

CUMBERLAND COUNTY PERSONNEL COMMITTEE
MAY 8, 2003, 8:30AM

PRESENT: Commissioner John Henley
Commissioner Billy King
Commissioner J. Lee Warren, Jr.
James Martin, County Manager
Juanita Pilgrim, Deputy County Manager
Amy Cannon, Asst. County Manager
Grainger Barrett, County Attorney
Marsha Fogle, Clerk to the Board

INVOCATION: Billy King

1. Elect Chairman

The Committee unanimously elected Billy King, Chairman.

2. Set regular meeting date

The Committee selected the second Thursday of each month at 8:30AM as its regular meeting date and time. Meetings will be held in Room 564.

3. Approval of Minutes: August 13, 2002

MOTION: Commissioner Warren moved to approve.
SECOND: Chairman King
VOTE: UNANIMOUS

4. Discussion/consideration of a county utility department

Talmage Baggett, Chairman of the Board of Commissioners, asked the committee to consider establishing a County Utility Department. Chairman Baggett noted the number of water/sewer projects underway and the need for an administrative person to oversee the projects and focus on securing grants for other projects. Chairman Baggett said this person would not necessarily have to be an engineer. In addition Chairman Baggett said he believed it important to also hire a staff person to assist the department head. Projected Cost: Under \$150,000 (includes salaries, equipment for office, etc.)

Committee members inquired if these two new positions could come under the county engineer's department as opposed to establishing a new department.

In response to a question, Bob Stanger, County Engineer, noted his office consists of 3 engineers with no staff support. He noted that reporting on

projects does take some time away from engineering duties. He said he would be submitting quarterly reports to the Board and Manager on the current water/sewer projects.

Chairman Baggett noted that Harnett County has a Utility Department that is managed by Rodney Tart.

Commissioner Henley said he had no problem with the concept but would like to see a job description along with salary information before approving.

Chairman King of the Personnel Committee asked staff to bring back information at the next Personnel Committee meeting, i.e., job description, salary information, etc. In addition, the Committee would like to invite Rodney Tart from Harnett County to make a presentation at the meeting (June 12, 2003).

Commissioner Lee Warren noted the importance of getting things done quickly, so the county can take advantage of federal/state grants and funding that is available. He indicated he was supportive of a separate department.

The consensus of the Board was that management designate funding in the new fiscal year budget that could be utilized to address this concept.

5. Other matters of concern

BACKGROUND: Under section 10-119 of the Personnel ordinance, employees who have been subject to reduction in force are automatically referred for interview and evaluation for position vacancies for a period of up to three years after separation. Experience has suggested that three years for recall consideration may be unrealistic. In addition, it was noted that State policy provides priority reemployment consideration for one year for state employees subject to RIF (reduction in force). The county has employees in our Health and Human Services who are subject to the State Personnel Act which specifies a one year recall consideration period.

James Lawson, Personnel Director, recommended that the county's policy be consistent with the state policy regarding RIF reemployment.

Mr. Lawson noted the difficulty in keeping track of employees who have been subject to a reduction in force.

The Committee discussed requiring the employee who has been RIF'd to touch base quarterly with the Personnel Department to confirm his/her continued interest in being interviewed for vacancies in the county. In addition, this employee would have to apply for the specific job.

The Committee decided to take no action on this today, and asked staff to come back to the next meeting with recommendations along the lines of the discussion above.

MEETING ADJOURNED: 9:20AM.