
Human Resources Committee Meeting

July 20, 2026

The Human Resources Committee met on July 20, 2026, at 5:30 pm in the Executive Conference Room of the Administrative Complex. Human Resources Committee members present included Committee Chairman Judy Herbert as well as Commissioners Tom Tunncliffe, Jennifer Mason and Bill Petty. Commissioners Greg Sanford and Brian Beathard were unable to attend.

Also present were Sarah Bullock, County Attorney with Buerger, Moseley and Carson; Clair Cochran, WC Human Resource Director; Leisa Niemotka, HR; WCTV; Andy Marshall; and other interested individuals.

- **Citizen's Communication:** Chairman Herbert explained that no one signed up to speak during the Citizens Communication portion of the meeting.
- **Minutes:** Commissioner Tunncliffe made a motion to approve the June 15, 2026 minutes, as submitted. Commissioner Mason seconded the motion. The motion passed with a unanimous vote of 4-0.
- **Resolution: Resolution To Amend The County Mayor's Office Staffing Structure And Amending The 2026-27 County Mayor's And Other Charges Budgets By \$64,756 – Revenues To Come From Unappropriated County General Funds.** Commissioner Petty made a motion to recommend approval of the resolution. Commissioner Tunncliffe seconded the motion. Mr. Marshall explained that, upon taking office, he intends to restructure the Mayor's Office and is requesting the addition of a Senior Advisor position to advise the Mayor on special projects, support relationships with the State, and work closely with the Mayor and Commissioners on a daily basis. Human Resources Director Clair Cochran explained that funding for the three positions—Chief of Staff, Senior Advisor, and Public Information Officer—would be repurposed from currently unfilled positions in the Mayor's Office, including the Fire Marshal and administrative positions. Commissioner Herbert asked whether hiring for these positions could be delayed until January, noting that other County Government departments were required to reduce their budgets by 5% and are postponing new hires until January. Mr. Marshall stated that the Senior Advisor position could not be delayed because he has a candidate in mind and believes the position will provide a return on investment. Commissioner Tunncliffe stated that he did not agree that the request should be prioritized given the budget reductions affecting other departments. Mr. Marshall explained that he plans to modernize the Mayor's Office and needs the Senior Advisor, Public Information Officer, and Chief of Staff positions in order to move the County forward and expedite necessary changes. Mr. Marshall and Ms. Cochran further explained that they had expected to request a lower amount; however, the payout for the current Chief of Staff increased the amount needed. They also noted that approximately four to six months of salary had been included in the Mayor's Office budget to keep the current Chief of Staff on payroll so she can train the incoming Chief of Staff. Commissioner Mason stated that she understood both perspectives but believes the new Mayor will need sufficient support. Commissioner Herbert stated that, in her opinion, the new Mayor should wait until taking office before requesting the additional positions and determining staffing needs. Commissioner Herbert made a motion to amend the resolution by changing the start date for the Public Information Manager position to January 1st and revising the requested amount accordingly. Commissioner Tunncliffe seconded the motion. Mr. Marshall stated that, if the amendment were approved, the Public Information Manager position could still be filled immediately; however, an additional funding request would be presented in six months to cover the salary and benefits for the remainder of the fiscal year. Following further discussion, Commissioner Herbert and Commissioner Tunncliffe withdrew the motion and second to amend the resolution. The Committee then voted on the resolution as presented. The resolution failed by a vote of 2-2, with Commissioners Tunncliffe and Herbert voting in opposition.

Other: Commissioner Tunncliffe mentioned that he was bringing a resolution forward in October to move the tax collection from 94% down to 92% and to increase pay for the county employees to bring all positions back up to the 75th percentile.

Adjournment: After discussion regarding the possibility of changing the hours of the convenience centers due to the number of constituents complaining about the new hours, the committee adjourned at approximately 6:25 pm.