

**FRANKLIN COUNTY BOARD OF COUNTY COMMISSIONERS
SPECIAL MEETING
FRANKLIN COUNTY COURTHOUSE ANNEX
AUGUST 20, 2013
2:00 PM**

MINUTES

Commissioners Present: Cheryl Sanders - Chairman, William Massey - Vice Chairman, Pinki Jackel, Noah Lockley, and Joseph Parrish

Staff Present: Alan Pierce – Director of Administrative Services, Michael Shuler – County Attorney, Erin Griffith – Assistant Finance Director, Michael Morón – Deputy Clerk to the Board

Call to Order

Chairman called the Special Meeting to order, following the Workshop that discussed the County's personnel rules and regulations with Mrs. Lucy Turner, the County's Labor Attorney.

Commissioner Lockley indicated that he was ready to move forward with changing the County's policy regarding inmate certification.

Chairman Sanders suggested recessing the Special Meeting to allow the scheduled Workshop with the Hospital to proceed and at the end of the Workshop reconvene the Special Meeting. The Board agreed.

Recess

Chairman Sanders recessed the Special Meeting.

Reconvene

Chairman Sanders reconvened the Special Meeting

Chairman Sanders and Mrs. Turner discussed changing the policy that requires each employee of the Road Department and Solid Waste to be certified as inmate supervisor.

Mr. Nabors asked the Board to consider employees who have been "grandfathered".

Mrs. Griffith and Mrs. Turner discussed this issue further.

Board discussed further.

Motion by Lockley to change the policy to require inmate certification only for the department head or a position with a job description that requires the certification; Motion failed due to a lack of second.

Motion by Jackel, seconded by Massey, instructing staff to provide to the Board a copy of the DOC contract, a list of employees who are certified to supervise inmates, and a list of employees that receive the \$500 for supervising inmates; Motion carried 5-0.

Commissioner Sanders requested that in addition to the information required in the previous motion, she also wants County Department supervisors to create a list of primary and secondary employees who will be DOC certified.

Mr. Pierce stated that Mrs. Turner needs a copy of emergency personnel and compensation to review and incorporate into the County's overall plan.

Motion by Jackel, seconded by Massey, to forward the Emergency personnel and compensation plan to Mrs. Lucy Turner for review and a recommendation as it relates to incorporating it into the County's personnel policy; Motion carried 5-0.

Chairman Sanders started the process of reviewing the current salaries of the department directors, inter-department transfers, and the vacancy left by Mike Rundel's resignation. Mrs. Turner suggested that the Board wait until the process of job classifications is completed before changing any salaries.

Commissioner Jackel expressed her concerns of Mrs. Turner's agency doing the job classification without a cap on the total amount of this project. Mrs. Turner explained that even though she couldn't put a cap on the total cost but estimated in the neighborhood of \$6000 or \$7000 and discussed this matter further. Commissioner Parrish stated that he is ready to move forward with the job classification project but will not consider any salary increases until the job classification is complete. Board discussed this matter further.

Nikki Millender, Parks and Recreation Director, stated that she was the lowest paid department director and would like to be treated equally and fairly as the other department directors.

Chairman Sanders stated that she was in favor of Mrs. Turner creating the job classifications before approving a salary increase for Mrs. Millender, as it may be unfair to Mrs. Millender. Mrs. Millender stated that she felt her increase should be more than the \$2500 offered by Commissioner Jackel.

Motion by Jackel, seconded by Massey, to authorize a \$2500 salary increase for Mrs. Millender Parks and Recreation department director; Commissioners Jackel and Massey rescinded their motion and second after discussing it further with Mrs. Millender.

Motion by Parrish, seconded by Lockley, to engage Mrs. Turner's firm to create a job classification for all of the County's departments and employees, with a \$15,000 maximum cap, which should be presented at a future meeting, preferably the first meeting in October; Motion carried 4-1, Jackel opposed.

Adjourn

There being no further business, Chairman Sanders adjourned the meeting.

Cheryl Sanders, Chairman FCBOCC

Attest:

Marcia M. Johnson, Clerk of Courts