

Minutes Pay/Benefits Ad Hoc meeting

May 13, 2024

CCAP-Conference Room 1 at 4:30 p.m.

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

Approve prior minutes: A motion was made to by Tim Stubblefield and seconded by Tim Brown to approve the minutes from March 28, 2024 and April 22, 2024. The minutes were approved unanimously.

Public comments: none

Old Business:

It was announced that the committee will reach out again to both CTAS and other counties to provide salary information. It was further decided that it would be beneficial to include Thompson and Associates by phone in an upcoming meeting. This would provide further information regarding how other counties implement and maintain a salary structure.

New Business:

The committee proposed a longevity pay structure. Employees would be eligible for longevity pay after a 5-year employment with Coffee County Government. This would be a one-time award to be voted on each year by the commission. A cap after 30 years would be set at \$3,000.

It was discussed that the proposed longevity pay be amended to exclude elected officials. The committee approved a motion to amend the longevity plan and sent the plan to Policy and Procedures committee for further approval.

There being no further discussion, the meeting adjourned.

Respectfully Submitted,

Sheila Proffitt