

PERSONNEL COMMITTEE
MINUTES OF MEETING
February 15th, 2022
4:30 P.M.

Present: Nathan Pilgreen, Ceis Nyegaard, DeWayne Ramsey and Ben Bridges. Absent: None. Also present: Johnny Buckley, Brenda Abercrombie, L.W. Nolan, Bernie Nolan, Milas Davidson and Scottie Shreve.

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

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

Motion Mr. Bridges, seconded by Mr. Ramsey to approve the minutes of the September 23rd, 2021 meeting. Motion carried unanimously.

A discussion was held regarding an additional hourly rate for passing the Class B and Class A Certification. Mr. Pilgreen stated that the Revised Pay Scale for Landfill and Road Department effective 6/5/17 should be modified to state that if a Landfill employee passes his Class B Certification then he/she should receive an additional \$1.00 in pay. Also, if a Landfill employee passes his Class A Certification then he/she should receive an additional \$1.00 in pay. In order to obtain a Class B Certification an employee must have two (2) years Landfill experience. In order to obtain a Class A Certification an employee must have three (3) years Landfill experience. Either one of those could have up to one (1) year of construction work experience and that would also count. **Motion Mr. Bridges, seconded by Mr. Nyegaard to recommend to the full jury to add a line item to the Revised Pay Scale for Landfill and Road Department:**

- **B Certification - \$1.00 an hour pay increase**
- **A Certification - \$1.00 an hour pay increase**

Motion carried unanimously.

A lengthy discussion was held concerning the rate of pay and job descriptions for the Landfill employees. Mr. Pilgreen questioned the reclassification of some employees and how Mr. Shreve could justify those reclassifications.

A discussion was held on pay increases for the Landfill. Mr. Pilgreen suggested freezing pay increases for Cook (pay increased on 10/27/21), Johnkeer (pay increased on 11/1/21), Maples, Bentz and Branton (pay increased on 11/18/21). These five employees have either recently received pay increases or were hired at the high end of the pay scale.

A discussion was held regarding CDL drivers and their low rate of pay. Mr. Pilgreen stated that the CDL drivers are underpaid and the jury will continue to struggle to hire CDL drivers at the current starting rate of pay. Mr. Ramsey suggested a starting range of \$15.00 to \$16.50 an hour for 0 to 3 years. After the third year the pay scale would increase to \$16.50 to 17.50 for three to five years. Mr. Bridges stated that the Landfill would have to shut down if it did not have CDL drivers and they are vital to the operation. **Motion Mr. Bridges, seconded by Mr. Ramsey to**

recommend to the full jury to revise the CDL drivers on the Road/Landfill pay scale to the following:

- **CDL Driver \$15.00 - \$16.50 (Year 0-3) and \$16.50 - \$17.50 (Year 3-5); \$17.50 is the max pay allowed.**

All current CDL drivers currently hired will be adjusted to the new pay scale. Motion carried unanimously.

A discussion was held regarding a pay increase for the police jury employees. The Secretary/Treasurer presented a proposal for a 2%, 3%, 5% or a .50 flat raise. The flat .50 raise would allow for each employee to receive the same amount. The Secretary/Treasurer reported that when the 2022 Union Parish Police Jury Operating Budget was prepared it allowed for a maximum of a 3% raise for all departments. There was some discussion of giving certain departments raises rather than across-the-board raises. Mr. Pilgreen stated that he had already supported the CDL drivers to receive pay increases. Mr. Bridges stated that there are approximately forty-two employees left to decide on a raise. The Committee requested time to review the employee list and would return at a later date to finish discussions. **Motion Mr. Bridges, seconded by Mr. Ramsey to table the discussion of police jury employee raises until February 22, 2022 @ 4:30 PM. Motion carried unanimously.**

The committee also discussed the following:

- Excessive overtime
- How was overtime allocated
- Allegation of Compliance issues
- Chain of Command

A brief discussion was held regarding Health Unit Personnel. The Secretary/Treasurer reported that there may be some restructuring with employees. **No action taken.**

There being no more business to come before the committee, Mr. Pilgreen declared the meeting adjourned upon motion by Mr. Ramsey and duly seconded by Mr. Nyegaard on this the 15th day of February, 2022.

Nathan Pilgreen, Chairman
Paula Strickland, Secretary/Treasurer