

## **Open Work Session**

**March 15, 2022**

### **Proposed Pay and Classification Plan**

Ms. Jaci Curry, Director of Human Resources; Ms. Pam Oland, Director of Finance; and Mr. John Psota, Acting County Executive, came before Council. Mr. John Psota thanked Council for the opportunity to have a work session and said they can answer any questions Council may have. Mr. Cannon asked Mr. Psota to give Council and the public an overview of what they are looking at today.

Mr. Posta said they engaged Bolton to conduct a salary survey to find out where positions throughout the County fall in mark to market and to establish a minimum and a maximum, and then, if there was someone in those positions, show where their tenure puts them in that minimum-maximum range and in what step. He said, since the last time they were before Council presenting this study, they met with Department Heads to get their input, and there are still some very few minor adjustments to make, but before Council today is a position control document that is a result of that study.

Ms. Acle asked if this is the only document Bolton has provided, to which Ms. Oland responded, they provided them the information by position. Ms. Acle asked for clarification on whether this is the only document, to which Ms. Oland responded, besides the information Council got in the power point, yes.

Mr. Holloway said his first question is whether they plan on following the recommendations, to which Mr. Psota responded, yes. He explained, they would like to implement those recommendations that Bolton has made across the board. Mr. Holloway asked if they are going to adjust any of the recommendations, to which Mr. Psota responded, they have met with Bolton, they met with the Department Heads, and, accordingly, there have been some minor adjustments made and definitions of positions clarified, and those have been adjusted. Mr. Holloway said Council has not been furnished those, to which Ms. Oland responded, there are a couple of adjustments that are still being done. She said, as she said in the memo, they are still being refined, but it would be a handful.

Mr. Holloway said the one that jumps out at him the most that was brought to his attention is the \$33,000 pay increase to one individual. He said he is not going to mention any names, and he will not even say what the title is because it would be easy for people to know, but this individual has one person working for him and he is not a Department Head. He said, when he saw that, he wondered how they came up with that kind of number, \$33,000. He said then, at the top of the same page, there is a Radio Systems Manager who is not getting anything, and there are a couple of other zeros. He then asked if they agree with that recommendation, to which Ms. Oland responded, again, the process was handled by an outside company to look at the job titles across the County and look at them in comparison to the market. She said, based on longevity, the ranges, the duties and responsibilities found in the job descriptions, and the market research they came up with, some of them seem way out whack for what they currently are paid, but they are justified by the statistics that Bolton was able to recover from the market research. Mr. Holloway said some of them are a lot higher than others, and his question is whether they agree with the \$33,000 pay increase for that one individual, to which Ms. Oland responded, they agree with the process that created the pay increases across the board.

Ms. Oland clarified, she is not going to talk about individuals because there was a process and a plan. She said, again, if they start picking and choosing which ones they want to adjust and take out of the process, that negates the process they went through.

Mr. Holloway said this was just a study and suggestion, he does not think it was a mandate, to which Ms. Oland responded, if they are implementing a pay plan, a range for that plan, a level for each job, and they are looking at the longevity of each person in that job but then say this person cannot get that because that looks too high, or this person should get something even though they are outside of the range, that negates the objectivity of the process.

Mr. Psota said there is another component to this. He explained, his understanding is that the last time a salary study was uniformly applied was in the early 2000s, and since then they have had varying degrees of COLAs, varying degrees of incentive pay applied, and varying degrees of all kinds of policies applied in different areas in different Departments, and this is a uniform approach position by position. He said there is also a list of vacant positions and what it would cost in the market to hire someone to replace a person, or a range to bring someone in. He said, if they have to replace a person in a position, this looks at that, and there are some positions that over time the skillset needed in today's market has increased the compensation level. Mr. Holloway said he never got an answer to his question, but thank you.

Mr. Dodd asked if this list is every approved position in the County, to which Ms. Oland responded, yes. She clarified, when they come with a recommended budget amendment, there could be some minor edits to what Council sees because, again, they have gone to Department Heads and had additional information provided to them. She said this document is a list of all currently filled positions, and they have a list of all positions that are currently vacant that are approved for the County.

Ms. Curry clarified, the exceptions are those positions that are mentioned in the letter, which are the Sheriff's Office, Sworn Deputies, the County Executive, and the State's Attorney.

Mr. Dodd said he wonders if the Council will consider adjusting any salaries because the County is way past increasing the salaries, and some positions may be too much, but he does not know. He said he is glad they are doing a study and considering increasing the salaries of their employees.

Ms. Curry said the goal is to be able to recruit and retain. She said some may be getting a higher increase, but they want to retain those people because they have the historical knowledge in the position. She said, if that person can drive 20 or 30 minutes down the road for \$30,000 more, what do they think that person would do? She clarified, they want to be able to retain those people based on the market value for that position, and be able to recruit someone should something happen where somebody relocates or leaves for whatever reason.

Mr. Dodd said they cannot hire somebody and pay them more than a current employee in the same position, to which Ms. Curry agreed.

Mr. Psota said he will try to explain the answer that Mr. Holloway did not understand when he answered his question, but Ms. Curry said it better than he did. He explained, if they have a widget

maker who is underpaid and undercompensated in the County and they can go to Worcester County, and they have been historically underpaid in Wicomico County, that could account for the difference there. Mr. Holloway said he has been hiring people since the 70s, he understands about pay, and he understands how they have to pay good money to get good people, he understands all of that. He said his question was very simple. He then asked if they agree with the pay increase from \$70,000 to \$103,000 for that one individual, yes or no, to which Mr. Psota responded, yes.

Mr. Cannon said, in regards to the American Rescue Plan funds, he can understand using that money in fiscal year 22 since they have not done fiscal year 23, but why would they be using American Rescue Funds instead of the funds out of the ordinary operating expenses, to which Ms. Oland responded, that is an option. She clarified, they wanted to present to Council that this is an affordable process to get the County to where they need to be in the market, and they have at least potentially one more way of paying for this, and that is why they presented that information to the Council. She said, ultimately, when Council sees the budget, their intention is to load these into the budget and fund them, and it might be through a mixture of ways including American Rescue funds. Mr. Cannon said he would feel much more comfortable if they knew they could afford it right from the start. He clarified, he understands using American Rescue funds for Fiscal Year 22, and he applauds them for getting on this right away as it is important to the employees, but his concern is when they say they are going to use American Rescue funds in fiscal year 23, he immediately thinks about fiscal year 24 and thereafter. Ms. Oland responded, again, based on the audit report presented earlier today, they have been doing well with revenue collection, but they can look at funding this with regular dollars. She clarified, she personally would not have presented something that she does not believe is sustainable. She said, if they do not make these changes, they are going to have issues with retention and recruitment of additional employees and current employees.

Mr. Cannon asked what assurance they have that it will be sustainable in fiscal year 24? He said they are getting this started, but he thinks there would be reluctance to get this started if all of a sudden they have a train wreck in fiscal year 24, so getting some assurances about fiscal year 24 will be good. Ms. Oland responded, she cannot look into a crystal ball, but, based on the long-term projections they have been looking at, they feel it is sustainable in fiscal year 24 without American Rescue Plan dollars.

Mr. McCain said, getting back to the audit that was presented earlier, they gave the trends all the way from FY17 to today, and the County's revenues from income tax revenues have increased substantially every year. He said this year it was \$8 million dollars, to which Ms. Oland responded, that was unexpected. Mr. McCain said it has increased every year along with the two percent on the property tax revenue, and whatever other base they get with that has increased every year from FY17 to current.

Ms. Oland said they presented using American Rescue Plan funds because of the fact that they want to get this jumpstarted, but they would not have jumpstarted it if they did not feel it was sustainable.

Mr. Cannon said it is a privilege to be in this position because he can state his opinion if he would like to, and they are all kind enough to take it into consideration. He then suggested that maybe any increase in allocations to employees that are over \$3,000 or \$5,000 be done on a graduated basis over a three-year process. He clarified, for example, like in Mr. Holloway's concern about the \$30,000 increase, what if

they just say that is a huge number and the employee will be just as happy to have \$10,000, \$10,000, and \$10,000 in those increments, to which Ms. Oland responded, would the employee be just as happy? She clarified, if their job is valued to grow by this study, would Mr. Cannon personally be happy to take a third of the amount? She said the employee can take a third of that now and wait two more years to get the rest, or they can go to the next County and get it all now. Mr. Cannon clarified, he said that incorrectly as it is not so much whether the employee would be as happy because they would not. He said the question is would the County be more fiscally responsible if they explained to the employee what the new target level is that they have come up with, and, in the sense that they are trying to keep the County's house in order too, it is not impossible, but the County is actually reaching out for other funds to make this happen, so it would be more responsible as a County to implement this in a three-year stage, and the employee should live within their means. Ms. Oland responded, they believe they have the means to do this as they would not have presented this if they did not. She said, additionally, they are creating problems for the County by not getting the employees to market now.

Mr. Psota clarified, they cannot afford to not do this. He said, if they ask people to accept the increase three years out, in the past, from what he understands, there has been a failing on the Administration not to honor such agreements. Mr. Psota said this is a multi-faceted implementation plan.

Mr. McCain said that was addressed originally when this was presented to Council, and there are certainly more benefits to doing it now as opposed to trying to phase it in.

Ms. Oland said they have a major problem across multiple County Departments with retaining the people they have and recruiting new ones. She said, if they do not reset the levels for the positions to what the market says, which is what the study is, and reset it all at once, they will continue to have the retaining and recruiting issues they have and have problems filling the positions that the County residents need to make sure the government is providing the services that they need and want.

Ms. Curry said there is a cost of training all of those folks who go through the academy or go through whatever training is needed to be able to fully do their positions, and they need to advocate for the employees. She said they get calls in Human Resources from people who are looking for another position, and they have been telling them they are in the midst of this study and ask them to hold on and wait for them. She said she thinks they need to advocate for the employees to put this in place and not only wait for July, but, if they are able to do this in April, that is a great thing that could help their numbers because not only is the great resignation everywhere, it is certainly affecting Wicomico County and their vacancies and what they are seeing with turnover.

Mr. Holloway said most of these raises are not very large. He said there is \$700 a year increase, \$3,000 a year, or \$2,500 a year, so they are not great huge amounts of money. He said he brought up the \$30,000 because that jumped out at him, and they have somebody who is getting a \$700 a year raise or a \$900 a year raise, but then they have one individual getting a \$33,000 raise. He said, for the people watching, the majority of these raises are not huge and are needed, he understands and supports that. He said he has talked to some of the Department Heads and they just cannot hire people as some people apply but do not show up, and it all evolves around pay. He said, as he mentioned before, he has hired people and he knows what it takes to keep people, so he did not need an explanation on that, but thanks anyway.

Mr. Holloway said what he is looking at is there are some at \$10,000 a year, \$12,000 a year, \$13,000 a year, or \$15,000 a year, and most of the people who are getting those increases are making higher-end money now. He then suggested they go through each one of the positions and finetune them a little bit. He said he thinks Mr. Cannon is correct in that not everybody is going to just walk out the door because they did not get this raise. He said, back in 2007 when the recession hit, they had to do reduction in force (RIF), and there were not any pay increases, and he remembers one employee telling him that she understood what was going on, but she was happy to have a job and benefits. He clarified, she did not say what they were doing was a good thing, but she understood. He said they have talked about funding this study through ARPA funds, but if they look at what the inflation rate is right now and what is going to be happening and could happen in the near future, he agrees with what Mr. Cannon said in that the County needs to be a little more cautious in what they are doing.

Ms. Acle asked if they had a position description when they met with the Department Heads that they were going by when they were gauging the salaries, to which Ms. Curry responded, the job descriptions were provided and some of the position description questionnaires were provided as well. She said they had phone discussions with those listed Departments to review the structure of their Department, as they have learned each Department is unique in its own way. She clarified, that is why the call was with the Bolton representative to really go through the ins and outs of each Department so the Head of the Department could explain how Wicomico County does it versus if they worked with one of the other Counties on the Eastern Shore to know that maybe there is a difference between the two to be able to grade. Ms. Acle asked if they did that with the Council Office also because they are part-time Councilmembers, to which Ms. Oland responded, they did not do it with the Councilmembers themselves. Ms. Acle clarified, she is talking about the Council Office, to which Ms. Oland responded, yes. Ms. Curry added, it was with the Council Administrator and Internal Auditor.

Mrs. Hurley said, for clarification, the Bolton representative did not ask her about her job description as he just wanted talk about the individual positions in the Council Office, and that was after the study was completed. She said he did not meet with her and ask her any questions about the structure of the Council Office or anything like that. Mr. Holloway said he thought they were supposed to meet with the Department Heads before the study was completed, to which Mrs. Hurley responded, he did not meet with her before the study was completed.

Ms. Acle asked if the representative can meet with Mrs. Hurley, to which Ms. Curry responded, they have had a call since the study was completed. Ms. Acle asked if he had any new recommendations, to which Ms. Curry responded, no, not that she is aware of.

Mr. Cannon said that is easy to resolve as he thinks they all understand the responsibilities quite well of Mrs. Hurley's job, as they know with every Department in the County, and he thinks they should make that adjustment accordingly he would assume, to which Ms. Oland responded, they have been trying to not adjust on their own, as they are relying on the information of a professional who is better at this and knows the market better than they do. She said, for them to make changes to amounts that are not supported by their study goes back to processes before where employees then felt that the study was invalid because the Administration made changes that were not recommended. Mr. Cannon said he

understands, but there are always nuances that all the data in the world cannot define, and he thinks that is why they always have to consider the human element as to what they might want to incorporate here. He clarified, he does not know what they were taking into account, and he is not trying to single out one individual, but the topic they have right now is that there is one individual who is charged with the entire Legislative Branch of Wicomico County and seven very difficult people to work with, so he thinks somehow or another that has to come into consideration at one point in time or another. He said, again, there are little tiny things that all the data and all the studies in the world are not going to show that they can recognize and understand better than the consultant might. He clarified, that is not just this position, there could be others too.

Mr. Hastings said he was originally looking at this and seeing the old grade to the new grade, and he cannot really make heads or tails out of it. He said he sees a grade 17 going to a M35, M34, or M36, and he just assumes that they know what they are doing and that this looks good enough. He clarified, if it makes sense to the employees and the Department Heads feel comfortable, then all of that is great.

Mr. Hastings said Council put together a list of questions, and one of the questions is that the pay classification is based on longevity with the County. He then asked if there should be a performance component to it, to which Ms. Oland responded, the pay classification is put together with a longevity basis. She said their intention, which they stated at the last meeting, is that they will look at this over the next year and look at implementing a performance-based component, but to get something started instead of waiting for everything to be done, they went with the longevity base, and then they want to implement an appropriate performance-based component.

Mr. Hastings asked, what is the current policy for how often the County does a salary review study, and if there is not one, should the County adopt one as it sounds like they have gone far too long without doing one and now they are catching up, which is part of the challenge. Ms. Curry responded, the last study was done in 2017, but she was not here during that time. She said she does not think all positions were looked at like they have with this study with the full-time positions, nor does she know the implementation process they had back then, which is why they are covering all full-time positions, with a few exceptions that have been noted in the letter, to be able to do this on a fair and consistent basis across the board. Mr. Hastings said he would like to see this as a regular policy and he would love to see another way to include the County Council and the County Executive salaries as a check on their own group that they put together to review those salaries.

Mr. Hastings said, as far as the ARPA component, that sounds good to him if they are comfortable with using those funds. He said the employees so desperately need to have their pay raised as they are leaving in droves from all County governments, not just Wicomico, so he is going to trust their feelings and thoughts. He clarified, he does not trust the federal government for anything, but, he trust the State level a lot better, but he does not trust the fact that the County may or may not have the disparity grant in the future. He said, if they feel confident, that is great, but he does not know, and the Appropriations Committee has been talking about it for years. He said they are in a good moment right now with the State funds, but he cannot imagine that it will be that way a couple of years from now, especially knowing inflation and other issues are on the rise. He said this study was done before the full effects of the inflation had risen, but he trusts their overall judgement. He said there are some significant jumps in

salaries, but they have been underfunded, and it is pretty bad when people leave government to go to the non-profit sector, which is where he works, and has historically been really low on funds, but he has seen a ton of people jumping into the non-profit sector, and they are coming from government.

Mr. McCain said the whole objective is trying to get these positions to the 50<sup>th</sup> percentile, and they are still just getting to the average at the end of the day. He said, regarding some of the comments about how they should dial this back, this is not the time to be doing that. He said, economically, they have the lowest unemployment rate in decades and the biggest problem across the country is people leaving jobs for other jobs because it is such a great time for employees to move up the scale. He said, as an employer for 34 years, the best hiring practice is retention, not hiring people, but retaining people. He said, if they can retain people, then they do not have to hire people, and all the stars have really kind of lined up for them to do this. He clarified, the County has the money, even without the ARPA funds, and the County is in a good position, it is financially very sound, which the auditors confirmed, so, to him, everything is lining up to make this work. He said, when they start looking at the differences, they will see numbers that are all over the place, but that is what it takes to get where it should be, and if they did this again three years out, the numbers are not going to look like this because they are going to have them where they are supposed to be.

Mr. Cannon asked where this goes from here, to which Mrs. Hurley responded, she thinks that decision is up to Council, but it has to come back as a Legislative Bill at some point. Ms. Oland asked if it has to be a Legislative Bill, as most budget amendments have been by Resolutions, to which Mrs. Hurley responded, Mr. Mitchell has an opinion on that matter.

Mr. Mitchell said this is different than just changing one thing here or there as a Resolution would allow, and he gave an opinion on this. He clarified, it is unlike the change to the State's Attorney where the State of Maryland mandated they shall pay this, as that is purely administrative. He said this is a change in all salaries, and, to some extent, the way they are configured, and, in his opinion, there are significant changes; therefore, this will require a Bill, but it could be a budget bill, unless the Pay and Classification Plan is taken up before the budget. He said this is comprehensive and changes so many things that have been in existence for so long, and has a pretty big impact on the budget, so it should be a Legislative Bill.

Ms. Oland clarified, if she knows how a Bill appropriates, and please correct her if she is wrong, it requires two readings and then it requires 60 days, so there would be no implementation in FY22.

Mr. Cannon said he respects that 100 percent because the first thing he thought was commendable was the fact that they were trying to make this work in FY22. He said, unfortunately, they have to go with whatever legal is going to say, but it certainly could be deferred to Mr. Wilber if they want a second opinion. Mr. Mitchell said a Resolution is supposed to be temporary or administrative, and the complexity and comprehensive nature of this makes it anything but administrative.

Mr. Wilber said he and Mr. Mitchell talked about this and the comprehensive nature of the Pay and Classification Plan. He said they have a long history of doing budget amendments by Resolution primarily, not by Legislative Bill, so he understands that is going to delay the implementation time. He

then suggested that when Council gets to this Section in their review of the Charter, they should make it by Resolution so they do not have this issue in the future.

Mr. Mitchell said they talked about where it says "By Law" in the Charter that they ought to decide which law the County wants, Resolution or Bill, and make it plain. He said Council can pass something and then say it can be amended by Resolution or Bill even though the original adoption was by Bill.

Mr. McCain asked if there is any way to do it faster as he is just trying to think of something outside the box. He asked if it can be considered emergency Legislation, to which Mr. Wilber responded, he looked at that and there is a specific sentence in that Charter Section that essentially says they cannot do salary increases or wage increases by emergency Legislation, it has to be a health or safety emergency.

Ms. Oland said, to accomplish this in this fiscal year, it can only happen one way, and that is to pass a Legislative Bill, wait the 60 days, but retroactively pay the employees from FY22 funds. She said she will have to talk to the auditors about that as the 60 days is going to run out before the end of the fiscal year because, if she is correct, they need to have two weeks of advertising, to which Mrs. Hurley responded, yes. Ms. Oland said, if she is thinking of the calendar right, they are looking at a first reading on April 5, to which Mrs. Hurley responded, they will not have time. She said the whole reason Council introduced the Police Accountability Legislation today was to meet that July 1 timeline. Ms. Oland said the only way, and she would have speak to the auditors, is to accrue it in fiscal year 22 and pay it in fiscal year 23, or they could add a payout in the fiscal year 23 budget because that is the only way she can get employees the funds for three months, or they just include it in the budget.

Mr. McCain said he is trying to think of some way to make all of this work, but when they start talking about the timeframe, they are going to do the budget soon. He then asked if it can be part of the budget, to which Ms. Oland responded, their intention was to include all of this in the budget, but the other piece that they could include in the budget would be a retroactive payment for the three months that were missed. Mr. McCain said that might get them there quicker than a separate Legislative Bill.

Mr. Wilber said the budget will be passed in June and effective July 1.

Mr. Dodd asked, why not do it as part of the budget, to which Mr. Mitchell responded, that was in his opinion as one way to do it. Ms. Oland said Council would have to understand that the number in the budget would be 15 months' worth of salary and benefits, not 12 months because they would be making up for the fact that they did not pay it in April, May, and June.

Mr. Cannon suggested they put that in the notes, to which Ms. Oland responded, yes, that would be in the notes for Council. Mr. Cannon asked Mr. Wilber if they have approved raises before with the ARPA funding by Resolution, to which Mr. Wilber responded, yes. Ms. Oland clarified, those were bonuses, not raising a base salary. Mr. Cannon asked if they could pass a Resolution for FY22 for the use of the ARPA funds for the salary increases, similar to what they did before, to which Mr. Wilber responded, the thing that makes this a little different is that it is so comprehensive. He clarified, it is not just amounts, as they have job descriptions, and it is a whole job and pay program.



Mr. Mitchell said it is not the idea that it is determined that one Department or seven employees for a particular reason get a pay raise, as that may be a Resolution, but this is redoing the entire system. He said every person is being looked at as a whole, so it really needs to be a Legislative Bill, but the retroactive pay could be built into it.

Ms. Oland said the other piece with the American Rescue funding, if she is remembering the guidance correctly, is that bonuses have all kinds of restrictions on who can get them and who cannot get them, so that is part of the reason why they did not go down that path. She clarified, they went down that path for a couple positions that were allowed, but they did not go down that path for the others because they did not qualify for American Rescue Plan funding. She said, if they tried to do a bonus type thing for the last three months of this fiscal year, it would be out of operating, as she does not believe it would qualify for American Rescue funding. Mr. McCain asked, if they do it as part of the budget, but if they fund the salary study changes with the American Rescue dollars, does that really influence the budget in terms of showing 15 months, not 12 months, when it comes to pay, to which Ms. Oland responded, it would not impact the bottom line because it would not be coming from the standard operating revenue, so they would have a one for one. Mr. McCain asked if the revenue would look like it should if using the American Rescue dollars because they are debating whether to use those or not, to which Ms. Oland responded, they could use, at a minimum, the American Rescue dollars to fund three months of the next fiscal year and they could say it is July, August, and September, and then the other three months are coming out of the operating and that would be a wash. She clarified, it is the same number, but the difference is that it would be coming from American Rescue, not from operating.

Mr. Cannon said it really would not be three months, it would just be the amount of the increase, to which Ms. Oland responded, yes, it is not the full salary, it is three months of the difference, prorated across three months.

Mr. Cannon asked if everybody is okay with this, to which Mr. Dodd responded, he is thinking. Mr. McCain said it seems this is the only way to get it done timewise. Ms. Acle said it is unfortunate that Council got this so late, so they are going to have to make the adjustment.

Mr. Hastings said he hopes the County employees understand how much Council is working to do what they said they were going to do. He said they have been talking about this process for quite a while, and he applauds them for trying to do this as quickly as possible to get it and make it happen. He said Wicomico County is a place they want people to come and work, and he hopes the County employees hear this.

Mr. Cannon said he concurs with Mr. Hastings, as he likes the fact that they want bring this into FY22 and not just FY23, which is not easy an easy haul.

Mrs. Hurley said she has a couple of things to point out. She said she noticed that there are some positions that do not have pay grades, and she thinks those should be added to the Pay and Classification Plan, to which Ms. Oland responded, the system does not actually have them. Mrs. Hurley said she went back to a previous budget and they were included, so she knows they exist, to which Ms. Oland responded, the system right now does not have them for those positions. She clarified, they can

put them back in, but it is not something that is in the system right now, so they were going with what was in the system, and that is what they presented. Mrs. Hurley said it sounds like at some point they were taken out of the system, which is interesting. Mr. Cannon asked Mrs. Hurley if she is asking for them to be put in the system, to which Mrs. Hurley responded, in order to make the document complete, they should be shown. Ms. Curry asked if she is referring to the current grades, not the proposed grades, to which Mrs. Hurley responded, she thinks they should show both; the proposed grades are already showing, but the current pay grades should be included too. Ms. Curry said she thinks they are missing some current grades.

Mrs. Hurley said there are some job titles that are in the new job title column, but the job titles did not change. She said, for example, the Court Reporter job title is showing in both columns, the job title column and new job title column, to which Ms. Oland responded, they are trying to show the changes, so if it has a blank in that column, it is retaining the old title. Mrs. Hurley clarified, what she is saying is that there are some job titles that are listed in the new job title column that do not appear to have any changes. Ms. Curry said she is looking at Community Clerk I, and that is unchanged, but it was included in the change column, to which Mrs. Hurley responded, yes, the Court Reporter is still Court Reporter in the new job title column. Ms. Curry said some of them are remaining the same and should not have been in the new column. Ms. Oland said they will make sure that it only shows the new titles.

Mrs. Hurley asked about inactive positions, to which Ms. Oland responded, inactive positions are not listed, it is only approved budgeted positions. Mrs. Hurley asked, what if someone wanted to reinstate a position like the Public Information Officer, to which Ms. Oland responded it would have to come before Council and get approved like they did when they reactivated the Major position in the fall.

There was no further discussion.



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John T. Cannon, President, At Large



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Ernest F. Davis, Vice President, District 1




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William R. McCain, At-Large



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Nicole Acle, District 2



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Larry W. Dodd, District 3



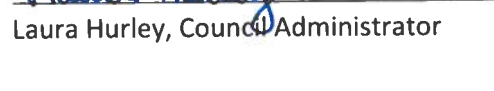
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Josh Hastings, District 4



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Joe Holloway, District 5



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Laura Hurley, Council Administrator