

SALARY BOARD

August 24, 2026

Present at the meeting were:

R. Franklin Campbell
Brenda L. Watson
Jan Gibboney
Shannon Hines
William R. Bunt

Present from the Public via WebEx Video/Telephone Conference or In-Person: Kristie Gantt, Tara Collier

Commissioner Campbell opened the meeting at 10:30 a.m. on August 24, 2026 in the Commissioners' Meeting Room. The meeting was conducted in person and was recorded by the County.

Public Comments: None

Approval of the Minutes: Commissioner Lyons made a motion to approve the minutes from the August 10, 2026 meeting. Commissioner Watson seconded the motion. All agreed. Motion carried.

Meeting Business: Commissioner Campbell asked for a motion to have a discussion about the Agricultural Resource Technician position. Commissioner Lyons made the motion for a discussion. Commissioner Watson seconded the motion. Treasurer Gibboney questioned the need for a motion to discuss the issue and Solicitor Bunt said it was acceptable to do the motion.

Tara Collier, Conservation District Manager, said the District currently has two Ag Resource Technicians and an Ag Program Lead. She stated that she has been unable to fill the vacant Lead position due to the lack of qualified applicants. She further said that they hired an intern and her request would be to create another Ag Resource Technician position to interview and hire into, with the hopes that the current intern would be interested. Ms. Collier stated that she wants to keep the Lead position in order to allow for a promotional opportunity for her staff. Treasurer Gibboney said he agreed with the approach, but voiced concern about creating the new position, hiring someone to fill it, and then filling the Lead position as well. He recommended the possibility of abolishing the new Ag Resource position if the Lead position is filled, or even creating different positions at grades 7 or 8. Ms. Collier commented that a discussion with the Salary Board could occur for intermediary positions but did note that she was not planning to move anyone into the grade 9 Lead position. Treasurer Gibboney said that the Lead position could possibly be abolished. Solicitor Bunt stated in a previous situation when a new position was created another was abolished. Commissioner Campbell asked if the Conservation Board had weighed in on this request. Tara Collier said she had spoken to a couple of the Board members, but not the entire Board. Commissioner Watson stated that she believed the Conservation Board should approve the staffing change first and then come back on the 14th to take possible action. She further asked how many technicians were on staff currently. Chief Clerk Hines stated that currently there were four technicians, an intern, and a manager. Ms. Collier stated there was also an office manager and noted that she had the funding to pay for the additional technician position.

Commissioner Watson made a motion to table the issue until the Conservation Board approves the staffing change. Commissioner Campbell questioned how this affected the previous motion and Solicitor Bunt stated that he agreed with Treasurer Gibboney as the previous motion was not completely necessary. Treasurer Gibboney said the previous motion was not approved. Commissioner Lyons seconded the motion to table. Commissioner Watson, Commissioner Lyons, and Commissioner Campbell voted in favor. Solicitor Bunt provided example motions for the next meeting and further discussion occurred regarding this. Treasurer Gibboney abstained, as he said it was unnecessary for a vote. Motion carried.

Public Comments: None

Commissioner Lyons made a motion to adjourn the meeting at 10:39 a.m. Commissioner Watson seconded the motion. All agreed. Motion carried.

Shannon Hines, Chief Clerk

Jan Gibboney, Secretary