

**Garland County
Human Resources Committee
Minutes
June 27, 2022**

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

Members Absent: Justice John Faulkner and Esther Dixon.

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

Chairman Anderson called the meeting to order and provided the Invocation.

Chairman Anderson introduced a request from the Sheriff to provide a promotional increase in the Adult Detention Facility to the position of Area Supervisor/Corporal (PNC3400.0418.1103). A motion was made by Justice Reagan, seconded by Justice Raney to approve the salary increase request. The motion carried without opposition.

Chairman Anderson introduced a request from Treasurer Stockdale for a position description re-rate and salary increase to the position of Chief Deputy. The Treasurer's request was to have the salary brought up to the minimum level of the new JESAP rating due to increased responsibilities noted in the updated position description. Treasurer Stockdale stated that he had re-written the position description to include the additional responsibilities and the management of funds in excess of half a billion dollars per year. A motion to approve was made by Justice Horner, seconded by Justice Reagan. Justice Owen stated that generally speaking he was in favor of a salary increase, however, he felt the committee should be considering all Chief Deputy's within the county departments and the number of employees they supervise. He further stated that when the Elected Official is out of office the Chief Deputy's are in charge and have full responsibility of the office. Justice Owen then stated that he would like for the committee to have more time to analyze the request and was opposed to approval at the time.

Justice Raney then stated that the Quorum Court had been consistently working to move salary bases up across the board for all employees and had been fairly successful. He further stated that he would prefer to see salary increase requests reviewed at the end of the year during budget as opposed to mid-term. He also stated given the uncertainty of the times he was not in favor of approving the requested salary increase at the time.

Chairman Anderson stated that he agreed with Justice Owen and Raney.

Treasurer Stockdale withdrew the request and stated he would re-submit during the 2023 budget hearings.

Justice Horner made a motion to rescind his motion to approve the requested salary increase. Justice Reagan made a motion to rescind his second on the motion to approve the salary increase. No action was taken on the requested salary increase.

Chairman Anderson introduced the next items on the agenda which were consideration of deleting the ten positions within the Juvenile Detention-Maintenance and Operations Budget and creating four Area Supervisor/Corporal positions within the Adult Detention Facility. Sheriff McCormick stated they had a plan in place to close the Juvenile Detention Center and the reason for this request was to move the current Juvenile Detention Corporals and Detention Officers to the Adult Detention Facility. Chief Elrod stated that the Corporals would be moving into current vacant Adult Detention Facility Corrections Officers positions. Judge Mahoney stated the four Corporal positions would only be so until such time an employee is promoted or the position is vacated by attrition. The Corporal position would then revert back to a Corrections Officer position immediately upon the vacancy. A motion was made by Justice Owen, seconded by Justice Raney to delete the 10 positions within the Juvenile Detention-Maintenance and Operations Budget. The motion carried without opposition. A motion was then made by Justice Owen, seconded by Justice Reagan to approve the four Area Supervisor/Corporal positions within the Adult Detention Facility Budget with the understanding that the positions will revert to Corrections Officer positions when vacated by attrition. The motion carried without opposition.

Chairman Anderson introduced the final item of business which was consideration of adoption of the Garland County Personnel Policy. Judge Mahoney stated there were numerous changes that had been made and items stricken. A motion was made by Justice Raney, seconded by Justice Owen to approve adoption of the Garland County Personnel Policy. The motion carried without opposition.

County Attorney Howard provided committee members with an overview of the main changes that had been made or added to the Personnel Policy.

With no further business the meeting adjourned.

Respectfully submitted,


Valerie Dodge