

Minutes Pay/Benefits Ad Hoc meeting

April 22,2024

CCAP-Conference Room 1 at 5:00 p.m.

Members present: Tim Stubblefield, Tina Reed, Tim Brown, Heather Shelton, Andy Farrar, Sheila Proffitt,

Approve agenda: A motion was made to approve the agenda , and the agenda was approved unanimously.

Public comments: none

Old Business:

Committee Appointments: Holly Jones was appointed by a unanimous vote to serve as Chair for the Pay/Benefits Ad Hoc Committee. Sheila Proffitt was appointed by a unanimous vote to serve as Secretary for the Pay/Benefits Ad Hoc Committee.

Future Meeting Dates:

The following future meeting dates were set by the committee.

April 29, 2024 4:30 pm

May 13, 2024 4:30 pm

May 20, 2024 4:00 pm

June 3, 2024 4:30 pm

June 10, 2024 4:30 pm

New Business: Subcommittees

In the prior meeting salary information was requested from departments regarding pay. It was reported that the information submitted from the departments who participated was not consistent from department to department. To provide more meaningful numbers from the departments, it was suggested it may be necessary to create a form for each department to complete.

A suggestion was made to break down the salary topics into two subcommittees. The following subcommittees were created to present suggestions to the entire committee.

Committee 1: (Employee Pay Scale, Employee Incentive or Performance Pay, Department Head Pay Ranges)

Members: Tim Brown, Andy Farrar, Heather Shelton

Committee 2: (Employee Bonuses, Longevity Pay, Benefits outside Health Insurance)

Members: Tina Reed, Tim Stubblefield, Sheila Proffitt

There being no further discussion, the meeting adjourned.

Respectfully Submitted,

Sheila Proffitt