

TO: Lincoln Parish Police Jury
FROM: Personnel and Benefits Committee
SUBJECT: Committee Report

The Personnel and Benefits Committee of the Lincoln Parish Police Jury met in the Police Jury Meeting Room, 100 West Texas Avenue, Tuesday, November 12, 2024, at 4:30 p.m. Present were: Chris Garriga, Chair, Karen Ludley, and Logan Hunt

ABSENT: Greg Williams and T.J. Cranford

Chairman Garriga called the meeting to order and Milton Melton delivered the Invocation.

Logan Hunt offered a motion, seconded by Karen Ludley, to approve the Agenda. The motion carried with the following votes:

YEAS: Ludley, Hunt, and Garriga

Chair Garriga called for Public Comments on Agenda Items. There were none.

(T.J. Cranford enters meeting.)

Mr. Larry Robertson, Senior Consultant with Arthur J. Gallagher & Co. Human Resources Compensation Consulting joined the meeting via Zoom to present the results of the Police Jury employee compensation study. Mr. Robertson reviewed the data collection and analysis process used in the study. Mr. Robertson presented the Committee with three options for consideration. Following discussion and an expression of views by various committee members, Logan Hunt offered a motion, seconded by Karen Ludley, to approve Option II which would align wages to the lowest 25 percent of market data at a projected expense of \$272,457.00. The motion carried with the following votes:

YEAS: Ludley, Cranford, Hunt, and Garriga

Logan Hunt offered a motion, seconded by T.J. Cranford, to recommend approving a 2.5% raise for all other employees not receiving adjustments from the compensation study. After discussion, the motion carried with the following votes:

YEAS: Ludley, Cranford, Hunt, and Garriga

Next item on the Agenda was to review and recommend a Library Board of Control member. Logan Hunt offered a motion, seconded by Karen Ludley, to table the matter until the next meeting. The motion carried with the following votes:

YEAS: Ludley, Cranford, Hunt, and Garriga

There being no other business to come before the Committee, the meeting was adjourned.

Courtney Hall
Parish Administrator

Chris Garriga
Committee Chair