

PERSONNEL COMMITTEE
MINUTES OF MEETING
March 2nd, 2020
4:00 P.M.

Present: DeWayne Ramsey, Ben Bridges and Nathan Pilgreen. Absent: John Watley. Also present: Johnny Buckley and Brenda Abercrombie.

Mr. Ramsey called the meeting to order. Mr. Ramsey led the group in prayer.

Motion Mr. Bridges, seconded by Mr. Pilgreen and declared adopted by unanimous vote to approve the agenda as written.

Motion Mr. Bridges, seconded by Mr. Pilgreen to approve the minutes of the October 15th, 2019 meeting. Motion carried unanimously.

Motion Mr. Pilgreen, seconded by Mr. Bridges to recommend to the full jury to hire Tysheita Thomas as a full-time custodian worker effective March 16th, 2020 with an hourly rate of \$12. Ms. Thomas is now eligible for vacation, sick time and insurance. Motion carried unanimously.

A discussion was held regarding the request from Sharon Dixon, Union Parish Section 8 Housing Director. Mrs. Dixon requested \$1.00 an hour raise. She is currently making \$16.25 an hour. She is the only employee of the Section 8 program. The Section 8 program is federally funded and does not affect the police jury budget. Mrs. Dixon is currently working a four-day ten-hour work week. **Motion Mr. Bridges, seconded by Mr. Pilgreen to table the discussion of the raise until a later date. Motion carried unanimously.**

A discussion was held regarding a work log for the road department. **Motion Mr. Bridges, seconded by Mr. Pilgreen to table the discussion of a work log until a later date. Motion carried unanimously.**

A lengthy discussion was held regarding a ten hour/four-day work schedule for the Road Department. Mr. Pilgreen is proposing a ten hour/four-day work schedule when the time changes. Mr. Pilgreen said it would be beneficial for running the zipper, grading the roads and you would get more work out of the employees in a ten-hour day. Mr. Bridges agreed that it would save gas and the employees would be more productive. There is no question that the morale would also be better for those hands. There was some discussion regarding whether the mechanic and road department secretary would continue to work a five-day work schedule. Mr. Pilgreen said it is an incentive to the employees and it would be almost like getting a raise.

There was also talk of the Landfill participating in the ten hours/four-day schedule, but with the DEQ regulations Mr. Phelps said it would be impossible for his crew to participate.

Mr. Pilgreen made a motion to recommend to the full jury to implement a ten hour/four-day schedule for the road department, but the motion failed for lack of a second. Mr. Bridges

addressed the committee and said he has no issue with going to the ten hours/four-day schedule, but he wants to know how it would work. Will the road department work five days a week and then each crew be off on different days? Mr. Bridges asked Mr. Pilgreen to come up with a plan and show him how it would work. Mr. Buckley addressed the committee and said he would be worried about the morale for the Landfill and the remainder of the police jury employees if they were not able to participate in the ten hours/four-day work schedule. **No action taken.**

A brief discussion was held regarding a welder for the landfill. **No action taken.**

There being no more business to come before the committee, Mr. Ramsey declared the meeting adjourned upon motion by Mr. Bridges and duly seconded by Mr. Pilgreen on this the 2nd day of March, 2020.

DeWayne Ramsey, Chairman
Paula Strickland, Secretary/Treasurer