

Closed Session - Personnel Matter — August 1, 2016

At 7:35 p.m., the Board convened closed session to consider the qualifications, competence, performance, condition of appointment of a public officer or employee or prospective public officer or employee, pursuant to [NCGS 143-318.11(a)(6)]. Commissioners Frye, Kemp, Lanier, Haywood and Allen were present. Also present was Clerk to the Board Amanda Varner and where noted were County Manager Hal Johnson and Finance Officer Will Massie.

Chairman Frye stated that Hal Johnson had served as County Manager for two years and it was time for his performance evaluation and salary review. He asked Mr. Johnson if he had any comments for the Board. Mr. Johnson stated that he enjoys going to work, is less stressed, and likes his job. He said he feels like the new challenge has recharged him. He stated that Randolph County has a strong management team. He enjoys working with them and is very impressed with their abilities and professionalism. He is looking forward to the Strategic Plan implementation. Mr. Johnson was then excused.

Chairman Frye said Mr. Johnson was appointed with a starting salary of \$120,000 and after two cost of living allowance increases, he now makes \$126,074. He said that Mr. Johnson gave the Finance Officer a merit raise taking his salary to \$116,000. Chairman Frye said their salaries are really close and he feels like Mr. Johnson's salary should be comparable to other area county managers. He presented the county manager salaries from a few surrounding counties of similar population.

- Iredell – employed as manager for five years = \$161,800
- Chatham – employed as manager for ten months = \$144,200
- Davidson – employed for thirteen years = \$148,166.93
- Rowan – employed for two years = \$126,875

Commissioner Lanier said Mr. Johnson has worked for Randolph County for thirty-eight years and having that kind of knowledge about the County is invaluable. Commissioner Kemp stated that Mr. Johnson has also represented the Commissioners and the County on a multitude of committees and boards during those years.

Chairman Frye asked Finance Officer Will Massie to join the closed session in order to answer some questions about the pay plan. Commissioner Allen asked if the Manager position was included in the new step grade pay plan. Mr. Massie said it was not and there is no pay scale for the position. That decision was requested by an earlier Board because the Manager serves at the pleasure of the Board. Mr. Massie was dismissed.

Commissioner Lanier stated that Mr. Johnson's leadership and knowledge will go a long way in assisting future boards.

Discussion was had whether to increase by a specific dollar amount or set a new salary. The consensus was to update Mr. Johnson's salary and set it somewhere in the \$140,000-\$145,000 range.

*At 7:59 p.m., on motion of Kemp, seconded by Allen, the Board voted unanimously to end closed session and to return to open session for discussion and a vote.*

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Darrell L. Frye, Chairman

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Phil Kemp

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Arnold Lanier

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Stan Haywood

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David Allen

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Amanda Varner, Clerk to the Board