

COUNTY PERSONNEL COMMITTEE MEETING
NOVEMBER 9, 1994, 2:00 P.M.

PRESENT: Tom Bacote, Chairman
 Johnnie Evans, Commissioner
 Brenda Foreman, Sr. Staff Attorney
 Pat Jones, Personnel Director
 Dr. Jesse Williams, Health Department Director
 Rhonda R. Davis, Deputy Clerk

ABSENT: Juanita Gonzalez

Chairman Bacote called the meeting to order.

AGENDA ITEMS

2. Discussion of Salary Adjustment for Environmental Health Personnel

Chairman Bacote advised the Health Department has been experiencing problems with keeping personnel in this position. People are coming to work with the county, gaining experience and state certification and then leaving county employment.

Dr. Williams presented information prepared by the Personnel Department concerning proposed experience hiring plan and internal salary adjustments for Environmental Health personnel. This was prepared per direction of the Board of Health. This plan is totally reflective of the discussions he has had with Ms. Jones. This plan has been presented to the Board of Health and met with their approval.

Pat Jones stated the county has been hiring trainees in these positions. An adjustment was made in 1982 to get recruits. Since that time they have been recruiting interns. These interns spend two and one half years in training and taking courses to become certified by the State. Once these interns are state certified, they leave county employment. The county is spending a lot of money training these interns. There are some dedicated employees who have been with the county for a number of years who are considering leaving county employment as well. If the county loses these experienced employees, there will be no one to train the interns.

Dr. Williams stated the Health Department has been taking employees from other areas of the department who have some experience in this area, but are not state certified. They currently have four employees in this section who are being courted by other counties to come to work for them.

Commissioner Evans stated that he has the understanding that some of these employees are moonlighting in other counties doing this work with the permission of Dr. Williams.

Dr. Williams advised he was allowing these employees to moonlight in other counties. However, they are only working on the weekend. They are not taking time off from the county to do this work. He noted these other counties are offering jobs to and hiring some of these employees.

Commissioner Evans stated the county is setting itself up to lose these people by allowing them to work in other counties during their off-time. If we are behind in our work here, then it may be more beneficial to pay these employees to work overtime for us and not other counties that are eventually trying to hire them.

Dr. Williams stated that he feels if the salary adjustments are approved, it will encourage these employees to stop moonlighting all together. Their department has cut down on their back log substantially since the summer months.

Pat Jones reviewed the handout with the committee members. She explained the salary increases could be covered with lapsed salaries and budget revisions from other line items. This plan does work into the proposed pay plan. The employees receiving salary adjustments under this plan, if approved, would not be included in the new salary plan in the 1995-1996 year.

MOTION: Commissioner Evans offered a motion to recommend the Proposed Experience Hiring Plan and Internal Salary Adjustments for Environmental Health Personnel to the full board.

SECOND: Commissioner Bacote

VOTE: UNANIMOUS

The committee instructed staff to present this information to the full board at the first or second meeting in December.

1. Continuation of Discussion of Pay Plan Option 1 - Estimated Costs to Implement.

Pat Jones presented information which cost out the Option 1 pay plan previously presented to the committee. She reviewed the information and charts included in the information. Employees would receive their pay increases on their anniversary dates. All of this information is already in the computer system and the appropriate forms will automatically be sent to the appropriate Department Head for signatures and then be forwarded to the Personnel Department.

Ms. Jones advised she will need approval of the plan in concept to continue working on implementation. County personnel ordinances will need to be reviewed and other work will need to be done on this plan. It was the consensus of the Personnel Committee members to discuss this item again after the first of the year and then present to the full board.

MOTION: Commissioner Evans offered a motion to approve this plan in concept and instructed staff to proceed with the work to be done in order to implement this plan.

SECOND: Commissioner Bacote

VOTE: UNANIMOUS

Meeting adjourned at 2:50 PM.