



Lawrence County

HUMAN RESOURCES COMMITTEE

Date: Monday, September 8, 2025 | **Time:** 5:00 – 5:38 p.m.

PRESENT: Commissioners Phillip Heatherly, Scott Eaton, Steve Hagan, Chris Sutherland, Denny Gilliespie, Dave Ray, Sandy Newton, **Budget Director** Brandi Williams, **H.R. Director** Kristy Tease, **H.R. Assistant** Pamela Culp; and **county resident** Michael Wheeler.

ROLL CALL: Chairman Phillip Heatherly, Shane Eaton, Denny Gillespie, Sandy Newton.

ABSENT: Tammy Wisdom.

PRAYER: Dave Ray.

Brandi Williams distributed information packets (*Available in meeting file*).

PAY PERIOD

- The Commission previously voted to change the official pay period, but the wording in the Resolution was incorrect. Should be Saturday to Friday, not Monday to Sunday.

Motion to correct official pay period.

Motion: Gillespie. **Second:** Eaton.

Vote: Motion passed unanimously, 4/0.

STIPEND FOR COUNTY COMMISSIONERS

- This issue is being separated from the question about stipends for county employees. The state requires Commissioners to take an 8-hour training if they were elected after 2018, and is allowing counties to offer stipends to incentivize the program. A potential \$600 per year stipend has been suggested.
- **Commissioner Heatherly** asks for direction from Commissioners.
- Discussion followed about Commission pay. Commissioners determine salaries for the Commission elected in the next election.
- **Commissioner Newton** suggests incentivizing meeting attendance by paying according to number of meetings attended.

- **Commissioner Ray:** State statute specifies \$30 a day; we have a special act requiring \$10 a day. If Commissioners were paid by the meeting, a cap could be placed on the amount they could earn.
- **Commissioner Heatherly** asked for a motion to approve stipend for Commissioners. **Failed for lack of a motion.**

STIPENDS FOR COUNTY EMPLOYEES

- Employees receive \$1,000 stipends a year for completing each of the following: the CAPC (County Administrative Professional Certificate), CCFO (Certified County Finance Officer), and COCTP (County Officials Certificate Training Program), and taking continuing education courses to maintain certification.
- **Williams** asks only that the Commission not allow employees to use the same courses to count as continuing education for more than one certification, as of 7/1/26.

Motion to stop allowing employees to get double credit with a single course, but leave continuing education requirements, and stipends, as is.

Motion: Eaton. **Second:** Newton.

Vote: Motion passed unanimously, 4/0.

Discussion of whether Commissioners should receive stipends if they earn the COCPT and CCFO.

- **Commissioner Eaton** states that not many commissioners will take it. Newton added that it offers very valuable information for commissioners.

Motion to move question of \$1,000 stipend a year for Commissioners earning CCFO and COCPT to Budget Committee.

Motion: Newton, **failed for lack of a second.**

- Discussion of disallowed use of sick days to make a holiday weekend longer. Determined to leave as is.

Motion to adjourn.

Motion: Eaton. **Second:** Newton.

Vote: Motion passed unanimously, 4/0.

Minutes Submitted By: Nancy Brewer

Formatted By: Christian Tyree