



November 14, 2015

The Personnel Board was called to order by Janis Parks, Human Resources Director, in a meeting held, Wednesday November 12, 2015 at 6:30PM 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 continue discussion on the pay plan revisions.

Departments included in the discussions were Court, Fire, Garage, Landscape & Facilities and Library. Each classification in the department was reviewed.

During the discussions and questions, Greg Darnell questioned the pay philosophy that the Board had used in the prior pay plan revision. If it's supposed to be within the 75% percentile, why does it keep changing? It's being addressed inconsistently in the classifications. Greg thinks we might not be getting it right.

The discussion of an across the board 2% COLA was addressed by Mayor Waters. It wasn't an issue of a monetary change it was more of a morale issue as these employees have not been given a COLA treatment for 7 years. The Mayor explained his initial request at budget in August was a three part issue; absorb the cost of it the insurance premium on family coverage; allow a vacation buy-back and a 2% COLA. While the pay plan is a living document, it should and needs to be consistently reviewed for market updates. But the process should take place months before budget preparation and not within a few weeks.

The December 1, 2015 timeframe is a target date as explained by Rick Hayes. The council would like to review and work toward approval for at least a January 1, 2016 implementation date.

The next meeting is scheduled for Wednesday, November 18, 2015. The meeting for Wednesday, November 25, 2015 has been changed to Tuesday, November 24, 2015 at 5:00PM.

A motion to adjourn was made by Greg Darnell a second by Bobby Hayes. The Board meeting was adjourned at 9:29PM.