ORDER: APPROVE PROMOTIONS AND PAY INCREASES IN THE SANITATION DEPARTMENT

Motion was made by Mike Roberts, duly seconded by Chad McLarty, to approve promotions and pay increases in the Sanitation Department; promotion of Brian Crockette from Assistant Foreman to Forman with a salary of $50,600 annually, promotion of DeAndre Patrick from Laborer to Skilled Driver with a salary of $38,600 annually, promotion of Keuntae Booker from Laborer to Skilled Driver with a salary of $38,600 annually, promotion of Kenneth Drewery from Laborer to Assistant Litter Foreman with a salary of $36,000 annually, hire of Jonathan Brownlee as a Laborer with a salary of $30,600 annually, promotion of Sharmon Norwood from part-time to full-time Administrative Assistant with a salary of $31,200 annually.

The vote on the motion was as follows:

Supervisor Kevin Frye, voted yes
Supervisor Jeff Busby, voted yes
Supervisor David Rikard, voted yes
Supervisor Chad McLarty, voted yes
Supervisor Mike Roberts, voted yes

After the vote, President Busby, declared the motion carried, this the 4th day of February, 2019.

Jeff Busby, President
Board of Supervisors

Sherry Wall, Chancery Clerk

Promotions:

Brian Crockette – move salary from $47,800 to $50,600

DeAndre Patrick – move salary to $38,600 – achieved Skilled Driver status

Keuntae Booker – move salary to $38,600 – achieved Skilled Driver status (quick note on this kid: very impressive young man and has worked hard to achieve this position. He comes in on his day off and runs/practices with each type of truck...and hasn't been paid for it...all on his own)

Randy Kessler – move salary from $38,800 to $44,600 – Litter Foreman

Kenneth Drewery – move salary from $34,800 to $36,000 – Assistant Litter Foreman

Request for Full Time Employees:

Jonathan Brownlee – starting salary of $30,600 – he will be used to replace Allen Driver who will be promoted to Assistant Foreman. I would like to get him hired so that we can go ahead and start training him on all vehicles so there is a smooth transition once Richard retires, and Allen is full time in the Assistant Foreman position.

Sharmon Norwood – move from part time to full time status – request salary of $31,200

Sharmon has been working past due accounts since the last week of December. We have $319,684.42 in residential owed to us, and $20,762.43 in commercial accounts owed. All these accounts (minus commercial) are around 90 days past due. In just a little over three weeks (she was off one week due to hours worked), she has collected $4,537.82 while working on a part time basis. I would like to add, that she has only gotten through letter "C", and she also answers incoming calls and performs other administrative duties. I personally think this is quite impressive given the amount of time spent on these accounts. I feel this is something that needs to be addressed due to the amount of money owed to Lafayette County for services rendered. If we can catch these folks early enough, we have a better chance of getting paid when the amount is lower.

While I understand the annexation hit the county hard, we are still growing and will rebound from that loss in the next couple of years with the multiple subdivisions currently under construction. With her working these past due accounts, it could soften the initial blow and help bridge that gap of lost revenue.

Two additional Full Time Employees for Litter Crew – starting salaries of $30,600

Lafayette County
MISSISSIPPI

New Hire/Change in Position Form

Department: Solid Waste

Employee Name: Brian Crockette

☐ New Employee ☑ Existing

☑ Full Time ☐ Part Time

Current Salary: $47,800

Current Position: Assistant Foreman

New Salary: $50,600

New Position: Foreman

Effective Date of Hire: 2/1/2019

Signature of Department Head: _____

Date Board approved: _____

Lafayette County
MISSISSIPPI

New Hire/Change in Position Form

Department: Solid Waste

Employee Name: Randy Kesler

☐ New Employee ☒ Existing

☒ Full Time ☐ Part Time

Current Salary: $38,800

Current Position: General Laborer

New Salary: $44,600

New Position: Litter Foreman

Effective Date of Hire: 2/1/2019

Signature of Department Head:

Date Board approved:

Lafayette County
MISSISSIPPI

New Hire/Change in Position Form

Department: Solid Waste

Employee Name: DeAndre Patrick

☐ New Employee ☑ Existing

☑ Full Time ☐ Part Time

Current Salary: 33,800

Current Position: Laborer

New Salary: 38,600

New Position: Skilled Driver

Effective Date of Hire: 2/1/2019

Signature of Department Head: _____

Date Board approved: _____

LAFAYETTE COUNTY
SOLID WASTE

SKILLED DRIVER CERTIFICATION

This hereby certifies that DeAndre Patrick has successfully completed all requirements for the promotion to Skilled Driver. Mr. Patrick can safely and efficiently operate each of the following four trucks:

1. Rear Load Truck
2. KnuckleBoom Truck
3. Automated Truck
4. Front Load Truck

This certification can be suspended, and up to permanent restriction at any time due to unsafe operation of the above vehicles.

Signature of Employee — Date: 1-17-19

Signature of Foreman — Date: 1/17/2019

Signature of Director — Date: 1/22/19

Current Salary
$ 33800.00

Skilled → 38600 – 46,600
New Salary
$ 38600 - Eff. 2/1/19

Lafayette County
MISSISSIPPI

New Hire/Change in Position Form

Department: Solid Waste

Employee Name: Kenntae Booker

☐ New Employee ☑ Existing

☑ Full Time ☐ Part Time

Current Salary: $33,800

Current Position: laborer

New Salary: $38,600

New Position: Skilled Driver

Effective Date of Hire: 2/1/2019

Signature of Department Head: _____

Date Board approved: _____

Lafayette County
MISSISSIPPI

New Hire/Change in Position Form

Department: Solid Waste

Employee Name: Kenneth Drewery

☐ New Employee ☑ Existing

☑ Full Time ☐ Part Time

Current Salary: $34,800

Current Position: Laborer

New Salary: $ 36,000

New Position: Assistant Litter Foreman

Effective Date of Hire: 2/1/2019

Signature of Department Head: _____

Date Board approved: _____

Lafayette County
MISSISSIPPI

New Hire/Change in Position Form

Department: Solid Waste

Employee Name: Jonathan Brownlee

☑ New Employee ☐ Existing

☑ Full Time ☐ Part Time

Current Salary: /

Current Position: /

New Salary: $30,600

New Position: Laborer

Effective Date of Hire: 2/1/2019

Signature of Department Head: _____

Date Board approved: _____

Lafayette County
MISSISSIPPI

New Hire/Change in Position Form

Department: Solid Waste

Employee Name: Sharmon Norwood

☐ New Employee ☑ Existing

☑ Full Time ☐ Part Time

Current Salary: $14,560.00 (part time)

Current Position: part time Admin Assistant

New Salary: 31,200

New Position: Asst. Adm. Asst.

Effective Date of Hire: 2/1/2019

Signature of Department Head: _____

Date Board approved: _____