

**CALHOUN COUNTY BOARD OF COUNTY COMMISSIONERS  
WORKSHOP MEETING MINUTES – EMPLOYEE PAY  
JULY 1, 2014**

**PRESENT AND ACTING:**

**WOODROW "LEE" SHELTON, VICE-CHAIRMAN (ACTING CHAIRMAN)  
WILLIE T. GRANT  
DARRELL MCDUGALD  
MARION "LEE LEE" BROWN**

**CAPTAIN EMORY GODWIN, CALHOUN COUNTY SHERIFF'S OFFICE  
MATT FUQUA, ATTORNEY  
CARLA HAND, CLERK OF COURT AND COUNTY COMPROLLER**

The meeting was called to order by Vice-Chairman Shelton at 5:00 p.m., CT.

**WORKSHOP – EMPLOYEE PAY**

Commissioner Grant asked the Emergency Management Director if she would like to say anything.

Angie Smith, Emergency Management Director, apologized to all County employees and the Board for any hard feelings caused by recent salary increases given in the Emergency Management Department. Ms. Smith further explained Kelly Collins resigned and Ronnie Stone has 13 years working closely with Emergency Management. Ms. Smith's recommendation of the changes in the Emergency Management Department was made knowing the hurricane season was approaching and Mr. Stone was already trained and was a good fit in the Emergency Management Department.

Commissioner Brown asked how long Amy Hall, Kelly Collins, and Angie Smith have been employed by the County. Ms. Smith answered as follows:

- Amy Hall – 2 years
- Kelly Collins – 2 years
- Angie Smith – 15 years

Ms. Smith also explained moving Mr. Stone to ½ Emergency Management would save approximately \$20,000 to the County in the 911 Department. (Prior to the recent change he was paid 100% from the 911 budget.)

Commissioner Brown asked what Amy Hall's current salary is and Ms. Smith answered \$13.39 /hour. (Amy was moved into the position vacated by Kelly Collins with the increase in pay from \$10.30/ hour.)

Commissioner Brown asked Ms. Smith what her current rate of pay is and Ms. Smith answered \$25/ hour. Commissioner Brown apologized to everyone for failure to inquire sufficiently prior to the vote in earlier meetings granting the pay increases.

Ms. Smith told the Board she inquired regarding the Emergency Management Director's pay in surrounding counties and stated Gulf and Jackson pay their director more than Calhoun and the Washington County Emergency Management Director's hourly rate is \$25 with no grant responsibility

other than the Emergency Management grants. Commissioner Brown asked Ms. Smith what grants she is responsible for. Ms. Smith provided the Board with a written list of the ongoing or recently closed non-Emergency Management grants for which she is responsible.

Commissioner Grant stated he would like to advertise, hire, and train new personnel for the future. Commissioner Grant asked Mr. Parrish how long he has worked for Calhoun County, his current pay, and his starting pay. Mr. Parrish answered he has worked 25 years with the County, his current pay is \$18.48/hr, and his starting pay was \$8/hr. Commissioner Grant stated a \$12,000 raise for Ms. Smith and Mr. Stone in one year is too much.

Commissioner Brown stated citizens are concerned with ad valorem taxes but also noted mandatory retirement rates have increased. He also stated he met with Ms. Smith and he appreciates her explanation of the pay changes to him. He ended by saying we must be careful with taxpayer money, employees with more responsibilities should earn more money, we must do right by all County employees but the citizens come first.

Commissioner McDougald stated this issue has caused dissension and a morale problem and we need to do what is best; there must be a balance. Commissioner McDougald also stated in a small county employees must wear a lot of different hats and everyone should be willing to take on more workload.

Ms. Smith stated she is not paid for non-Emergency Management grants. The County is required to have a 100% Emergency Management Director. Ms. Smith also stated the Board may need to hire or reassign an employee for these non-Emergency Management grants as the Division of Emergency Management will not fund these. Commissioner Grant asked if Ms. Collins prepared quarterly reports for the non-Emergency Management grants and Ms. Smith stated yes. Ms. Smith also stated she felt like the personnel (Stone, Hall, Smith) with experience at hurricane season was best for the County and stated she did not mean to cause dissension among the County employees.

Vice-Chairman Shelton asked if this would be brought up during the meeting and Commissioner Grant stated yes.

Ms. Smith stated the County has a great Road Department and Maintenance Department and thought the \$20,000 anticipated savings from moving ½ of Mr. Stone's personnel costs into Emergency Management might be used for other salary increases. Ms. Smith also stated the increases were not pay raises but were increases for positional changes.

Commissioner McDougald stated there was another employee (did not state the name) who has taken on more responsibilities without a pay increase.

Ms. Smith stated if you take away my increase I ask to be allowed to go home at 4 pm and not be responsible for non-Emergency Management grants; Ms. Smith noted Emergency Management will not fund other non-related activities.

Commissioner Grant asked what is Ronnie Stone's title and Mr. Stone replied Emergency Management Coordinator.

Director of Operations, Joe Wood, stated this is a Board decision but also noted these employees do an excellent job. Mr. Wood said Ms. Smith and Mr. Stone are a wealth of knowledge that can't be replaced

from off of the street. Mr. Wood also emphasized the Board action whatever it may be has nothing to do with competency but only dollars. Mr. Wood told the Board how well the Emergency Management Team worked together during the freeze event.

The workshop adjourned at 5:27 pm.



THOMAS G. FLOWERS, CHAIRMAN

ATTEST:



CARLA A. HAND, CLERK