



Lawrence County
HUMAN RESOURCES COMMITTEE

Date: Tuesday, July 7, 2026 | **Time:** 5:32-6:02 p.m.

PRESENT: Commissioners: Phillip Heatherly, Shane Eaton, Denny Gillespie, Will Burnett, Steve Hagan, Tammy Wisdom, and Sandy Newton. **EMS Director** Michelle Ayers, **HR Coordinator** Kristy Tease, Pamela Culp, Anthony Washburn, John Uzbasic, and other county residents.

Commissioner Heatherly called the meeting to order.

ROLL CALL: *Chairman* Phillip Heatherly, *Vice-chair* Shane Eaton, Denny Gillespie, Sandy Newton, and Tammy wisdom.

PRAYER: Commissioner Eaton.

PLEDGE: Commissioner Heatherly.

- *The committee discussed the new 24/72 schedule.*
- **Ayers** discussed the new EMS policy in light of the new schedule.
- **Commissioner Eaton** asked how much of a pay reduction employees would experience as part of the transition to the new schedule.
- **Ayers** explained that the impact varies depending on the employee's position and schedule.
- **Commissioner Eaton** asked why the proposed policy would reduce EMS employees' sick leave accrual from 24 hours per month to 12 hours per month.
- **Ayers** explained that under the current 24/48 schedule, EMS employees accrue 24 hours of sick leave each month. With the transition to the 24/72 schedule, employees will work significantly fewer shifts over the course of the year while still averaging approximately 42 paid hours per week—about two hours more per week than employees who work traditional 8-hour shifts. As a result, the proposal reduces monthly sick leave accrual to 12 hours to better align with the reduced number of shifts worked.
- **Commissioner Eaton** expressed concern that the change would effectively require employees to use the equivalent of two months' worth of accrued sick leave to cover a single 24-hour shift, whereas under the current policy

one month's accrual would cover one missed shift. He felt this would penalize employees.

- **Commissioner Newton** stated that the reduction in sick leave accrual is part of the transition to the 24/72 schedule and is offset by the benefit of employees working fewer days, rather than being a reduction made without reason.
- **Ayers** reiterated that although EMS employees will accrue fewer sick leave hours each month, they will also be working fewer days while continuing to average 42 paid hours per week, which is about four hours more per pay period than employees working traditional 8-hour schedules. She noted that she is entirely open to changing it
- **Commissioner Burnett** expressed support for Commissioner Shane's recommendation, stating that the duties and schedules of EMS employees cannot be compared to those of office employees.
- **Tease** gave an example comparing EMS employees to employees working a traditional Monday–Friday schedule. She stated that an EMS employee taking one week off would use 48 hours of sick leave, while an 8-hour employee would use 40 hours. She noted that an 8-hour employee accruing 8 hours of sick leave per month would recover the time used in five months. Under EMS accrual of 24 hours per month, it would take two months to recover 48 hours of sick leave, and under a 12-hour accrual, it would take four months. She believes this is why many counties are setting their policies at 12-hour accruals for the 24/72-hour schedule.
- *The committee continued their discussion regarding the sick leave policy.*

Amend the EMS Sick Leave Policy to Increase Sick Leave Accrual from 12 Hours to 24 Hours.

Motion: Eaton. **Second:** None.

Motion fails for a lack of second.

- **Commissioner Heatherly** stated that department heads understand the needs of their respective departments and that their judgment should be trusted.

Approve EMS Policy as Presented.

Motion: Newton. **Second:** Gillespie.

Vote: Gillespie—Yes. Wisdom—Yes. Newton—Yes. Eaton—No.

Motion passed, 3/1.

Adjournment.

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

Vote: Motion passed unanimously, 4/0.

Minutes Submitted By: *Christian Tyree*