

Garland County
Human Resources Committee
Minutes
May 23, 2022

Human Resources Members Present: Chairman Thomas Anderson, Vice Chairman Dave Reagan, Justices Ray Owen, Esther Dixon, John Horner, and Larry Raney.

Members Absent: Justice Faulkner

Also Present: Citizens, Elected Officials, Staff, and Media.

Chairman Anderson called the meeting to order. Justice Dixon provided the Invocation.

Chairman Anderson introduced a request for promotional increases in the Adult Detention Facility. The requests do not require additional funding within the 2022 Adult Detention Facility Budget. Judge Mahoney stated that as provided in the JESAP policy salary increases above 7% are required to go before the HR Committee.

A motion was made by Justice Horner, seconded by Justice Reagan to approve the increases.

Chairman Anderson stated the Committee would discuss the two requests separately as request 2A and 2B. Justice Raney stated that he was opposed to providing the requested increase retroactively as requested in item 2A.

Chief Elrod stated that the Corporal position was promoted in November of 2021 and was missed in the transition of promotions after six months and did not get sent to the HR Committee to be addressed for the additional salary increase like other promotions did. Justice Horner inquired if the County could legally provide salaries retroactively. County Attorney Howard stated yes and that similarly situated employees treated in a similar fashion should be. He further stated that in this case the promotion occurred several months ago and this particular employee has the same qualifications as other employees and is not receiving the same rate of pay. Justice Horner again inquired if the County had to provide retroactive pay. County Attorney Howard stated that it was this committee's authority to do what they chose to do, although, if the committee did not act accordingly they would need to have really good reasons to deviate from doing so.

Judge Mahoney then stated at the time the employees were receiving the increases under the old policy after the six-month probation period and in January the requirement began to bring these type requests before the HR Committee since the increase was over 7%.

Chairman Anderson called for a vote on the original motion to approve the promotional salary increase for the Corporal position (PCN 3400.0418.1027) from \$43,093 to \$48,416 retroactively to January 2, 2022. The motion carried with Justice Raney voting Nay.

Chairman Anderson introduced item 2B which was a request for salary increase for a promotion from Corrections Officer (PCN 3400.0418.1038) to Area Supervisor/Corporal (PCN 3400.0418.1020) from \$38,138.56 to \$48,416.05. A motion was made by Justice Raney, seconded by Justice Dixon to approve the request. The motion carried without opposition.

Chairman Anderson introduced a request from the County Judge to restructure the Department of Emergency Management and make the following changes:

Delete the position of full time 911/DEM Administrative Assistant (PCN 3020.0501.3093)

Delete the position of part time DEM Assistant (PCN 3020.0501.3906)

Create the position of full time DEM Deputy Director (PCN3020.0501.3909)

A motion was made by Justice Dixon, seconded by Justice Reagan to approve the request. The motion carried without opposition.

Judge Mahoney stated that there was currently a vacant position of 911/DEM Administrative Assistant. He further stated that the determination had been made to eliminate this position and the part time position to provide back-up for the DEM Director in his absence. The current DEM Director agrees that this would be a great asset for additional Emergency Management purposes.

Judge Mahoney then told the committee that he needed them to brainstorm for ideas to help with employee retention. Specifically, within his departments for CDL drivers. He stated he would like to possibly see some type of bonus for an employee referral and also for the employee who has stayed for six months or longer to receive something as well.

With no further business the meeting adjourned.

Respectfully submitted,



Valerie Dodge