

## Pay/Benefits Ad Hoc Committee

Members: 1) Holly Jones-acting Chairman  
2) Joey Hobbs  
3) Tim Stubblefield  
4) Roseanne Smith  
5) Tina Reed  
6) Sheila Proffitt  
7) Andy Farrar  
8) Tim Brown

The Coffee County Pay/Benefits Committee will begin meeting on or about March 13, 2024, and will report its findings to the Full Commission no later than June 11, 2024. At that time, the Commission may choose to accept the findings or ask the Committee to further explore all or part of their findings.

The Committee shall be tasked to investigate, collect, and collate information on the following topics and any areas directly relevant (such as education, experience, etc.) to the following topics:

- \*Employee Pay Scale(s)
- \*Employee Bonuses
- \*Employee Incentive or Performance Pay
- \*Longevity Pay
- \*Benefits outside Health Insurance
- \*Department head pay ranges

This Committee will use its official stature to investigate, research, collect, and collate information and make pragmatic recommendations to the Full Commission for its stated purposes. The Committee will use readily available open sources of information from existing sources, create its own rubric, and/or request specialized information as it deems necessary. Any expenses incurred (if necessary) are to be properly approved by the Mayor and subsequent, relevant committees to include the Full Commission. The Committee is encouraged to use all existing resources before expending any funds, i.e., CTAS, similar political subdivisions existing recent pay studies and private sector pay/benefits as comparisons. The ultimate goal of this committee is to provide a framework for competitive compensation, rewards for outstanding employees, and generally build an economic environment to promote the longevity of employment with Coffee County Government.