

SALARY BOARD
December 2, 2024

Present at the meeting were:

R. Franklin Campbell
Brenda L. Watson
William G. Lyons
Jan Gibboney
William R. Bunt
Shannon Hines

Present from the Public via WebEx Video/Telephone Conference or In-Person: Rich Fultz, Kristie Gantt, Wes Smith

Commissioner Campbell opened the meeting at 10:42 a.m. December 2, 2024 in the Commissioners' Meeting Room. The meeting was conducted via WebEx video/telephone conference and in person. The meeting was recorded by the County.

Public Comments: None

Meeting Business: Commissioner Lyons made a motion to approve the minutes from the July 15, 2024 meeting. Commissioner Watson seconded the motion. All agreed. Motion carried.

Rich Fultz, EMA/911 Director, stated that in order to keep the 911 Center operating there is a need to add two full time telecommunicators to the department. He said the salaries and benefits for the positions have been analyzed and will be fully funded by the 911 budget. Mr. Fultz noted that moving to the 12-hour shift model in the 911 Center is the need for the additional positions in order to ensure the center is fully staffed. He said part time telecommunicators will still be needed to cover shifts when full time staff are off. Treasurer Gibboney said his understanding is that the new shift model will result in 4 hours of overtime for the fulltime staff, but said there is no shift differential for 911 staff. Mr. Fultz said part time clerks are being hired at a higher payrate than his telecommunicators that work in a 24/7 department. He further requested that two full time telecommunicators be created.

Treasurer Gibboney made a motion to create two full time telecommunicator positions in the 911 Center. Commissioner Watson seconded the motion.

Treasurer Gibboney made a motion to adjust the pay grade of telecommunicators from a grade 5 to a grade 6. Rich Fultz said the request is based on the duties and responsibilities listed on the job description and trends of other telecommunicator pay rates. He said the Board fails to recognize the need for higher pay and invited the Board to visit the Center during a storm. He noted that shift differential was provided for training and quality assurance duties. Treasurer Gibboney restated his motion and noted the change would be effective the first pay in January. Mr. Fultz said this change would be fully funded with 911 funds. The motion died for lack of a second.

Mr. Fultz asked if he needs to come back to another Salary Board meeting to hire the new employees. Chief Clerk Hines stated that the positions would be posted and then would go through the Commissioners' meeting for approval of the hires.

The Board voted on the creation of the two telecommunicator positions in the 911 Center. All agreed. Motion carried.

Commissioner Campbell said the Public Defender position has become a full time position and said he believes Perry County is the only county that does not have the position under County employment. Commissioner Watson said the State is encouraging this move and has offered grants to aid in the transition. Treasurer Gibboney asked

if the grants state that the position must be a County employee. Solicitor Bunt stated the grant he reviewed did and noted that the grant also listed an office manager position as well.

Commissioner Watson made a motion to create a Public Defender position at a grade 13 effective January 1, 2025. Commissioner Lyons seconded the motion.

Treasurer Gibboney asked if the current Public Defender handles all cases herself. Solicitor Bunt stated that Ms. Wevodau would have utilized other attorneys due to conflicts. Treasurer Gibboney asked if the current Public Defender would automatically get the position or would the position need to be posted. Solicitor Bunt said the position would be posted. Treasurer Gibboney said one reason he was given for bringing the position in house was less liability, but he said it would be more if the position was a County employee. Solicitor Bunt said the liability regarding whether the person is an effective attorney for their clients would not change if the position was in house or not, but noted there is an aspect of liability he would discuss in Executive Session. Treasurer Gibboney asked if a part time Public Defender position should be created as well to address the conflicts, instead of using outsourced attorneys. Solicitor Bunt said court appointed attorneys happen already if there is a conflict with the Public Defender. Rich Fultz stated that other attorneys appointed as public defenders are already approved to do the work. Treasurer Gibboney asked what other Public Defenders in other counties make. The Board discussed the pay rate of the Public Defender in other counties.

Commissioner Campbell, Watson, and Lyons approved the motion. Treasurer Gibboney abstained. Motion passed.

Commissioner Watson made a motion to create a Clerk position in the Public Defender's office at a grade 3 effective January 1, 2025. Commissioner Lyons seconded the motion. Commissioner Campbell, Watson, and Lyons approved the motion. Treasurer Gibboney abstained. Motion passed.

Public Comments: None

Commissioner Watson made a motion to adjourn the meeting at 11:03 a.m. Commissioner Lyons seconded the motion. All agreed. Motion carried.

Shannon Hines, Chief Clerk

Jan Gibboney, Secretary