

Minutes
Workshop
Historic Courthouse, Conference Room, 215-3rd Floor
116 West Jefferson Street
July 29, 2015

The 6:00 p.m. at the Historic Courthouse, Commission Chambers, with the following board members present:

Moses Gross, Chairman, Dist. 2	Kenneth E. Hickey, Vice-Chairman, Dist. 3
Merrill E. Baker, Jr., Dist. 1	Mark NeSmith, Dist. 4
Hershel P. Ansley, Dist. 5	Wiley E. Grady, Dist. 6
Phillip V. Brown, Dist. 7	J. Elaine Mays, Dist. 8

Staff present was Michael Stephenson, County Manager and Twink Monahan, County Clerk. No media was present.

Vice-Chairman Hickey called the meeting to order and gave in invocation.

Vice-Chairman Hickey turned the meeting over to Michael Stephenson, County Manager. Mr. Stephenson said the purpose of the meeting was to get a clear understanding of the Board's priorities for the 2016 Budget. Two areas that need to be clarified are equipment purchases and pay increases.

Mr. Stephenson stated we would and that the motor grader inventory is in good shape and that the board purchased several pieces equipment this year.

Yet to be determined is the type of raises:

1. Seniority
2. Increase starting salaries for certain targeted positions to be able to attract and keep personnel.
3. Part-time personnel salary increase
4. Future plans for the prison need to be finalized before the next contract renewal (reducing inmate population could be a consideration)

Chairman Gross stated that Thomas County doesn't pay enough to attract and there needs to be a training program in place to be able to promote from within

Commissioner Brown asked about pay increases with higher education. Commissioner NeSmith stated positions are only worth so much (pay ceilings).

The board asked the county manager to work with marketplace salaries for targeted positions and present to the board at another workshop. Mr. Stephenson stated that we have a little to work with but we need to be cautious.

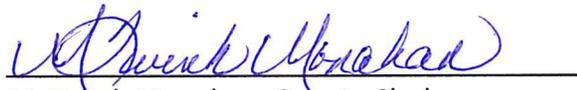
Chairman Gross is concerned the staff at the Public Works Department. There are many projects ahead for the department and it seems they do not have the staff to complete the projects. Countywide blanket discussions does not help the Public Works' issue.

Mr. Stephenson stated that he will come up with a plan that addresses Public Works' staffing and that Equipment is not as big an issue.

The board also discussed the long-term plan for the prison, but with no decisions.

The workshop adjourned at 10:00 a.m.


Moses L. Gross, Chairman


M. Twink Monahan, County Clerk