



November 14, 2015

The Personnel Board was called to order by Janis Parks, Human Resources Director, in a meeting held, Wednesday November 4, 2015 at 5:10PM in the Conference Room at Pelham City Hall.

Present were Board members, Jim Collins, Greg Darnell, and Bobby Hayes. Also present were Rick Hayes and Mayor Gary Waters. Other employees and department heads were also in attendance.

The purpose of the meeting was to begin discussion on the pay plan revisions.

Departments included in the discussions were Administration, Court, Police and Fire. Each classification in the department was reviewed. While the current pay plan does not provide a specific premium level for education incentive, a department head has the authority to hire at a higher step when appropriate. Fire Chief Danny Ray stated he didn't know he had the latitude to offer that incentive. Police Chief Larry Palmer does use this method.

Action before adjourning was to re-schedule the November 11, 2015 meeting as this is a holiday for City Hall. The Board agreed to meet on Thursday, November 12, 2015 at 6:30PM. An announcement will be posted to the website.

At 8:05PM a motion was made by Greg Darnell to convene into Executive Session a second was made by Bobby Hayes. Requested were Board members and Rick Hayes. The Board reconvened at 8:20PM. Board member Greg Darnell made a motion to uphold the termination action on Jennifer Smith. A second was made by Jim Collins. The board members voted unanimously to uphold the termination action. Ms. Smith will be notified of the Board's decision.

A motion to adjourn was made by Bobby Hayes a second by Greg Darnell. The Board meeting was adjourned at 8:29PM.