

HARRIS COUNTY BOARD OF COMMISSIONERS
REGULAR SESSION

December 3, 2024

6:30 p.m.

Commissioners Present: Rob Grant, Susan Andrews, Greg Gantt, Scott Lightsey, Bobby Irions. Staff Present: Russell Britt, County Attorney; Andrea Dzioba, County Clerk; Elizabeth Barfield, Chief Financial Officer; Brian Griffith, Public Works Director; Kris Summerall, Payroll and Benefits Clerk.

1. **CALL TO ORDER**. Chairman Grant called the Regular Session to order at 6:30 p.m. Chairman Grant asked that we all remember Coach Fox McGhee that passed away over the past weekend and to keep Coach Fox's family in our thoughts and prayers.
2. **INVOCATION / PLEDGE OF ALLEGIANCE** Vice-Chair Andrews gave the invocation. Chairman Grant led those in attendance in the Pledge of Allegiance.
3. **MINUTES** The motion to approve the minutes of the November 19, 2024 Regular Session was made by Commissioner Gantt, seconded by Commissioner Irions, and passed unanimously.
4. **NEW BUSINESS**
 - A. **Road Acceptance - Hawkins Hill in Mountain Point Villas, Phase 2.** Chairman Grant introduced the item related to the proposed road acceptance of Hawkins Hill in Mountain Point Villas, Phase 2. The motion to accept Hawkins Hill and approve the resolution accepting street/right-of-way deed on behalf of Harris County, Georgia for Hawkins Hill was made by Commissioner Lightsey, seconded by Commissioner Gantt, and passed unanimously.
 - B. **CVIOG Employee Compensation and Classification Study.** Chairman Grant introduced the item related to the CVIOG Employee Compensation and Classification Study and stated that this was also discussed at the Regular meeting on November 19, 2024. Sheriff Mike Jolley addressed the Board and stated that the study was the right step; that it was discussed to provide the Sheriff's Office with a standalone pay table; and that only five out of sixteen positions were considered by the study. The Board reviewed the information related to the proposed changes for the compensation and classification of some positions and departments and had a consensus related to the items discussed at their November 19, 2024 meeting. Sheriff Jolley would like all of his staffing to be considered under the same pay table to include the Jail staff and Court Services; that they called around to determine what their office believes to be true numbers; that \$23.96 per hour is an 8.8% raise; and that even with an 8.8% increase that they will still be behind but 8.8% is a great start.

Discussion of the Board included that Carl Vinson did not look at every single position this time; that the study/survey was based upon benchmark positions and not every position; that people that work in the Jail are also Deputies; that the Board would like the County Attorney to review the contract to determine that what was completed by Carl Vinson was what the Board asked them to do; that the Board still wants to keep the 8.8% as discussed at the last meeting; that the remainder of Sheriff's Office employees, including Jail employees should be added to the SH table; that the numbers included in the spreadsheet on Friday were the 8.8% for the Sheriff's Office but the spreadsheet provided this evening was the 6.3% as "corrected" today by Carl Vinson; that Sheriff Jolley advised that 8.8% should be added to the starting pay for all of his positions and then it will change according to the years of service; that this study concluded that only three areas needed an adjustment; that the information for each Department should be broken out and sent to the Department Heads; and that as much as they may not like how the study was done that it shouldn't just be "thrown out."

Vice-Chair Andrews agreed that salary and benefits have improved to greater than the market as the Board has made a concerted effort to improve salaries and benefits; that the first study helped bring people up in salary; that the Board should accept what was already discussed, except with the Sheriff's 8.8% recommendations; that the Board should make sure they received their money's worth according to the contract; that Department Heads can bring information back to the Board during budget; that the Board doesn't have to delay what can be determined now; and that she will make this as a motion if desired. The motion to approve the original spreadsheet plus the new salaries that the Sheriff brought for Jailers and Administrative Assistants; that Department Heads may bring

information forward for the Board's review during the budget process; and that any new salaries will be effective January 1, 2025 was made by Vice-Chair Andrews, seconded by Chairman Grant, and passed unanimously.

5. **COUNTY MANAGER.** There are no items to discuss.
6. **COUNTY ATTORNEY.** Russell Britt, County Attorney, stated that he did not have any additional business to come before the Board this evening.
7. **ADJOURNMENT.** There being no further business to discuss, the motion to adjourn was made by Commissioner Irions, seconded by Commissioner Gantt, and passed unanimously. The meeting adjourned at 7:26 p.m.

Rob Grant, Chairman

Attest:

Andrea Dzioba, County Clerk