

**BOARD OF COUNTY COMMISSIONERS
SPECIAL MEETING
APRIL 25, 1996**

Present Commissioner Barbara R. Thompson, President
 Commissioner D. Christian Brugman
 Commissioner Paul W. Chesser
 Commissioner Frances P. Eagan
 Commissioner Lawrence D. Jarboe
 Aleck Loker, County Administrator
 Steve Welkos, Director of Finance
 Judith A. Spalding, Recorder

CALL TO ORDER

The meeting was called to order at 11:20 a.m.

**EFFICIENCY TASK FORCE RECOMMENDATIONS
COUNTY SALARY AND BENEFITS**

Present: Robert Harper, Chair, Efficiency Task Force
 Leonard Greess

The referenced representatives of the Efficiency Task Force appeared before the Commissioners to present recommendations regarding the County's salary and benefits. A copy of the recommendations is on file in the Commissioners' Office.

After the presentation the Commissioners agreed to give consideration to the recommendations later in the meeting.

EXECUTIVE SESSION

Commissioner Chesser moved, seconded by Commissioner Eagan, to meet in Executive Session to discuss a matter of Personnel (discussion of top two applicants for the Director of Economic Development position), as provided for in Article 24, Section 4-210(a)1. Motion carried.

Executive Session - Personnel (Director, Economic Development Position)

Present: Commissioner Barbara R. Thompson, President
 Commissioner D. Christian Brugman
 Commissioner Paul W. Chesser
 Commissioner Frances P. Eagan
 Commissioner Lawrence D. Jarboe
 Aleck Loker, County Administrator
 Judith A. Spalding, Recorder

Authority: Article 24, Section 4-210(a)1
Time Held: 12:35 p.m. - 1:07 p.m.

Action Taken: The Commissioners discussed the applicants for the Director of Economic Development and gave direction to the County Administrator.

MYRTLE POINT PROPERTY

Present: Doug Durkin, County Attorney
 Judy Pedersen, Public Information Specialist

The referenced individuals appeared before the Commissioners to request the Board's concurrent to issue an Information Release indicating that the Myrtle Point property will be advertised for sale in the Federal Register on April 26.

CONTINUATION OF DISCUSSION OF SALARY/BENEFITS

The Commissioners resumed discussion of the salary and benefits and the recommendations of the Efficiency Task Force and took the following actions, which they indicated were in order to give county employees an opportunity to comment.

(Mary Langley took the minutes at this point.)

Health Insurance Plan

Commissioner Eagan moved, seconded by Commissioner Jarboe, to change the current health insurance basic plan to PPN with Option #4 (with \$5 prescription plan) at a 90% (county 10% (employee) ratio, effective July 1, 1996 for a period of six months. Motion carried.

Holidays

Commissioner Brugman moved, seconded by Commissioner Chesser, to adopt the Efficiency Task Force's recommendations to remove the Floating Holidays from the Holiday Schedule, as well as Election Day, and to establish 12 fixed holidays (reduction of three holidays). Motion carried.

Sick Leave

Commissioner Brugman moved, seconded by Commissioner Jarboe, to adopt the Efficiency Task Force's recommendation to allow up to five days per year to care for immediate family members with the approval of the immediate supervisor. Motion carried. (The motion did not include adoption of the recommendation to not change the maximum accrual rate or for leave hours used to be calculated as part of the work week hours.)

(Judith Spalding resumed taking minutes from this point.)

Personnel Leave

Commissioner Eagan moved, seconded by Commissioner Jarboe, to leave the sick leave accrual at 1.5 days a year and to remove the three Personnel Leave Days, to be effective January 1997. Motion carried four to one with Commissioner Chesser voting against.

Sick Leave Bank

Commissioner Eagan moved, seconded by Commissioner Chesser, to approve the creation of a sick leave bank. Motion carried.

Annual Leave Accrual

Commissioner Eagan moved, seconded by Commissioner Jarboe, to leave the Annual Leave accrual as currently provided. Motion carried.

Bereavement, Military, Maternity Leave

Commissioner Brugman moved, seconded by Commissioner Chesser, to leave the bereavement, military, and maternity leave as currently provided. Motion carried.

Retiree Health Benefits

The Commissioners agreed to defer a decision on retiree health benefits until the health benefit package that is going out for bids is considered.

Eligibility (Health Benefits)

Commissioner Jarboe moved, seconded by Commissioner Chesser, that the eligibility requirements remain as currently provided.

Life Insurance Benefits

The Commissioners agreed to defer a decision on the life insurance benefits until the health insurance package is considered.

Education Benefit

Commissioner Brugman moved, seconded by Commissioner Eagan, to place education benefits under a central administration. Motion carried.

PAY/CLASSIFICATION PLAN

The Commissioners discussed the proposal from David M. Griffith and the recommendations from the Efficiency Task Force. Areas of discussion included: market equity, whether to adopt the consultant's plan with an 8% (or other percentage) salary scale adjustment; how to quantify salary and benefits in comparing with other jurisdictions; whether to defer a decision on the plan; whether to consider COLA's.

In conclusion the Commissioners requested information on costs associated with a 6% or 4% salary scale adjustment as well as average figures for Calvert and Charles Counties' salary/benefits.

The Commissioners agreed to discuss the issue with the possibility of making a statement as to their intent on Tuesday, April 30. The Board further agreed to schedule a meeting with County employees on Tuesday, May 14 at 11:00 a.m. regarding the tentative actions and to get department heads, employees' association and other employees' input. The Commissioners will meet on Thursday, May 16 to take action.

ADJOURNMENT

The meeting adjourned at 5:35 p.m.

Minutes Approved by

Board of County Commissioners on 4/30/96

Judith A. Spalding
Recorder