

The Sampson County Board of Commissioners reconvened for a recessed meeting at 10:00 a.m. on Monday, August 19, 2024, in the Administrative Board Room, 406 County Complex Road, Clinton, North Carolina. Members present: Chairman Jerol Kivett, Vice Chairperson Sue Lee, and Commissioners Thaddeus Godwin, Lethia Lee, and Allen McLamb.

Chairman Kivett called the meeting to order and acknowledged Vice Chairperson Sue Lee who called upon Commissioner Thaddeus Godwin to provide the invocation and lead the Pledge of Allegiance. Chairman Kivett then welcomed new County Attorney Paul Allen. Mr. Allen expressed his appreciation and excitement for the opportunity of working with the Board.

Item 1: Grant Opportunity for Hobbton High School

Chairman Kivett called upon Sampson County Schools Superintendent who provided an update on the grant application process. Clerk to the Board Stephanie Shannon then read the proposed Resolution in Support of the Grant Application. Following a short discussion, Commissioner Godwin made a motion to adopt the Resolution in Support of the Grant Application for a New Hobbton High School. Upon a second by Commissioner Lethia Lee, the Board voted unanimously to adopt the Resolution. (Copy filed in Inc. Minute Book _____, Page _____.)

Item 2: Discussion of Employee Compensation Funds

Chairman Kivett called upon County Manager Ed Causey and Finance Officer David Clack who reviewed information regarding the pay study, its implementation, and the language in the adopted 2024-2025 Budget Ordinance. Mr. Clack then proposed the following amendment to Section XII of the Budget Ordinance:

Section XII Personnel

Employee Base Our ceiling for full-time employees at the end of our current fiscal year was 580. No additional positions were included for Fiscal Year 2024-2025. As identified in the Pay Study implemented in 2015, the final step to maintain the progress realized through the adoption of a pay plan is to develop and maintain a sustainable process to move all employees from the minimum to the midpoint of their assigned pay grade within 10 years. Understanding the process and recognizing the opportunity will address ongoing compression issues created when the salaries of new hires nearly match the salaries of seasoned employees. With the traditional practice of addressing cost-of-living issues with percentage pay raises across the board, nothing has effectively addressed the need to move employees forward through their pay grades. Effective July 1, 2024, employee salaries will be evaluated to determine the difference between employee salary and midpoint of the assigned pay grade as well as time in the pay grade. If an employee has less than one year in their grade, then the employee would receive 5% of the difference between their current salary and midpoint of their grade. If an employee has between one and six years in their grade, then the employee would receive 10% of the difference between their current salary and midpoint of their grade. Employees with seven or more years in their grade would receive 20% of the difference between their current salary and midpoint. No employee's increase would put them above the midpoint of their grade. The results will allow employees to realize incremental pay raises and greater reward for long-term employees. Employees at or above midpoint will not receive any increase.

Vice Chairperson Sue Lee clarified that no monies had been expended prior to this error being discovered. Chairman Kivett echoed her sentiments and provided more information on

salary increases over the past several years. Upon a motion by Chairman Kivett and seconded by Commissioner Godwin the Board voted unanimously to adopt the amendment to Section XII of the Budget Ordinance as presented. Mr. Causey and Mr. Clack reiterated to the Board that employees would see these changes, effective July 1, 2024, retroactively implemented in their September paychecks.

Adjournment

Upon a motion by Vice Chairperson Sue Lee and seconded by Commissioner McLamb, the Board voted unanimously to adjourn.

/signed copy on file in Clerk's Office

R. Jerol Kivett, Chairperson

/signed copy on file in Clerk's Office

Stephanie P. Shannon, Clerk to the Board