond asked who was not included on merit raises. Mr. Elliott explained the Performance Evaluation Plan system. All employees are included or eligible for merit raises based on their performance. Mr. Elliott said he still supports the 3% increase in cost of living but by using the Option 4 he could free up funds to keep hospitalization at 100%. Commissioner Ward noted this proposal was saving \$236,000. Commissioner James said this will equate to a 1 cent on the tax base. Mr. Elliott said this proposal was calculated in the original budget that was presented. Thus, there would be no tax increases to fund the COLA. Commissioner James said we are already giving merit raises.

Substitute Motion to support Option 2 was offered by Commissioner Eugene James. The motion failed due to lack of a second.

Vice Chairman Garris said Option 4 is a reasonable request and suggested a closer look at the merit system. Employees doing above the standard should get the increase. This option reduces the reliance on the fund balance. The net impact is \$588,747. He said he was praying the state will come through with some Medicaid relief which will reduce the use of fund balance. Commissioner Hammond said the hospitalization is one of the most important benefits for the employees. He supports a hold the line but give the employees the best benefit they can afford. The bonus does not have long term effects. Commissioner Bowen said we could lower the taxes one cent if the board would not give the 3% cost of living increase to employees. Mr. Elliott said the county already has disparity with employees such as the Sheriff's deputies pay. Commissioner Bowen said he would support Option 4 if giving employees 1.5% now and reconsider, by vote, in January so they can see what funds the state government sends to the counties. Commissioner Hammond asked if he was suggesting they balance the budget on the back of these employees. He said county employees pay taxes too. Commissioner James withdrew motion.

Motion:

Motion to support Option 4 and the remainder of the recommendations provided by the Manager.

Motion made by Commissioner Melvin McLawhorn.

Motion seconded by Commissioner Tom Coulson.

Vote Record:

Melvin McLawhorn	Yes
John Minges	Yes
Jimmy Garris	Yes

Mark Owens, Jr.	Yes
Beth Ward	Yes
Glenn Bowen	No
Tom Coulson	Yes
David Hammond	Yes
Eugene James	No

Total Yes Votes: 7
Total No Votes: 2
Motion Passed.

Chairman Owens adjourned the meeting at 8:55 a.m.

Respectfully Submitted,

Susan J. Banks, CMC
Clerk to the Board