

**Washington County Service Authority Board of Commissioners
June 28, 2018 Special Called Meeting Minutes**

The Special Called Meeting of the Washington County Service Authority Board of Commissioners, held in the E. W. Potts, Jr. Board Room located at 25122 Regal Drive, Abingdon, Virginia, was called to order by the Chairman at 2:00 pm.

Commissioners Present:

Mr. Mike White, Chairman
Mr. Jim McCall, Vice Chairman
Mr. Mr. Wayne Campbell
Mr. Dwain Miller
Mr. Kenneth Taylor

Commissioners Absent:

Mr. Tim Orfield
Mr. Vernon Smith

WCSA Officers Present:

Robbie Cornett; Secretary, General Manager

Others Present:

Bill Ford, SESCO Management Consultants

Dave Cheek
Johnny Lester
Shane Hall
Rick Boyd
Todd Mitchell
Wesley Saltz
Chris Howington
Ronnie Nunley
Randy Gobble
Travis Brown
Danny Nunley
Jason Mitchell
Scott Trogdon
Trey Burke
Jared Cox
Chris Childress
Curtis Rowe
Steve Carter
Steve Barton

Floyd Hines
Brian Phillips
Harry Frye
Brett Whittaker
Travis Thompson
Gene Rolen
Kevin Ball
Jimmy Mullins
Karen Lester
Karen Miller
Angie Burke
Judy Manning
Ken Perrigan
Randall Baker
Mark Osborne
George Thomas
Wayne Smith
Kirk Maiden
Lisa Browning

Compensation & Benefits Presentation

Mr. Cornett briefly discuss Drinking Water and Wastewater Professionals Appreciation Day, June 30th, and why WCSA would undertake a compensation and benefit study (pursuant to WCSA policy):

- To establish and maintain a sound salary structure which will attract and retain qualified employees;
- To establish and maintain salary ranges which will assure internal equity of compensation based on the systematic evaluation of each job; and
- To maintain the salary structure in a proper relationship with competitive pay practices in the labor market in which the Authority competes.

Mr. Ford presented the compensation and health benefit study his firm was procured to undertake. The timeline, process, findings and recommendations were covered.

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The presentation was concluded with a time of questions (from employees) and answers (by Mr. Ford and Mr. Cornett).

During the presentation and question and answers, there was no board comment, discussion or action.

The meeting ended at approximately 3:00 p.m.



Mr. Mike White, Chairman



Robbie Cornett, Secretary