

THOMAS JEFFERSON PLANNING DISTRICT COMMISSION (TJPDC)

Minutes, January 6, 2025 - Special Session

COMMISSIONERS PRESENT	IN PERSON	REMOTE	STAFF PRESENT	IN PERSON	REMOTE
Albemarle County			Christine Jacobs, Executive Director		x
Ned Galloway		x	David Blount, Deputy Director		x
Mike Pruitt		x	Ruth Emerick, Chief Operating Officer		x
Fluvanna County			Laura Greene, Finance & HR Director		x
Tony O'Brien, Chair		x			
Keith Smith, Treasurer					
Greene County					
Tim Goolsby					
James Higgins		x			
Louisa County					
Tommy Barlow					
Manning Woodward		x			
Nelson County					
Ernie Reed			GUESTS/PUBLIC PRESENT		
Jesse Rutherford		x	Shari Fallon, Gallagher		
City of Charlottesville					
Phil d'Oronzio		x			
Michael Payne, Vice Chair		x			

1. CALL TO ORDER:

a. Call to Order, Roll Call:

The Thomas Jefferson Planning District Commission (TJPDC) Chair, Tony O'Brien, presided and called the TJPDC meeting to order at 7:05 pm. Ruth Emerick took attendance and certified that a quorum was present.

b. Electronic Meeting Notice:

The notice of electronic meeting was read by Ruth Emerick.



2. MATTERS FROM THE PUBLIC:

- a. Comments by the Public:** None.
- b. Comments provided via email, online, web site, etc.:** None.

3. PRESENTATIONS:

a. Introduction to Classification and Compensation Study

Laura Greene gave an overview of the need for a classification and compensation study, how Gallagher was selected to assist TJPDC, and introduced Shari Fallon.

b. Compensation Philosophy Presentation

Shari Fallon, Project Manager at Gallagher, gave an overview of the project scope, goals, deliverables, and timeline. The Commission's compensation philosophy will create a framework for consistency for employee pay. A survey of similar organizations will be conducted in order to assess the competitiveness of total compensation packages.

4. NEW BUSINESS:

a. Compensation Philosophy Discussion

Shari Fallon facilitated a discussion among the Commissioners regarding market competitiveness. Consensus among the Commissioners was to be above the median, with several Commissioners stating that TJPDC should be leading the market in order to attract and retain top talent.

5. OTHER BUSINESS:

a. Next Meeting – February 6, 2025, 7:00 pm

- i. New Commission Member Orientation, as needed
- ii. FY26 Rideshare Work Program and Grant Application – Presentation
- iii. FY26 PATH Mobility Management and Grant Application – Presentation
- iv. FY25 Draft Amended Budget – No Action
- v. FY25 Quarter Two (Oct-Dec) Financial Report

6. ADJOURNMENT:

Motion/Action: On a motion by Phil d'Oronzio, seconded by Jesse Rutherford, the Commission unanimously voted to adjourn the January 6, 2025, Commission meeting at 7:57 pm.

Commission materials and meeting recording may be found at www.tjpd.org