

Tidewater Youth Services Commission
Meeting Minutes
June 22, 2022
Special Emergency Meeting

Attending: Mr. Kevin Curling, Mr. Carl Faison, Ms. Katherine Grimm, Ms. Kimberly Jennings, Mr. Rusty Jordan, Ms. Olymphina Perkins, & Dr. Cynthia Blakeslee

Not attending: Mr. Harry Cromer

Staff: Ms. Jenny Hodge, Ms. Vicki Hubbard, & Mr. William Wimbish

Guests: None

Call to Order: The Chair, Katherine Grimm, called the June 22, 2022 emergency meeting of the Tidewater Youth Services Commission to order 2:10 P.M. The purpose of this meeting was to address salary adjustment possibilities.

I. Review of the previous meeting minutes:

No minutes were shared for this special purpose meeting.

II. Item Carried Forward

- A. Ms. Grimm** informed that the purpose for calling the emergency meeting was to discuss payscale adjustments to address staff retention and recruitment.
- B.** Ms. Hubbard discussed the issue of salary adjustment and the possibility of compression. She reported that the Commission is experiencing the loss of “well trained and skilled workers transitioning to opportunities that offer increased pay, sign-on and retention bonuses, four-day work weeks, and flexible working environments.” A short term plan to address current salaries. Comparison to similar agencies with similar positions and pays scales was presented. Significant disparities were identified and discussed within our pay scales when compared to agencies with similar missions and services. To address these discrepancies, an increase of 2.5% over the current budget was proposed by Ms. Hubbard that would include a 10% increase to current salaries and a 5% adjustment to the minimum starting pay scales.

Discussion by the board addressed the ability of the Commission to pay for these increases in salaries. It was added that the Board approved increases in costs for services that participating member agencies would be charged going forward. These increased charges plus VJCCC funding should be sufficient to cover the increased salary adjustments. After discussion, Mr. Jordan motioned that an additional 5% increase to salaries be provided across the board for a total of 10% salary increase with the approved increase from the May 2022. The motion was not seconded and the motion died.

Ms. Perkins discussed that she favored an additional 10% for a total increase of 15% for existing staff. After additional discussion, Ms. Perkins motioned to go forward with the 5% approved increase and an additional 10% increase plus an additional 5% addition to the pay scale. Mr. Curling seconded the motion. The chair, Ms. Grimm, called for a vote on the motion. The motion to approve the increase as proposed was voted on and unanimously approved.

- C.** It was agreed that Ms. Hubbard will work on providing additional information related to pay scale adjustments and Mr. Jordan will provide additional information on pay scales for DSS

D. Adjournment: There being no further business, a motion was made to adjourn the meeting at 3:11 pm. All board members were in agreement and the meeting was adjourned at 3:11 p.m.

Respectfully Submitted,

Cynthia D. Blakeslee

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Secretary/Treasurer (Interim)

Tidewater Youth Services Commission Board