
Van: Wiggins, Margaret B.
Verzonden: Monday, January 12, 2015 6:46 PM
Aan: Bradsher, Wallace W.
CC: Best, Pamela W.
Onderwerp: RE: Salary Reallocation District 9A (Wallace Bradsher)

Wallace,

We do not see an issue with Pam Bradsher resigning her position with your office and taking a position with another Judicial office if one is offered.

I am glad you found a workable solution to this issue.

Margaret

Margaret B. Wiggins
Human Resources Officer
Human Resources Division
North Carolina Administrative Office of the Courts
919 890-1125 T
919 219-5240 M
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Providing services to help North Carolina's unified court system operate more efficiently and effectively, taking into account each courthouse's diverse needs, caseloads, and available resources.

From: Wiggins, Margaret B.
Sent: Monday, January 12, 2015 11:31 AM
To: Bradsher, Wallace W.
Cc: Best, Pamela W. (Pamela.W.Best@aoc.nccourts.org)
Subject: RE: Salary Reallocation District 9A (Wallace Bradsher)

Dear, Mr. Bradsher,

Today you ask me what appropriate action should be taken if the State Ethics Commission does not find an exemption for this situation. I am advised, by our General Counsel Pamela Best, that if that is the case, Pam Bradsher should resign her position with your office effective immediately.

Again I regret that you are having to deal with this issue and we will do our part to ensure better communication of this legislation.

Sincerely,

Margaret Wiggins

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From: Bradsher, Wallace W.
Sent: Monday, January 12, 2015 8:59 AM
To: Wiggins, Margaret B.
Subject: RE: Salary Reallocation District 9A (Wallace Bradsher)

I have contacted State Ethics and need to speak with you this morning. Please let me know when you would have a few minutes to talk. Thanks, WB DA-9A.

From: Wiggins, Margaret B.
Sent: Thursday, January 08, 2015 1:15 PM
To: Bradsher, Wallace W.
Subject: FW: Salary Reallocation District 9A (Wallace Bradsher)

Dear Mr. Bradsher,

I recently discussed with you my concerns and cautions about our employment of relatives policy as it related to the promotion and salary increase you proposed to implement for Pam Bradsher, your spouse. Yesterday I was reminded that in addition to our policy (see below), as an elected official, you are also subject to NCGS §138A-40 of the State Government Ethics Act.

"Employment of Relatives

If a hiring authority should employ an immediate family member of another Judicial Department employee, the hiring authority should certify that the employment does not result in a conflict of interest in which one employee supervises, or otherwise has influence over his or her other immediate family member in regard to their employment, transfer, promotion, salary administration, or related management or personnel considerations"

NCGS §138A-40 provides that "a covered person [the DA] shall not cause the employment, appointment, promotion, transfer or advancement of an extended family member [spouse] of the [DA] to ... a position to which the [DA]... supervises or manages.... "

I regret that I did not think of this when we spoke the first time. I am subject to this act and remember learning of this during my last training. To ensure better communication of this legislation I am in the process of adding it to our HR Policies in the Employment Limitation section and will have an article on the subject posted on Juno.

I recommend that you consult with the State Ethics Commission on this matter and seek a waiver for the employment, promotion and salary increase for your spouse, Pam Bradsher. We will hold the promotion and salary increase for her until we receive confirmation of the waiver.

Below is a link to the State Government Ethics Act
<http://www.ncga.state.nc.us/gascripts/statutes/statutelookup.pl?statute=138a>

Please call me if you have any questions and again my apologies for not providing you with this information sooner.

Margaret Wiggins

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From: Wiggins, Margaret B.
Sent: Wednesday, December 17, 2014 2:06 PM
To: Bradsher, Wallace W.
Subject: FW: Salary Reallocation District 9A (Wallace Bradsher)

Dear Mr. Bradsher,

Judge Smith and I reviewed the letter and the proposed reassignments and salary changes. We suggest that you begin the letter with a sentence stating that you are restructuring the office.

Below is a summary of the changes that will be effective January 1, 2015:

Reassignment and/or decrease is salary:

John Ramsey, reassignment from DA Investigator to VWLA, decrease salary from \$49,576 to \$30,000.

Edward Willaford, ADA, decrease salary from \$70,322 to \$42,000

Luann Martin, ADA, decrease salary from \$92,080 to \$86,000

Reassignment and/or increase in salary:

Pam Bradsher, promotion from VWLA \$37,432 to DA Investigator \$48,000 (a 28.2% increase)

Tyler Henderson, VWLA, increase in salary from \$32,410 to \$41,000 (a 26.5% increase)

Debra Halbrook, VWLA, increase in salary from \$40,721 to \$41,139 (a 1.0% increase)

Holly McAdams, ADA, increase in salary from \$78,924 to \$85,663 (an 8.5% increase)

John Stultz, ADA, increase in salary from \$78,872 to \$80,000 (a 1.4% increase)

Please complete a salary increase form (see copy attached) for each employee receiving an increase, those above 10% will need an explanation provided for the exceptional increase and approval from Judge Smith.

Is Pam Bradsher a relative? If so, I caution you about the hiring of relatives. I see that she was hired January 7, 2011. The policy definitely speaks to authority over relatives regarding promotions and salary. Although she may be reporting to someone else in the office, you are the authority for classification changes and salary increases. The link below will take you to the policy.

http://juno.nccourts.org/sites/default/files/Policies/sec_2h_employment_limitations.pdf

Please call me if you have any questions.

Best Regards,

Margaret Wiggins

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From: Mcadams, Hollie
Sent: Tuesday, December 16, 2014 10:00 AM
To: Wiggins, Margaret B.
Cc: Bradsher, Wallace W.
Subject: Salary Reallocation District 9A (Wallace Bradsher)

Per your phone conversation with Wallace Bradsher please find attached the proposed reallocation for salaries for ADAs and staff. Also attached please find the form letter that Mr. Bradsher plans to use with our ADAs. Thank you.

Hollie Y. McAdams
Senior Assistant District Attorney
District 9A
P.O. Box 1143
Roxboro, NC 27573
(336) 503-5243