

HUMAN RESOURCES COMMITTEE
MINUTES
Monday, September 28, 2020

Members Present: Justices Anderson, Owen, Horner, Faulkner, McGrew, Raney and Dixon

Members Absent: None

Other Present: Various Elected Officials, Department Heads, Employees and Citizens

Chairman Anderson called the meeting to Order and Opening Prayer was held. Chairman Anderson introduced the first item on the Agenda which was a request to amend the Garland County Personnel Handbook, Section V, Fringe Benefits, Item D-Longevity Payments- to increase the longevity benefit from \$2.50 per month to \$5.00 per month with a cap of \$1,000 annually. A motion was made by Justice Owen, seconded by Justice Raney to table the amendment and to look at various other alternatives before making a final decision on the benefit.

Chairman Anderson then introduced the second item on the Agenda which was a request from Sheriff McCormick to create two full time Patrol Deputy positions for the 2021 Operating Budget. A motion was made by Justice Horner, seconded by Justice Owen to approve the request for two full time Patrol Deputy positions.

Sheriff McCormick stated there had been a great need for quite some time and they had logged a 25% increase of call volume over the last 12 month period. He further stated the need was desperate especially during the night shift and that he had made it mandatory that there are never any less than 4 Patrol Deputies per shift. Justice Reagan inquired if all current positions were filled and Sheriff McCormick stated yes at the time they were.

Sheriff McCormick further stated he anticipated assigning the 2 new positions to the night shift should they be approved within the 2021 budget. Justice McGrew inquired if the department was seeing a big delay in getting to calls due to the shortage of deputies. Sheriff McCormick stated that at times it does occur. Chairman Anderson stated that he was glad to be having the discussion in Committee and that he wants to see the Sheriff's Department get approval for the positions.

Justice Raney then inquired what other expenses there were going to be over and above the approval of the new positions. Sheriff McCormick and Judge Mahoney stated they would be purchasing vehicles from within the 2020 operating budget just to try and keep the fleets updated. Sheriff McCormick stated that they are trying to replace vehicles at 150,000 miles and that it usually takes on average 3 to 4 years to get to that point.

Justice McKee stated that everyone should be aware that Judge Mahoney had stopped discretionary spending, capital outlay purchases and implemented a hiring freeze. Judge Mahoney stated that it had been a seamless effort and that good support had been received by the Elected Officials and Department Heads.

The motions previously made by Justice Horner, seconded by Justice Owen to approve the two full time Patrol Deputy positions were approved without opposition with a recommendation to be forwarded to the fall budget hearings for approval.

Chairman Anderson mentioned implementing the Employee Years of Service Recognition Program to acknowledge employees in varying increments. The certificates would be presented to employees on a monthly basis during Quorum Court meetings. A motion was made by Justice Raney, seconded by Justice Horner to approve the program. The motion carried without opposition.

With no further business the meeting adjourned.

Respectfully submitted,



Valerie Dodge

HR Director