

Minutes of the Marshall County Personnel Board
Public Hearing for Modifications to the Employee Handbook
Promotions
Monday, December 14, 2015

A meeting of the Marshall County Personnel Board was held on Monday, December 14, 2015 at 5:00 p.m. in the Commission Chambers of the Marshall County Courthouse in Guntersville, Alabama. The purpose of the meeting was to hold a public hearing to discuss amendments to the Personnel Policies, Promotions.

The following Board members were present:

Jason Windsor, Chairman
Ben Gamel, Vice Chairman
Charles Whisenant, Board Member
Randall Haney, Secretary
Don Mitchell, Board Member

Also present were Board Attorney Jeffrey McLaughlin, Personnel Administrator Christy Kelley, and Personnel Assistant Beverly Lemons.

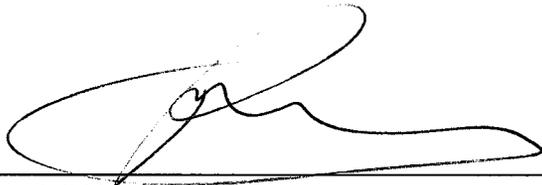
Chairman Windsor announced that the purpose of the public hearing being held by the Marshall County Personnel Board was to discuss proposed policy changes regarding Promotions in the Personnel Policies and Procedures.

A copy of the proposed change is attached.

Chairman Windsor called the public hearing to order at 5:00 p.m. He asked if there was anyone present who wished to speak concerning the proposed change. There was one employee who shared her experience when she received a promotion with a pay increase of 1.7%; and she expressed support of the proposed change. Commission Chairman James Hutcheson expressed support for the change. Other employees spoke regarding the change and concern that employees be rewarded fairly when they receive a promotion.

Chairman Windsor expressed his concerns about the proposed change.

Chairman Windsor closed the public hearing at 5:30 p.m.



Randall Haney, Secretary
Marshall County Personnel Board
Meeting Date: December 14, 2015

1-19-16

Date

Proposed Policy Change – Promotions 10/05/2015

5.2.8 Determination of Pay Level. When an employee is selected to fill a vacancy, the employee's pay level will be established in accordance with the following criteria:

5.2.8.2 Promotion. When an employee is promoted to a new job, his/her pay level will be established at least at the minimum pay level for the new classification pay grade of his/her new job, provided, however, that the employee's new pay level will be at least four (4) percent above the pay received prior to the promotion.

~~The employee's increase in pay will be established at the closest level of pay that is above his/her previous pay level. The actual amount of wage increase will be approved by the Personnel Board; based on a promotion recommendation from the appointing authority.~~

12.8. ESTABLISHMENT OF EMPLOYEE PAY UPON REASSIGNMENT

When an employee is transferred, promoted, or demoted to another job, his/her pay will be established in accordance with the following guidelines.

12.8.2. Promotions. When an employee is promoted to a new job, his/her pay level will be established at least at the minimum pay level for the new classification pay grade of his/her new job, provided, however, that the employee's new pay level will be at least four (4) percent above the pay received prior to the promotion. ~~The employee's increase in pay will be established at the closest level of pay that is above his/her previous pay level. The actual amount of wage increase will be approved by the Personnel Board; based on a promotion recommendation from the appointing authority.~~