

**FINANCE COMMITTEE
MINUTES OF MEETING
February 13th, 2024
6:00 P.M.**

Present: Russell Wade, Ben Bridges, Curtis Moses and Mike Holley. Absent: None.
Also present: A.J. Ford, Jeremy Hobbs, Brenda Abercrombie, Jean Branton, Lynde Scarborough, Chris Strickland, Cletis Charles, Lawrence Hill, Stan Jiles, Kevin Newcomb, Johnny Creed, Judy Auger and Lynn Ramsey.

Mr. Wade called the meeting to order. Mr. Holley led the group in prayer.

Public Comments were held on agenda items. At this time Mr. Creed addressed the Committee regarding the potential pay raises.

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

Motion Mr. Holley, seconded by Mr. Bridges to approve the minutes of the December 5th, 2023 meeting. Motion carried unanimously.

A brief discussion was held regarding the purchase of AED's and first aid kits. The Secretary/Treasurer reported that each AED kit costs approximately \$1,800. The Secretary/Treasurer stated that she has ordered four (4) devices already. The devices will be placed at the Annex, Road Department, Landfill and Courthouse. **Motion Mr. Bridges, seconded by Mr. Moses to recommend to the full jury to purchase an additional five (5) AED devices. Motion carried unanimously.**

A lengthy discussion was held regarding pay increases for the Road and Landfill Departments. Mr. Wade stated that he would like to take thirty (30) days to evaluate the employees, their rate of pay, hire date and the last raise received. Mr. Wade would like to use a percentage of the methane gas project funds from the Landfill for any proposed wage increases. Mr. Wade stated that he is not opposed to giving raises, but it should have been budgeted.

Mr. Bridges read an excerpt from the May 2017 Personnel minutes:

“Jerry Taylor presented a revised pay scale for skilled workers that will hopefully eliminate some of the problems the Road Department has had in keeping new hires. The new pay scale will provide the Road Department and Landfill some flexibility when hiring new workers. The revised pay scale will affect skilled workers such as truck drivers and operators. Instead of everyone being paid the same amount across the board, the hourly wage will be based on if the prospective employee has a CDL license or any other type certification. This will give employees an incentive to get their CDL license.” Mr. Bridges stated that the intent of the revised pay scale was never to give out blanket raises, but to offer flexibility when hiring. Normally when a pay increase is requested it is always one or two employees, but never this magnitude.

Motion Mr. Holley, seconded by Mr. Bridges to table the discussion of pay increases for the Road and Landfill departments. Motion carried unanimously.

In accordance with Ordinance 549, time for public comment was given.

Johnny Creed, 2354 Highway 550, Spearsville, addressed the committee regarding employee pay increases, recurring revenue and the personnel meeting on 2/8/24.

Kevin Newcomb, 6268 Highway 33, Farmerville, addressed the committee regarding the management positions and evacuation plans.

Stan Jiles, 1659 Liberty Church Road, addressed the committee and the public. Mr. Jiles asked that the public give the jury a chance.

Lynn Ramsey, Jerry Ramsey Road, addressed the committee regarding equipment price increases.

There being no more business to come before the committee, Mr. Wade declared the meeting adjourned upon motion by Mr. Moses and duly seconded by Mr. Bridges on this the 13th day of February, 2023.

Russell Wade, Chairman
Paula Strickland, Secretary/Treasurer