

Salary Revisions Made For Some County Workers

The coffers of many of Warren County's 140 employees are somewhat richer these days, following salary adjustments made retroactive to Jan. 1 of this year on the recommendation of a classification and pay study by a Raleigh consulting firm.



MISS PULLEY

Missing Girl Being Sought

A Warren County teenager has been reported missing and the assistance of area residents is being sought.

Miss Shoney Pulley, 16, has been described as being five feet, six inches in height with a weight of 165 pounds. She has been missing since Friday, Jan. 13, and was last known to have been wearing stone-washed denim clothing. Miss Pulley is a student at Warren County High School.

Persons with information concerning the disappearance or location of the missing teenager should contact Mrs. Betty Pulley, Shoney's mother, at 257-1884 or 257-4343, or Sgt. Lawrence Harrison at the Warren County Sheriff's Department.

Couple's Dispute Reportedly Behind Stabbing Incident

A couple's dispute Monday night on the premises of a Warrenton business has resulted in warrants on each being sworn out by the other and a stab wound for one of the two persons involved.

Herman Hargrove, Jr., 35, of Warrenton was stabbed in his left forearm Monday night following an altercation with Ms. Rachael Hargrove, 32, of Rt. 2, Warrenton.

According to the report filed by Warrenton Police Officer Robbie Ayscue, the couple had been involved in a domestic dispute on the premises of Willoughby's, Inc. on E. Macon Street. Hargrove allegedly slapped Ms. Hargrove and she reportedly retaliated by stabbing her attacker with a kitchen knife that she had in her possession.

Warren County Emergency Medical Service (EMS) personnel were summoned to treat the stab wound and Hargrove was advised to seek medical care at Maria Parham Hospital.

Hargrove drew a warrant on Ms. Hargrove, charging her with assault with a deadly weapon. She, in turn, drew a warrant on him charging assault on a female. Written promises to appear when their names appear on the Feb. 15 docket in Warren County District Court have been signed by both persons, a spokesperson from the office of the clerk of superior court said Tuesday.

The firm of David M. Griffith and Associates in Raleigh had been retained by the Warren County Board of County Commissioners to perform a personnel management study that would include two elements: a classification and pay scale and a merit system for performance evaluation. The cost of the comprehensive study is \$8,900.

"Warren County did not have a real classification plan and we wanted to do something about that," County Manager Charles Worth said Tuesday, adding that the county-wide system would supplement the state systems in place already for the health and social services departments here.

Griffith and Associates studied pay scales and classifications in 27 different counties, among them Halifax, Franklin, Vance, Pender, Surrey, Stokes and Bertie. Most of the counties were similar to Warren in demographic and economic factors.

Phase I of the study, the classification and pay portion, was implemented on Jan. 9 by the Warren County Board of County Commissioners. About \$57,000 will be required for the remainder of the fiscal year to fund the revised classification levels, Worth said.

Many county employees have noted an increase in their pay, but the dollar amounts may vary, based on certain criteria, among them qualifications required for the position, certification required for the position and experience.

Some clerical workers on the county's rolls have received gross (before taxes) increases that have ranged from \$50 to \$140 per year.

Increases in some county departments have resulted from both the findings in the study and state-imposed salary scales. "In the case of nurses, for example," we found that ours was less than the average rate paid in the state and region," Worth said.

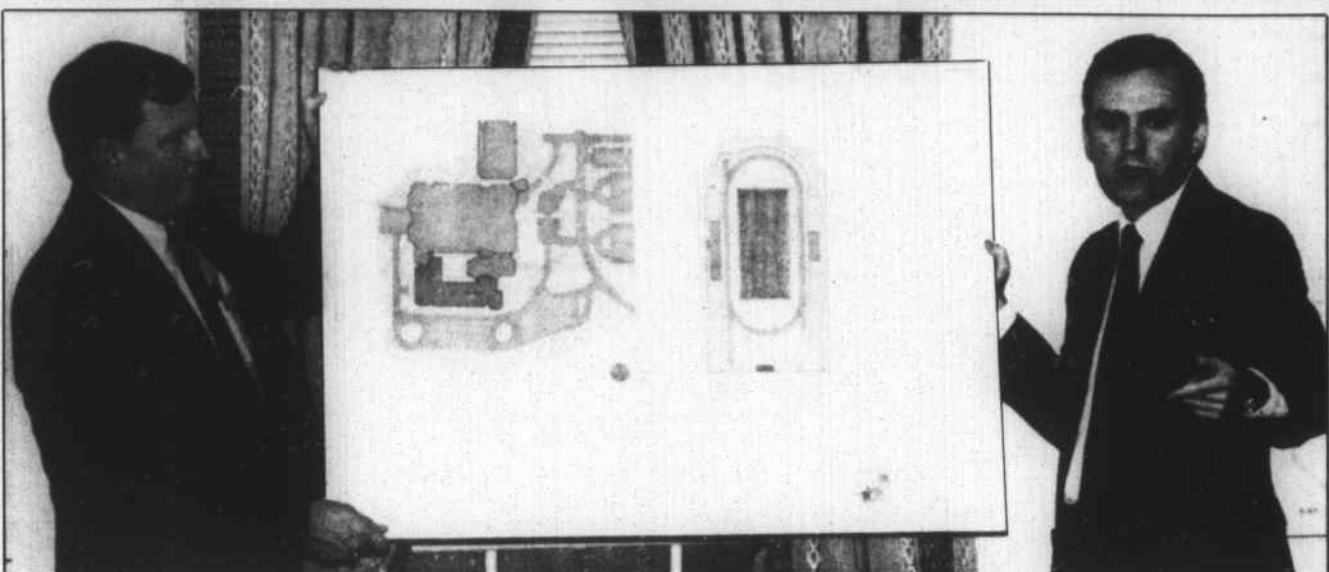
The average annual increase for employees in the Warren County Health Department is about \$550, noting that the figure, as for all departments, represented an average, rather than an actual dollar amount for all employees. The total cost of funding that increase is about \$20,103, he said.

Employees in the department of social services have received an average increase of \$795, at a cost to the county of \$29,435. "But, that's what it takes to get our salaries in line," Worth said.

Other categories of employees have also benefitted. As an example, law enforcement officers, among them the sheriff and his deputies, have received an average increase in the department of \$872 per year. Warren County's Emergency Medical Technicians (EMTs) have received an average increase of \$1,150, at a cost to the county of roughly \$14,000. "Theirs is a real case in which qualifications and expertise, along with state or regional pay scales, has made a difference," Worth said.

"Everyone has now been put on a systematic pay plan that has been designed to provide competitive recruitment salaries and establish a real rate," Worth said.

The next step in the county's review of its personnel policies will be a merit system based on performance. The merit system is under consideration as a means of eliminating the typical across-the-board increases that fail to recognize and reward levels of performance.



Michael Hining (right), an architect with the Chapel Hill firm of Cogswell Hausler Associates that has been retained by the Warren County Board of Education for development of the county's new middle school and addition to Warren County High School, brought with him to a recent meeting of the board of education here a series of

conceptual drawings of the county's building projects. Shown with Hining, holding a drawing of the location of the new middle school, is past superintendent Mike Williams.

(Community Schools Photo by Mary Hunter)

New School Figure Nears \$9 Million

By THURLETTA M. BROWN
News Editor

Cost projections for Warren County's new middle school and the planned addition to the high school total \$8,936,290 and, of this amount, \$8,913,010 appears to be available, members of the Warren County Board of Education were told last Tuesday night when representatives of the architectural firm of Cogswell Hausler Associates returned to

the county for their regularly scheduled progress report.

According to architect Michael Hining, new construction of the 27,216 addition to Warren County High School has been estimated at \$1,496,880, at a rate of \$55 per square foot. In addition, necessary sitework has been estimated at \$60,200 and fees/contingency/inflation at \$224,813, bringing the total projected cost of the high school addition to \$2,321,893.

Although the 93,736-square-foot middle school project will not be let for bids until October, Hining said the current estimate was \$6,614,397. Included in that estimate were: new construction (\$5,624,160—a rate of \$60 per square foot that also includes site development costs); furniture and equipment (\$300,000); architectural fees (\$325,237); site acquisition (\$90,000); water and sewer (\$75,000) and contingency/fees (\$200,000).

At the last meeting with the architects, the board had been told by Hining of an anticipated \$300,000 deficit over what had been budgeted for the high school project. "I've got good news for you tonight," he said, adding that he was confident that savings in the middle school portion of the building program would "more than compensate."

A review of the initial "wish list" for the new middle school resulted in the perceived requirement of a 121,000-square-foot middle school. Following consultations with the state school planning office, that estimate had been reduced by the architects to 93,736 square feet.

Hining said further savings for the combined projects could be realized in the following ways: reducing stadium seating from 2,500 to 1,500 (\$75,000); omitting the 400-meter track (\$50,000); omitting the 16,000-square-foot concession stand and restroom building (\$100,000) and reducing gymnasium seating from 550 to 300 (\$60,000). "But I see no problems at the moment that should give us any uneasiness (with the current plans)," Hining added.

Superintendent Michael F. Williams had advised the board that the projects would cost roughly \$9 million, about \$3.5 million of which had been characterized as "in the bank—without the addition of any bond issue funds." Included in the current 1988-89 budget is a total of \$832,834: \$414,000 in capital reserve; \$122,507 in the current expense unappropriated fund balance from 1987-88; \$93,837 in the capital outlay unappropriated fund balance, also from 1987-88; and two "set-asides" (\$79,185 and \$123,305) for clerical salaries and vocational programs.

The "set-asides" have become available following action taken (Continued on page 8B)

Shooting, Stabbing Victim Flown Out By Helicopter

A Warren County nightspot last weekend was the site of injury so serious that the victim required transport by helicopter to an area medical facility.

Dennis Wimbush, 27, of Warrenton, was flown last Saturday by Carolina Air Care helicopter to UNC Memorial Hospital in Chapel Hill for treatment of a large stab wound in his left back and a bullet wound in his left chest. According to the report filed by Sgt. Lawrence Harrison, the injuries were received at the Starlight Palace night club, located on SR 1001 (Henderson-Warrenton Road).

Also injured were Donnie Davis, 24, and Terry French, 17, both of Warrenton. Following transport by the Warren County Emergency Medical Service to Maria Parham Hospital, the two men were treated for lacerations before their release.

Sgt. Harrison had responded to a call received early Saturday morning that a person had been stabbed at the Starlight Palace. Upon arrival, the sergeant found that French had been stabbed

and cut on the left facial area. Davis was found to have sustained injuries to the right facial area.

When Sgt. Harrison arrived at the Maria Parham emergency room, he found Wimbush there receiving treatment in preparation for air transport to Chapel Hill.

Vance County law enforcement officers became involved following a radio report that Warren County officers were seeking a red Ford Escort that had been seen leaving the Starlight Palace after the incident. Vance Sheriff's Lt. Howard Fisher spotted the vehicle on the Henderson-Warrenton Road and stopped the driver in Vance County on the Norlina Road. Lt. Fisher was assisted by Thomas Breedlove, an auxiliary deputy in the Vance County Department, and the two officers allowed the Escort and its passengers—a man and two women—to continue their trip to Maria Parham to secure treatment for Wimbush.

At press time, no other information was available.

Warren Commissioners Plan Retreat In Vance On Sunday

The Warren County Board of County Commissioners will meet this Sunday for an all-day retreat at the Henderson Point Glass House on Kerr Lake, but the term "retreat" is a misnomer, County Manager Worth said, adding that the board and department heads would spend the day hard at work on the business of the county.

The first item on the agenda after convening at 8:30 a.m. will be a one-and-one-half-hour general discussion of Warren County. "That will run the entire gamut," Worth said, "and cover literally everything that is going on in Warren County."

Capital development topics—the courthouse, the jail, the new medical facility and the schools—will be the next subject of discussion. Representatives of Cogswell-Hausler, the architectural firm that has been retained for the county's school building projects, and Interim Superintendent of Schools Dr. Harry Howard, will also be present.

The commissioners will be allowed to break for lunch, but that meal has been slated as a working session with the county's department heads. Issues of finance, taxes and law enforcement will be among the topics discussed.

Following the luncheon session, Walter Gardner and David Proctor will meet with the board to discuss the proposed taxed fire service districts for Warren County.

The 1989-90 budget will be the last item of discussion, prior to wrap-up and anticipated adjournment at 4:30 p.m.

"We are looking forward to this opportunity for the board, department heads and other persons to really sit down in an informal environment to discuss the status of the county," Worth said.

Staff Photographer Takes State Award

Staff photographer Phyllis H. King brought honors to The Warren Record last Thursday night, when she was named a state award winner at the annual Awards Banquet of the North Carolina Press Association.

Mrs. King, who has been a staff photographer for this newspaper for the past one and one-half years, was among the winners named during a ceremony held at the Dean E. Smith Center in Chapel Hill, where awards were handed out to the 1988 NCPA contest winners. This marked the second year in a row that the Warren Record had received an award in the feature photography division. Mrs. King, who is married to Earl King, an assistant superintendent with the N. C. Department of Correction, won for her photograph of two cows munching on a potato chip bag. It was printed in this paper last April.

Members of our press association judged the photography category. The period from which entries could be submitted began on Oct. 1, 1987 and ended Sept. 30, 1988.



Prizewinning photographer Phyllis H. King displays a photograph of cows taken on a Warren County farm last April.