



February 29, 2016

The Personnel Board was called to order by Candy Porter, Payroll & Benefits Analyst, in a meeting held, Wednesday February 17, 2016 at 6:04PM in the Conference Room at Pelham City Hall.

Present were Board members, Jim Collins, Greg Darnell and Bobby Hayes was added via telephone. Also present were Rick Hayes and Mayor Gary Waters.

Mr. Hayes opened with discussion concerning the employee representative candidacy for election to the Personnel Board. Problems exist if a current employee is elected in that a number of issues and situations could be presented in which the representative would have to recuse themselves. Therefore, the employee would have not representation. It was suggested that the qualifications for candidacy include residency within the city of Pelham, may be a former employee within two years of separation (but must have left in good standing). The proposed promulgated rule will be drafted with corrections and presented for vote at the next Board meeting.

Eddy Jowers presented additional information and discussion with the Board concerning the Water department pay plan revisions. With a few minor changes, the Board recommended and approved the pay revisions for the Water department.

Janis Parks presented Human Resources proposed revisions for the pay plan. The proposal was to increase the steps to 3.75% for the Payroll Analyst and Risk Management positions, but do not change the Director classification; leave as is. The Board discussed the revisions and recommended and approved a change of 3.25% for the two classifications.

Rick Hayes presented information for discussion concerning the pending Education Incentive Resolutions. Ms. Parks will seek information from the attorney's office to ensure the repeal of the pending resolutions will be fair.

A motion was made to adjourn by Greg Darnell and seconded by Jim Collins.

Next meeting was scheduled for Wednesday February 24, 2016 at 5:30PM.

Adjourned at 8:30PM.