

PERSONNEL COMMITTEE
MINUTES OF MEETING
April 14th, 2026
3:00 P.M.

Present: Nathan Pilgreen, Russell Wade, Ben Bridges and A.J. Ford, Jr. Absent: None.
Also present: Curtis Moses, Mike Holley, Glenn Hutto, Brenda Abercrombie, Danielle Harkins and Scott Williams.

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

There were no public comments on agenda items.

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

Motion Mr. Wade, seconded by Mr. Bridges to approve the minutes of the December 29th, 2025 meeting. Motion carried unanimously.

A brief discussion was held regarding the request from Milas Davidson for full-time employment of Caleb Dendy at the Landfill. **Motion Mr. Wade, seconded by Mr. Bridges to recommend to the full jury to hire Caleb Dendy for full-time employment at the Landfill with his time being counted back to his original hire date of January 20th, 2026. His full-time status is effective April 20th, 2026 and at that time he is eligible for all police jury benefits including retirement, insurance, vacation, sick leave and holiday. Motion carried unanimously.**

A lengthy discussion was held regarding the pay scale that was adopted in 2024. The new pay scale was approved for the Road and Landfill Departments. The pay scale did away with the previous policy that stated:

WAGES:

- (A) Pay rate for inexperienced persons will be (\$2) dollars less than the hourly rate of the position hired at the time of employment:*
 - a. \$1.00 increase at the end of six months upon recommendation of their supervisor or terminated*
 - b. \$1.00 increase at the end of one year bringing their pay scale to maximum pay.*

- (B) Pay rate for experienced persons will be set at less than the hourly rate of position hired at time of employment:*
 - a. .50 increase at the end of three months after evaluation and upon recommendation of their supervisor*
 - b. .50 increase at the end of six months upon recommendation of their supervisor bringing their pay scale to maximum pay.*

Cost of living raises must be approved by the Police Jury.

Mr. Pilgreen stated that the jury said no raises would be given out for 2026, but an employee can be reclassified and can then receive the pay for that position. That is the only way to receive an increase in pay. Mr. Pilgreen further stated that the new policy is still in effect and has not been changed. Employees will not be given a raise or increase in pay after they have completed the probationary period. **No action taken.**

A lengthy discussion was held regarding pay increases and reclassification on certain employees. Mr. Williams submitted a .50 pay increase for Odis Riley. Mr. Williams also submitted a list to Mr. Holley for employees that need to be reclassified.

Mr. Williams submitted the following to Mike Holley:

List of Increases of Pay Needed

Max Aycock – Moving to Grader - \$15 to \$17

Kyle McKee – Moving to CDL Driver - \$15 to \$18

Josh Tucker – Mechanic \$22 to \$23

Greg Edwards – Move from \$25 to \$27 (Alan's pay)

Jason Colvin – Moving to Bush Hog \$15 to \$16

No motion is needed for the above as all are being reclassified and paying what the position pays.

Motion Mr. Wade, seconded by Mr. Ford to recommend to the full jury to approve a .50 pay increase for Odis Riley which will bring his pay up to the other CDL drivers. Motion carried with Mr. Bridges opposing.

Mr. Ford presented a Boot Policy for the committee to review. Road, Landfill and Maintenance employees were given safety boot vouchers in December, but no requirements on wearing. Mr. Ford is suggesting that all employees who are around heavy machinery wear safety boots. The policy states the following on non-compliance:

Department Supervisors are responsible for enforcing the boot policy. Failure to comply with the uniform policy will result in disciplinary action.

First Offense – verbal reprimand

Second Offense – written reprimand

Third Offense – disciplinary action

Mrs. Strickland asked if the policy would apply to Mr. Hand who works in the scale house at the Landfill. Mr. Bridges confirmed that it applies to Mr. Hand as well because he might get called out of the office to operate equipment. Mr. Hand will be expected to wear his safety boots.

Motion Mr. Wade, seconded by Mr. Ford to recommend to the full jury to adopt the Safety Boot Policy as presented. Motion carried unanimously.

There being no more business to come before the committee, Mr. Pilgreen declared the meeting adjourned upon motion by Mr. Wade and duly seconded by Mr. Ford on this the 14th day of April, 2026.

Nathan Pilgreen, Chairman
Paula Strickland, Secretary/Treasurer