



Lawrence County
HUMAN RESOURCES COMMITTEE

Date: Tuesday, June 3, 2025 | **Time:** 5:00-5:12 p.m.

PRESENT: Commissioners: Phillip Heatherly, Delano Benefield, Tammy Wisdom, Chris Sutherland, Dave Ray, and Shane Eaton. **Director of Accounts & Budgets** Brandi Williams, **EMS Director** Michelle Ayers, Pamela Culp, **HR Coordinator** Kristy Tease, **LCSAPC Director** Trea Dunnavant, and **EMS Assistant Director** Kane Watkins.

ROLL CALL: Chairman Phillip Heatherly, Vice-chair Shane Eaton, Tammy Wisdom, Delano Benefield,

ABSENT: Sandy Newton.

- **Commissioner Heatherly** called the meeting to order.
- **Williams** explained we will have an audit finding this year if we don't change a few things in the policy.
- She provided the committee with a paper with each point of discussion for policy changes. *The paper is available in the meeting folder.*

1. SPECIAL PAY PROVISIONS

- **Williams** explained it's adding a maximum accrued time for overtime.

Approve Special Pay Provisions.

Motion: Wisdom. **Second:** Eaton.

Vote: motion passed unanimously 4/0.

2. ADD TO USE OF COMPENSATORY TIME

Approve Addition to the Use of Compensatory Time Policy.

Motion: Eaton. **Second:** Wisdom.

Vote: Motion passed unanimously 4/0.

3. ADD TO COMP TIME POLICY: SAME RATE PAYOUT

- **Williams** explained an addition to employee comp time payout. If an employee is promoted, the employee will be paid his/her comp time balance at the rate of pay prior to the promotion.

Approve Same Rate Payout Addition to the Compensatory Time Policy.

Motion: Wisdom. **Second:** Eaton.

Vote: Motion passed unanimously 4/0.

4. ADD TO COMP TIME POLICY: MAX HOURS

- **Williams** explained adding a clause giving a limit for max comp time.
- The committee discussed exempt/salary/hourly employees.

Approve Additional Clause to the Compensatory Time Policy.

Motion: Eaton. **Second:** Wisdom.

Vote: Motion passed unanimously 4/0.

5. CHANGE TO SECTION TITLED ELIGIBILITY.

- **Williams** explained the change to exempt employees comp time eligibility.

Approve Change to Compensatory Eligibility for Exempt Employees in Overtime Section of the Lawrence County Employee Handbook.

Motion: Eaton. **Second:** Benefield.

Vote: Motion passed unanimously 4/0.

Adjournment.

Motion: Eaton. **Second:** Wisdom.

Vote: Motion passed unanimously 4/0.

Minutes Submitted By: Christian Tyree