



# County of Dare

P.O. Box 1000 | Manteo, NC 27954

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## MINUTES

### DARE COUNTY BOARD OF COMMISSIONERS SPECIAL MEETING

Dare County Administration Building, Manteo, NC

**10:00 a.m., October 27, 2022**

Commissioners present: Chairman Robert Woodard, Sr., Vice Chairman Wally Overman  
Rob Ross, Steve House, Jim Tobin, Danny Couch, Ervin Bateman

Commissioners absent: None

Others present: County Manager/Attorney, Robert Outten  
Deputy County Manager/Finance Director, David Clawson  
Master Public Information Officer, Dorothy Hester  
Clerk to the Board, Cheryl C. Anby

**A full and complete account of the entire Board of Commissioners meeting is archived on a video available for viewing on the Dare County website [www.darenc.com](http://www.darenc.com).**

At 10:00 a.m. Chairman Woodard called to order the Special Meeting. He invited Commissioner Couch to share a prayer, and then he led the Pledge of Allegiance to the flag.

Chairman Woodard stated he was proud of the proactivity the Board had shown for the betterment of all of Dare County. He thanked Evergreen Solutions and the Human Resources department for their efforts regarding the salary and compensation study to be presented today.

Mr. Outten stated about a year ago the county had begun discussions regarding the county's difficulties in the labor market and compression issues. A compensation study had been completed and would be presented by Evergreen Solutions, LLC.

### **COMPENSATION AND CLASSIFICATION STUDY**

Rob Williamson began the presentation, which included Evergreen's process, results and recommendations. (See archived video.) Mr. Williamson stated staff had been very responsive throughout the process. Employees had participated in focus group meetings and job assessment surveys. The meetings had produced positive comments from staff as to why they work for the county such as: benefits, quality of work relationships, community impact and location. They also voiced concerns such as external/internal equity in salaries and housing affordability.

Evergreen had reached out to eight area counties (Brunswick, Camden, Carteret, Currituck, New Hanover, Orange and Beaufort) and six towns (Kill Devil Hills, Nags Head, Raleigh,

Virginia Beach, Myrtle Beach and Chesapeake) for market “peer” analysis. The market results for seventy-three positions (or classifications) were provided in the slide presentation. The market results noted the county was at a minimum behind market by 18.5% across all salary ranges. The Board discussed with Mr. Williamson the various possible causes of county wage compression and the goal to resolve the issue. Issuance of a yearly COLA, without skipping years, was one aid and could provide an opportunity to maintain pay range increases and remain competitive. Mr. Outten added the County did not currently have a mechanism to move employees from their starting salary through pay grades. That would have to be addressed.

Chairman Woodard stated it was critical to monitor and control wage compression issues. Mr. Outten offered there were other issues such as the lack of a mechanism to give new hires credit for their previous job experience and lack of opportunity to move employees through pay grades. Mr. Williamson added it was critical to work on a succession plan with tenured employees. Career development was important and could be realized with those tenured team members.

There were four recommendations from Evergreen. There were: (1) “adopt an adjusted pay plan with twenty-one total pay grades” (2) “reassign positions based on internal equity and the market results” (3) “place employees within their newly recommended pay grades” and (4) “select an implementation” schedule to fit the “financial means of the county”. There were three options: (1) Bring to Minimum (2) Hybrid Parity and (3) Compa Ratio. Each option was explained and Mr. Williamson suggested Dare consider implementation of the Hybrid Parity Adjustment. “It would give employees full credit for the time spent in their existing job title” and they would receive 50% credit for their overall tenure. The slide provided the average adjustment for the 555 impacted employees would mean an average adjustment of \$6,790.62.

Mr. Outten stated both he and the Human Resources Director recommended implementing the hybrid pay model because it hit all the issues the county was trying to resolve at a middle ground of affordability. If the Board agreed, the next step would be a schedule of implementation. Mr. Outten and Mr. Clawson had provided the Board with two spreadsheets outlining both budget fund options to be used and the cost associated with the different models.

Mr. Outten stated staff would need to know if the Board wanted to use the suggested hybrid model and if so, whether they wanted to implement it using the schedule provided. If the Board did not want to use the provided schedule, it could be reworked over their preferred timing and model chosen.

Chairman Woodard suggested the Board digest the information provided and place it on the agenda for the November 7, 2022 meeting. He added he did not want to hesitate with the second portion of the recommendations. Mr. Outten suggested that could be worked through in the next budget workshop. Chairman Woodard added another topic to address later would be the performance evaluation process. He expressed his appreciation for the work involved

in the study by Evergreen and leadership efforts. Mr. Williamson thanked the Board for the opportunity to work on the project.

**COMMISSIONERS' BUSINESS & MANAGER'S/ATTORNEY'S BUSINESS (Att.#1)**

Commissioner Tobin asked Mr. Outten to read a resolution requesting emergency action in Oregon Inlet.

**MOTION**

Vice-Chairman Overman motioned to adopt the resolution

Commissioner House seconded the motion.

VOTE: AYES unanimous

Commissioner Tobin added background information. The County was having the southern end of the alternate channel dredged by Miss Katie. The Corps had performed eleven different vibracore samples. One sample was sand and silt in equal amounts, which raised concerns of turbidity of the water in the dump area. As a result, the dredging permit had been pulled by the Corps. There were several ideas of monitoring being discussed to resolve the issue.

Commissioner House had several fishery issue updates. The 2022 commercial flounder season would be shut down tomorrow. There had been a proclamation to halt the recreational striped bass season in the Albemarle Sound; however, it had been overturned. The season would remain open beginning November 1 through December 31, 2022 (or when the allotment had been reached). The National Oceanic & Atmospheric Administration had proposed an amendment to the North Atlantic Right Whale Vessel Speed Rule which would reduce vessels in the 35-64-foot range to slow to 10 knots in seasonal management areas. The one report of a right whale strike was not in North Carolina. The closing date for comments was October 31, 2022. Several members of the Senate and North Carolina Watermen United had prepared letters in opposition of the proposed amendment.

**MOTION**

Commissioner Ross motioned that the Board mirror the NC Watermen United letter to oppose the proposed amendment with Chairman Woodard's signature on behalf of the Board.

Commissioner Tobin seconded the motion.

VOTE: AYES unanimous.

Commissioner Ross commented the findings from the National Assessment of Educational Progress (Nation's Report Card) had been released. The test scores revealed an historic setback in achievement scores across the United States. He urged everyone to read the article and report.

At the conclusion of the meeting, Chairman Woodard asked for a motion to adjourn.

**MOTION**

Commissioner Tobin motioned to adjourn the meeting.

Commissioners Bateman and House seconded the motion.

VOTE: AYES unanimous

At 11:30 a.m., the Board of Commissioners adjourned until 9:00 a.m., November 7, 2022.



APPROVED:

Respectfully submitted,

By: *Cheryl C. Anby*  
Cheryl C. Anby, Clerk to the Board

By: *Robert H. Woodard, Sr.*  
Robert Woodard, Sr., Chairman  
Dare County Board of Commissioners

Note: Copies of supporting materials are on file in the office of the Clerk.