

Unsealed by Board of Commissioners 4/10/2018.

MINUTES
TRANSYLVANIA COUNTY BOARD OF COMMISSIONERS
February 3, 2017 – CLOSED SESSION

Pursuant to NCGS 143-318.11 (a) (6) to consider the qualifications, competence, performance, condition of appointment of a public officer or employee or prospective public officer or employee. Present were Commissioners Chappell, Hawkins, Lemel and Phillips, Human Resources Director Sheila Cozart, Finance Director Gay Poor, Social Services Director Tracy Jones, and Clerk to the Board Trisha Hogan.

At the previous meeting, staff was instructed to make an offer of \$78,000 to the preferred staff attorney candidate, with negotiations up to \$80,000. Any further negotiations would have to come back before the Board. Human Resources Director Sheila Cozart made the offer which the candidate declined because the salary offer was not in the range expected.

Staff provided Commissioners with information from surrounding counties to include county attorney model and salary ranges. Ms. Cozart emphasized the complexity of the Social Services aspect of the county attorney position. She reminded the Board that the interview team felt this candidate was the best fit for the organization and would greatly benefit both Social Services and Administration.

Finance Director Gay Poor provided Commissioners with budget information indicating the dollars being spent thus far on legal services, further proving the benefit of hiring an in-house staff attorney. There are funds within the current year's budget due to lapsed salaries and still falls within the figures for projected savings.

Although the position falls within the employee compensation plan, it is an appointed position and therefore Commissioners have flexibility in terms of a salary offer.

Commissioner Chappell moved to offer the candidate \$87,000 with negotiations up to \$88,500. The motion was seconded by Commissioner Hawkins and unanimously approved.

Ms. Cozart will contact the candidate and inform Commissioners of the candidate's decision.

Commissioner Phillips moved to leave closed session, seconded by Commissioner Chappell and unanimously carried.

Larry Chapman, Chair
Transylvania County Board of Commissioners

ATTEST:

Trisha M. Hogan, Clerk to the Board