

**PERSONNEL COMMITTEE  
MINUTES OF MEETING  
March 7<sup>th</sup>, 2023  
4:00 P.M.**

Present: Johnny Buckley, DeWayne Ramsey, A.J. Ford and Ceis Nyegaard. Absent: None.  
Also present: L.W. Nolan, Ben Bridges, Nathan Pilgreen, Brenda Abercrombie, Greg Gossler,  
Mike Holley, Danielle Harkins, Mr. Hill, Johnny Creed, Tammy Ramsey and Lynn Ramsey.

Mr. Buckley called the meeting to order. Mr. Nyegaard led the group in prayer.

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

**Motion Mr. Nyegaard, seconded by Mr. Ford to approve the minutes of the December 29<sup>th</sup>, 2022 meeting. Motion carried unanimously.**

A lengthy discussion was held regarding Certified Operator pay. Mr. Ramsey questioned why employees from other departments are getting certified and receiving a \$2.00 hourly pay increase just for passing a test. Mr. Bridges stated that it had to do with cross-training; having another individual being able to step in at a moment's notice is advantageous to the jury. Mr. Bridges stated that according to DEQ regulations a certified operator must be on site at the facility. Mr. Ramsey stated that there are currently three Certified A Operators, one Certified B Operator and one waiting to take a test. Mr. Ramsey wanted to know how many operators were actually needed at the Landfill. Mr. Ramsey said a cap should be placed on the number of operators. Mr. Ramsey stated that he feels like the operator pay should only be received if the employee is actually working at the Landfill. **No action taken.**

A lengthy discussion was held regarding the hiring process and who could actually hire. The Union Parish Police Jury Personnel Policy states the following:

*“Superintendents are given authority to hire on a temporary basis, for an established position which has become vacant, and fix the salary as long as it does not exceed the maximum salary established by the Jury for the position to be filled. Superintendent may work an individual up to 180 days on a temporary basis. Action to fill the position on a full-time basis to be taken by the Personnel Committee with final action by the Jury after the position is filled on a temporary basis.”*

**No action taken.**

A lengthy discussion was held regarding the Public Works Director probationary period. Mr. Durrett started on January 16<sup>th</sup>, 2023. The Union Parish Personnel Policy states the following:

*Full-time employees shall be entitled to all benefits as provided by the Police Jury upon successful completion of their probationary period.*

The Secretary/Treasurer consulted with Trevor Fry regarding waiving the probationary period. Mr. Fry stated the following in an email:

“... the jury technically has the authority to waive the probationary period; but, as Alayna mentioned, this will certainly set a precedent for other employees to request a waiver.” Mr. Fry

further stated “Even if the probationary period is waived though, when it comes to benefits, I have concerns about any retroactive payments. As you know, the law prohibits retroactive compensation. I think it would be risky to institute the contributions or other benefits retroactively, as it would likely be an illegal donation.”

**Motion Mr. Ramsey, seconded by Mr. Nyegaard to recommend to the full jury to waive the retirement probationary period for the Public Works Director, Tommy Durrett. His retirement contributions shall begin on Wednesday, March 8<sup>th</sup>, 2023. This will not affect any other benefits such as accruing vacation/sick time or holiday pay. Motion carried unanimously.**

A brief discussion was held regarding a pay increase for the Road Department Mechanic. Mr. Durrett submitted a request to increase his pay from \$17.50 an hour to \$19.00 an hour. **No action taken.**

**Motion made by Mr. Nyegaard and seconded by Mr. Ford for the Committee to enter into executive session for the purpose of discussing an employment issue. Roll call vote: YEAS 3, NAYS 1, ABSENT 0. Mr. Ramsey did not want to enter into Executive Session to discuss the employee. The Secretary/Treasurer reported that the employee was previously notified of the discussion and that the employee signed a letter to acknowledge that he/she understood he/she would be discussed in Executive Session.**

**Motion made by Mr. Nyegaard and seconded by Mr. Ford for the Committee to come out of executive session and to return to the meeting; no action taken in executive session. Roll call vote: YEAS 4, NAYS 0, ABSENT 0.**

**No action taken on employee transfer.**

**There being no more business to come before the committee, Mr. Buckley declared the meeting adjourned upon motion by Mr. Nyegaard and duly seconded by Mr. Ford on this the 7<sup>th</sup> day of March, 2023.**

Johnny Buckley, Chairman  
Paula Strickland, Secretary/Treasurer