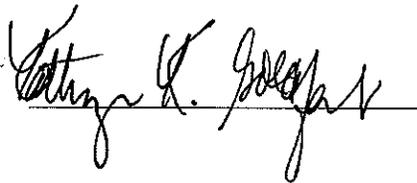
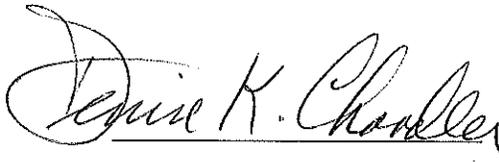


RAPPAHANNOCK COUNTY ELECTORAL BOARD  
Minutes of Meeting Held on April 22, 2019

Members of the Electoral Board attended the Rappahannock County Board of Supervisors Budget Public Hearing on April 22, 2019 at the Rappahannock County Elementary School Auditorium. Hurley Smith, Electoral Board Secretary, read to the Board of Supervisors the paper attached hereto as Appendix A. Denise Chandler, Chairperson, made comments to the Board of Supervisors supporting several statements contained in Appendix A and read to the meeting comments prepared by Kathryn Goldfarb, Vice Chairperson, attached hereto as Appendix B.

No further business was conducted by the Electoral Board.

# Appendix A

## Rappahannock County Public Budget Hearing – April 22, 2019 6 p.m.

I would like to support and strongly reinforce the request by the Electoral Board that the compensation of the Registrar and her Assistant be increased to be in parity with the County Treasurer and her staff.

This request is based on the clearly demonstrated and incontrovertible proposition that the duties of the Registrar, which we outlined in great detail, and the value of her work to the community, are equivalent to those of the local Treasurer and that her compensation, in fairness, should also be equivalent. This conclusion was clearly supported by the GREB Workgroup Study in 2015 which found the Registrar's work pattern "was remarkably similar to that of locality Treasurers – constant service with peak periods during the year and specific legal requirements and guidelines to ensure integrity and accountability – the Workgroup recognizes that the similar work pattern to the local Treasurer and essential service to the locality are more alike than different and therefore recommends that the salary and population brackets for the Registrar be the same as that of the Treasurer" This conclusion will not change even though the state has requested another study as a delaying tactic.

We also pointed out that the county officers, including the Treasurer, have been granted supplements greatly exceeding what other similarly sized counties offer. But in the last 7 years the Registrar received no additions to her supplement except to compensate her for the additional hours she was required to work when transitioning from part time to full time. During the same period, the Treasurer received increases of \$26,000. Other officers received supplements at least \$20,000 above state compensation guidelines. These increases were clearly arbitrary and were supposedly justified in the respective budget requests as 'market based increases'. A meaningless phrase. There clearly is no pay and classification system in the county which a recent county administrator's exit report stated 'causes unfairness in compensation internally'.

It is this unfairness that we are focusing on. The county is apparently proposing that this is a state problem and that until the state declares that Registrar's compensation should be in parity with the Treasurer's, the county has no obligation to act. The Electoral Board strongly disagrees.

Under Virginia law, the locality is required to pay salaries and benefits for Registrars and Electoral Boards – not the state. The state merely sets the minimum amount and from time to time the level of state reimbursement.

There is no limit on the amount of supplement the county can provide to a Registrar. Clearly then, this county has the power and authority and I might add, the moral obligation, to pay a supplement to the Registrar equal to the amount required to make her compensation comparable to that of the Treasurer. The amount of state reimbursement is totally separate from the question of fairness and is really irrelevant.

If two officers are performing equivalent tasks, as are the Registrar and the Treasurer, fairness requires that they be paid an equivalent amount. Period. Action or non-action by the state in no way relieves the county of this obligation.

The Board is requested to consider this matter from the standpoint of fairness to the Registrar and her Assistant, and not just the cost to the county. The total increase requested is only \$35,769 which amount is expected to be reimbursed from the upcoming primary election. Any additional amount that the county feels it is incurring as a result of this requested should be considered 'a market based increase' which you used to justify non-conforming increases for other officers, but more importantly you should consider the increase as an investment in the retention of an exceptional and valuable asset to the community.

Waiting for the state to correct this unfairness is a cop out – what if, for political reasons, the state declines to act? The unfairness continues? How long are you willing to let it continue? You know, right now, the unfairness exists. It is your duty to correct it. The Electoral Board urges you to step up and do the right thing.

# Appendix B

*Statement for the Board of Supervisors in support of the Office of the Registrar.*

*(Unfortunately I am not able to attend the meeting because of illness.)*

I am the newest member of the Electoral Board, having been appointed only about a month ago. However, my husband Dan Lanigan and I have been an election officials for the past three years. Our participation has exposed us to the work that goes into making the elections work effectively, something we think all agree is critical to our county and to our democracy.

When I joined the Electoral Board, I was very surprised to discover that the salary for the staff and budget for the Office of the Registrar were not on par with the other government offices in the County, and that there appears to be reluctance of the part of the Board of Supervisors to consider the proposal being put forth to rectify the situation.

I know that some of you on the Board of Supervisors have received calls or emails in support of rectifying this situation, and Dan and I would like to add our names to those who have spoken out already.

Kit Goldfarb and Dan Lanigan  
Hampton District