

September 29, 2015

The Carroll County Board of Supervisors held a called monthly meeting on, September 29, 2015 in the Board Meeting Room of the Carroll County Governmental Center.

Present were: Phil McCraw
Dr. Tom Littrell
David V. Hutchins
Joshua A. Hendrick
Bob Martin
W.S. Sam Dickson
Gary Larrowe, County Administrator
Nikki Cannon, Asst. County Administrator
Jim Cornwell, County Attorney

Mr. McCraw called the meeting to order at 7:01 p.m.

Mr. McCraw lead in invocation and pledge. He thanked everyone for being able to get here tonight. He told that he called the meeting for the expressed purpose of stating of what he would think would be the obvious. He told that Gary came to him personally about a week ago and gave his letter of resignation. He told that in that letter he states that he will be with us until December 31st of this year. He told he wants to do two things at this meeting, one is to reiterate that Gary will be our County Administrator until December 31st and the second thing would be to direct staff to come up with some type of advertisement and put out the particulars to get the process started to elect to hire a County Administrator and he is not in a hurry for this hiring to be done however he would love for staff to come up with this for us to be able to look over at our October meeting and we can make changes if needed or if we like the way it is written we put it out for advertisement. He told that we have an election coming up and he thinks when we get all of this started we want to take plenty of time, he thinks we need to wait until our new Board is seated in January until we try to hire a new Administrator and he would really appreciate a motion that we do this.

Upon motion by Mr. Hendrick, seconded by Mr. Martin and passing, the Board approve that staff prepare a job description more or less and present to us in October as well as options for advertising with cost if possible.

VOTES

Mr. Hendrick	Yes
Mr. McCraw	Yes
Mr. Hutchins	Yes
Mr. Dickson	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

SUPERVISORS TIME

Mr. McCraw told that Mr. Hendrick had asked him earlier if we needed to take a vote to accept Gary's resignation and he discussed this with Mr. Cornwell and he said because of the way it was presented and it being more than 90 days that it was not necessary and the letter was sufficient.

Mr. Hendrick told that he appreciates everyone coming out.

Mr. Martin told that he came to play, not sit in the bleachers. He asked our County Attorney, since this is the first time he has ever seen the employment agreement, to explain, he was trying to read through the duties and if the County Administrator is terminated or suspended with cause or without cause what obligations are we under with this contract.

Mr. Cornwell told that he doesn't have it in front of him but none of those reasons apply. He told that section 4 applies and it says for any reason the employee resigns they

September 29, 2015

have to give a 90 day notice and it goes on to say what happens if he doesn't give notice. He told that it also says during the 90 day notice the employer may reassign duties set forth in this agreement so I guess the answer to your question is section 3 does not apply because there is no termination or suspension, section 4 would apply which is a resignation.

Mr. Martin asked if we have financial or other considerations.

Mr. Cornwell told that it would be only to pay him until his resignation.

Mr. McCraw told that the reason he had the County Administrator get this together is because for purposes of seeing what we will be doing and part of what we need to consider in hiring a new Administrator. He told that he was requested by another Board Member for this but he was glad to do it.

Mr. Hendrick told that this is your job description in a nut shell and it explains a lot of the duties. He told that it talks about the PSA part, the IDA and every facet of what Gary was doing.

Mr. Martin told that it is not about Gary, if Josh was sitting over there he would have the same concerns and that is it goes against everything as far as a written agreement, he is not opposed to it if someone comes in as County Administrator, nobody except Gary is going to take over and know everything because this is Carroll County. He told that he is more in tune to think that it is a short term agreement than one that goes on forever but regardless of an agreement or not the County Administrator serves at the pleasure of a 4 to 2 vote. He told that it is important to wait until after the election. He told that he noticed the contract was signed on November 21, 2011 and it seems like the old Board was very active about changing procedures and bylaws after three of the members got beat and November 21st agreement falls in place with that same concern. He told that he likes the idea very much and was going to suggest that we not jump into trying to hire someone and wait until after the election. He told that we know there will be one new person and maybe two, maybe not but it is important for the new person to get the opportunity to take part in this. He told that he worked on his hair and got it white because it has been red for 3 1/2 years, he felt like the little red headed step child and maybe he deserved some of that and maybe Josh did to. He told that whoever comes in on the Board they need to be completely involved and he thinks its a great idea. He thanked Gary and his offices for helping with the Recreational Trail. He told that if it hadn't been for the previous Board and School Board the legs would have been cut out from under it and for allowing the GPS person and Jessica Montgomery to take a look at it. He told that it has taken a long time but tomorrow the lady will be there and he supposes she will give it a check mark and be through. He told Gary that the thing he likes about him is in some ways we are a lot alike because he gets ants in his pants to do things and either help me do it or get out of my way and you are very creative and come up with all these ideas and then it is we can do it, help me do it or get out of my way and that is a quality that he admires. He told that he wishes him nothing but good luck and he is sure that you will do a good job and the six people that we hire to replace you, they will do a good job to.

Dr. Littrell told that he was saddened to hear the news but he wishes Gary good luck in his future endeavors and he looks forward to seeing his name in the Roanoke Times and looks forward to the process of finding someone to take his place, he can't be replaced but someone can take his place.

Mr. Dickson told that he didn't think we should try to set any kind of hiring or salary because the new Board is going to have to work with them, all we can do is get out advanced notice that there is a vacancy. He asked if the accrued and sick days were already taken care of.

Mr. Larowe told that would be closer to the end.

September 29, 2015

Mr. Dickson told that as Chairman of the PSA he is at a loss because the PSA works under the Board so do we need to take any kind of action or do we just leave it and let the new Board take care of it.

Mr. McCraw told that he is not on the PSA but personally what this Board does verses what the PSA does might be different because you do have a lot of projects going on. He told that he has the upmost confidence.

Mr. Dickson told that he is thinking not to make any drastic change and just make sure everything rolls good for the next couple months and in January they can make whatever changes that need to be made. He asked Gary if he thought that would work.

Mr. Larrowe told that he is here to serve until December 31 and if there was someone that would be perfectly fine and if there is not they will work through the process because there is good folks in the PSA. He told that Cliffview is already under contract so there should not be huge issues.

Mr. Dickson told that he would run it by the Board and see what they think.

Mr. Martin told Phil is right, if it isn't broke don't fix it, he would put it on automatic pilot with Gary and the PSA Board can study the situation.

Mr. Hendrick told that Sam is exactly right in asking what to do. He told that is a topic the Board is going to have to handle in the next two months is do we want the new administrator to serve in the same capacity that Gary has and he thinks that is kind of your question. He told that we need to entertain that because Gary didn't start out doing all of this, he worked into it and even an experienced Administrator it would be tough to walk into on day one.

Mr. Dickson told that we are not going to entertain a lot of motions to make big changes. He told that to answer one of Bob's questions about being a red headed step child, he is hoping that when the new members get here they come as a team member ready to go to work and get on board with what is going on. He told that hopefully if they come in as a team member it will go better. He told that he is going to miss being a Board member and he is going to miss Gary Larrowe but he feels it has been a pleasure to work with him and he has picked up a lot of good information.

Mr. Hutchins told that about everything has been said that could be. He told that someone asked him if he was surprised at his departure and he said no, he was shocked but not surprised. He told that he expected it and know that he has had numerous offers going back at least 19 months and some of them ludicrous if the guys were telling the truth and he wishes him the best.

Mr. McCraw told that he has been quoted in the newspaper as to what his feelings are. He told that one thing he will say is and he is not trying to start up any kind of bad vibes or anything because he wants this to be a good calm meeting but one thing Mr. Martin needs to remember is you said you and Josh were red headed step children, he came on this Board the same time and in that case he was a step child too. He told that he fell in and tried to work the best he could for the good of the County.

(Order)

ADJOURNMENT

Upon motion by Dr. Littrell, seconded by Mr. Hendrick and passing, the Board adjourned.

VOTES

Mr. Hendrick	Yes
Mr. McCraw	Yes
Mr. Hutchins	Yes
Mr. Dickson	Yes

September 29, 2015

Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

Chairman

Clerk