

MINUTES OF THE MEETING OF THE BOARD  
OF ROWAN COUNTY COMMISSIONERS  
ADJOURNED SESSION - FEBRUARY 5, 1993  
RED ROOM - COMMUNITY BUILDING

The Rowan County Board of Commissioners met in Adjourned Session, on Friday, February 5, 1993, at 1:00 p.m., in the Red Room of the Community Building.

PRESENT: J. Newton Cohen, Chairman  
Thomas M. Webb, Vice-Chairman  
Jamima P. DeMarcus, Member  
Steven Todd Arey, Member

ABSENT: Charles H. Welch, Member

The County Manager, Finance Director, Clerk to the Board, and various Department Managers were also in attendance.

Chairman Cohen called the meeting to order, and Commissioner Arey gave the invocation.

CONTINUED DISCUSSION ON EMPLOYEE COMPENSATION PACKAGE:

Chairman Cohen explained the purpose of the meeting. Board members noted several areas to be considered:

\* Career Growth: Commissioner DeMarcus suggested that employees earning at the mid-point (or less) of their range, be given a 3% salary increase; that employees earning more than the mid-point of their range, receive a 2% increase. This was suggested to assist the lower-salaried employees who may, due to low incomes, be eligible for food stamps, etc.

\* Cost-Of-Living-Adjustment: Annual adjustments to salary

\* Performance Bonus (merit): To only be given to "outstanding" workers; could be given as a one-time, lump-sum amount, instead of compounded into the salary;

\* Longevity: (currently funded at approximately \$100,000 per yr.);

County Manager, Tim Russell, gave his proposals to fund a workable merit system. Personnel Director, Ken Deal, quoted the

total, annual County salaries at \$11 million.

Chairman Cohen also invited comments from Department Managers in attendance.

Commissioner Arey stated his support for a 2% merit increase; putting longevity funds into the 401-K Plan, OR putting a partial amount of longevity funds into the merit plan; supports a 5% maximum or actual C.P.I. for cost-of-living increase.

OTHER BUSINESS:

\* Mr. Russell reviewed the schedule for the upcoming Budget Review Sessions:

Friday, February 12: 12:00 noon - 9:00 p.m.  
Saturday, February 13: 9:00 a.m. - 9:00 p.m.  
Sunday, February 14: 1:00 p.m. - ? (optional)

The session is only for County departments; other requests will be reviewed at a later date.

There being no further business, Commissioner DeMarcus made a motion to adjourn to Friday, February 12th at 12:00 noon. Commissioner Webb seconded, with unanimous approval.

Respectively submitted,

Denise B. Daugherty, CMC  
Clerk to the Board