

**FINANCE COMMITTEE MEETING
JULY 17, 2019 1:30 ANNEX BUILDING**

ATTENDANCE: Chairman, Justice Michael White; Justice, Molly Jackson; Justice, Bill Nelson; Justice, Neil Burge; Justice, Alvin Clay; Justice, Jo Ann Henton; Captain, Rob Rounsavelle; Lt., Chris Brown; Finance, Kelli Jones; Circuit Clerk, Leslie Mason; Assessor, Harley Bradley; Treasurer, Peggy Meatte; Collector, Susan McCormick; John David Nelson; NEA Town Courier, Joseph Fondren; Judge, John Alan Nelson.

1. Meeting was called to order by Justice, Michael White.

2. Justice White handed out a printout that showed what it would cost to raise 15 employees to the second quartile on the JESAP schedule. We have gone thru a time where we could not give raises. Bonuses are short term and do not reflect in salary schedules. Justice Nelson stated bonuses do not count for retirement and does not help the employees. In the 2017 budget there was a \$1,000.00 raise for the employees, \$2,000.00 for the Elected Officials. 2018, \$1,500.00 for the employees and \$3,000.00 for the Elected Officials. There was also a bonus given in 2018. \$1,200.00 A review of the JESAP schedule shows we have 3 employees that are below minimum, 12 employees in the first quartile. In the 2020 budget process we hope there will be another raise for the employees. Justice Ash would like to see all the employees brought up to mid- point. Cost would be \$288,000.00. We would not be able to do raises for 2020 if we bring all employees to mid- point now. To bring the 15 employees to the second quartile the cost will be \$18,571. There are some of the employees that have extenuating circumstances that may prevent us from making any adjustments. Discussion was held.

3. Motion was made by Justice, Neil Burge to follow this plan to make the adjustments now with the anticipation of making more adjustments during the budget process. The adjustments will start on the July 29th pay period. Second was made by Justice, Bill Nelson. Motion passed and will be presented to Quorum Court July 23, 2019.

4. Meeting adjourned.

Minutes submitted by: Cindy George