

## WEAKLEY COUNTY, TENNESSEE

## PERSONNEL COMMITTEE

June 17, 2013; 9:00 A.M.

**Personnel Members Present:** Commissioners Sam Sinclair, Julia Rich, Tommy Jones, James Bynum and Scott Fortner.

**Personnel Members Absent:** Commissioner David Hawks.

The Personnel Committee met on Monday, June 17, 2013 at 9:00 a.m. at the Weakley County Department of Finance Board Room. Others present included Shawn Francisco – Director of Finance, Mike Wilson – Sheriff, Christy Fulcher – Emergency Management Assistant Director, Pat Scarbrough – County Clerk, Keith Jones – Director Juvenile Court, David Tuck – Property Assessor, Donna Snyder – Register of Deeds, Houston Patrick – County Mayor and Marci Floyd – Trustee.

Chairman Tommy Jones called the meeting to order at 9:00 a.m.

**OLD BUSINESS:**

Commissioner Rich made the motion to approve the May 29, 2013 minutes and with a second by Commissioner Fortner the motion passed unanimously.

**NEW BUSINESS:**

Chairman Jones turned the meeting over to Vice Chairman Sinclair for the election of officers. Vice Chairman Sinclair opened the floor for nominations for Chairman. Commissioner Rich nominated Commissioner Jones and with a second by Commissioner Sinclair the motion unanimously passed. Vice Chairman Sinclair turned the meeting over to Chairman Jones. Chairman Jones opened the floor for nominations for Vice Chairman. Commissioner Rich nominated Commissioner Sinclair and with a second by Commissioner Bynum the motion unanimously passed. Chairman Jones opened the floor for nominations for Secretary. Commissioner Bynum nominated Commissioner Rich and with a second by Commissioner Sinclair the motion unanimously passed. Chairman Jones opened the floor for nominations for Recording Secretary. Commissioner Jones nominated Kellie Thayer and with a second by Commissioner Sinclair the motion unanimously passed.

**Resolution 2013-45**

This resolution authorizes the adoption of the State of Tennessee's Employees Deferred Compensation Plan and Trust 457(b) for Weakley County. Commissioner Sinclair made the motion to approve Resolution 2013-45 and with a second by Commissioner Rich the motion unanimously passed.

**Resolution 2013-46**

This resolution authorizes the adoption of the State of Tennessee's Employees Deferred Compensation Plan and Trust 401(k) for Weakley County. Commissioner Fortner made the motion to approve Resolution 2013-46 and with a second by Commissioner Sinclair the motion unanimously passed.

Chairman Jones opened the floor for discussion.

Mrs. Floyd was recognized. She requested a 5% increase for County employees. She noted that the elected officials were receiving a State mandated raise and felt the County employees deserved something.

Mrs. Scarbrough was recognized. She also requested an employee raise noting that the County employees were well trained and efficient.

Mr. Patrick was recognized. He requested an employee raise and an increase in longevity to reward those employees who've been with the County for many years.

Mr. Jones was recognized. He stated that he hires people, trains them and then they move on to higher paying jobs.

Mrs. Floyd was recognized. She noted that if the Committee was only considering a 1, 2, or 3% salary increase would they please consider doubling the longevity.

Mrs. Snyder was recognized. She asked that the Committee please consider rewarding the employees.

Commissioner Fortner noted that last year the Committee approved a 2% salary increase but the full Commission voted it down due to budget reasons. He felt the County must pay appropriately to keep good employees. He suggested a possible percentage salary increase, an increase in longevity and a possible one-time employee bonus.

Chairman Jones asked if he wanted to make that a motion.

Commissioner Fortner made the motion to match County employees to State employees for longevity, to increase non-certified salaries by 3% and give a one-time bonus of \$400 to County employees. The motion dies for lack of a second.

Chairman Jones then called for a 10 minute recess at 9:17a.m.

Chairman Jones reconvened at 9:23 a.m.

Commissioner Fortner made the motion to increase longevity to \$100 per year and a 3% pay raise for County employees and with a second by Commissioner Sinclair the motion unanimously passed.

Commissioner Fortner questioned what would now happen to the motion.

Chairman Jones explained the motion would be recommended to the Finance, Ways, and Means Committee for approval and if approved the motion would go to the full County Commission.

#### **Other Business**

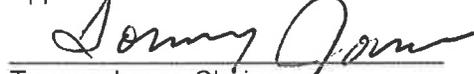
Having no other business before this committee Commissioner Sinclair made a motion to adjourn at 9:26 a.m. and with a second by Commissioner Fortner the motion passed unanimously.

Respectfully Submitted,



Kellie Thayer, Recording Secretary  
Personnel Committee

Approved:

  
Tommy Jones, Chairman  
Personnel Committee

Date: 6/18/2014