

**PERSONNEL COMMITTEE
MINUTES OF MEETING
October 15, 2019
3:30 P.M.**

Present: Mike Jones, Ben Bridges, Lanny Parker and Charles Sawyer. Absent: None.

Mr. Jones called the meeting to order. Mr. Parker led the group in prayer.

Motion Mr. Parker, seconded by Mr. Bridges and declared adopted by unanimous vote to approve the agenda with the following addition:

6 - Discuss and make recommendations, if necessary, regarding overtime for the Road Department's three (3) supervisors and the Landfill Assistant Superintendent.

Motion Mr. Bridges, seconded by Mr. Sawyer to approve the minutes of the August 6th, 2019 meeting. Motion carried unanimously.

The Secretary/Treasurer reported that two applications were received for the Assistant Landfill Superintendent position. Milas Joe Davidson and Shayne Parks submitted applications for the Assistant Landfill Superintendent position. Both applicants have obtained the necessary Class B certification and are equally qualified. **Motion Mr. Parker, seconded by Mr. Sawyer to recommend to the full jury to hire Milas Joe Davidson as the Assistant Landfill Superintendent at \$18 per hour (\$37,440 yearly salary). Motion carried unanimously.**

Motion Mr. Sawyer, seconded by Mr. Bridges to recommend to the full jury to give Shayne Parks a .75 an hour raise (\$16.50) for passing his Class B operator test. Motion carried unanimously.

A discussion was held on overtime pay for the Road Department and Landfill Department salary personnel. Currently salary personnel do not receive overtime pay. Instead they are compensated with a maximum of 40 hours of comp time. They cannot receive more than the 40 hours of comp time a year and it cannot be carried forward. The Road Department supervisors work overtime hours throughout the year due to fallen trees and blocked roadways. In the past the supervisors were not compensated for those overtime hours. A policy change was discussed that moving forward if the supervisors are called out resulting in overtime that they will be compensated at the rate of time and a half. **Motion Mr. Parker, seconded by Mr. Sawyer to recommend to the full jury to pay the three Road Supervisors (Nyegaard, Williams and Thurston) and the Assistant Landfill Superintendent (Davidson) overtime pay at the rate of time and half if the overtime is approved by their superintendents. Motion carried unanimously.**

There being no more business to come before the committee, Mr. Jones declared the meeting adjourned upon motion by Mr. Sawyer and duly seconded by Mr. Bridges on this the 15th day of October, 2019.

Mike Jones, Chairman
Paula Strickland, Secretary/Treasurer