

March 14, 2017

The Personnel Board was called to order by Ty Story, Human Resource Director, in a meeting that was held on March 13, 2017, at 5:30 pm in the Conference Room at Pelham City Hall.

Board members Jim Collins, Bobby Hayes and Greg Darnell were all present. Mayor Gary Waters, Tim Honeycutt, Hal Brown, Mary Campbell, Tom Seale, Larry Palmer and Rick Hayes were also in attendance.

Mr. Story opened the meeting by providing members with a packet that included copies of the current compensation plan, the proposed pay plan and a list of comparable cities that had been polled for COLA increases by Janis Parks, former HR Director.

Mr. Story explained that the proposed compensation plan included a 1.5% increase for all positions within the plan. He explained that there were a few employees that were considered "red lined" because their current compensation is beyond what is designated for their classification. He also explained that there were some classifications that were considered inactive/unfunded within the plan.

During the discussion period, Mr. Story explained that in order to maintain an accurate compensation plan, the unfunded positions should be subject to the 1.5% increase even though they are considered inactive. Mr. (Rick) Hayes stated that the Council would not approve it that way. Further discussion followed where Mr. Story received further explanation from Mr. Darnell and Mr. (Rick) Hayes that these positions had not been subject to adjustments during past revisions of the plan. Mr. Story stated that due to that fact, he would support no adjustments to the unfunded positions from a Human Resource perspective. If a need arises in the future where these positions would need to be filled, individual pay revisions would need to be completed at that time. Mr. (Rick) Hayes also informed that Board that there should be no adjustment for the entry level Police Officer and Firefighter positions during this revision. There was no objection from Chief Palmer or Battalion Chief Honeycutt.

With no additional discussion, Mr. Darnell made a motion to approve the 1.5% increase to the compensation plan with exclusion of the unfunded positions, entry level Police Officer and Firefighter, and CDA Executive Director to be effective April 1, 2017, and recommend it to the City Council for approval. The motion was seconded by Mr. (Bobby) Hayes. The motion was approved with no opposition.

Mr. Story asked Board members for their contact information and it was provided. With all business addressed, Mr. (Bobby) Hayes made a motion to adjourn and Mr. Darnell seconded the motion. All present members affirmed and the meeting was adjourned at 6:05 pm.

Respectfully submitted,
Candy Porter

PELHAM PERSONNEL BOARD

March 14, 2017

TO: Pelham City Council
Mayor Gary Waters

FROM: Pelham Personnel Board

RE: Compensation Plan Revision

In a meeting held on Monday, March 13, 2017, the Personnel Board voted to approve the proposed 1.5% adjustment to the compensation plan. With this approval, the Board recommends the Pelham City Council's approval of the same.

The Board understands that this request will be presented in a Resolution to the Council during their meeting on March 20, 2017.

Respectfully submitted,

Bobby Hayes
Greg Darnell
Jim Collins