## RESOLUTION NO. 1995-72

## RESOLUTION ACCEPTING AND APPROVING PERSONNEL STUDY AS RECOMMENDED BY PERSONNEL COMMITTEE.

WHEREAS, The Weakley County Board of Commissioners has been desirous of establishing a more systematic approach to handling issues related to employee policies, job classifications and compensation,

AND WHEREAS, said County Board of Commissioners has directed its Personnel Committee to review all matters concerning said issues and to consider and recommand any changes that would produce a more fair and equitable means of addressing employee compensation; and has set aside funding in the amount of $15,000 for any special assistance that may be needed in this undertaking,

AND WHEREAS, said Personnel Committee subsequently has caused to be conducted a professional personnel study for the purpose determining appropriate job classifications and staffing requirements for the various operations of the County and for determining compensation levels paid by similar entities and by competitors in the local job market,

AND WHEREAS, said Personnel Committee has reviewed and considered the results of the professional study as well as receiving comments and information from various department heads, supervisors and employees and employee groups to form a basis for its recommendation,

AND WHEREAS, as a result of its due diligence, the Personnel Committee hereby makes as a recommendation to the Board of Commissioners that the personnel study, job classifications, pay grades and initial Implementation Plan (Salary Schedules) attached hereto and made a part of this Resolution be approved and effective as of July 1, 1995.

AND WHEREAS, said implementation plan would require additional funding for the Fiscal Year 1995-1996 in the approximate amounts for each operating unit as follows: General Fund #101 - $66,298; Highway Fund #131 - $8,887; General Purpose School Fund - $76,280; School Cafeteria Fund #143 - $34,984, the total additional funding required $186,449 plus payroll overhead.

**NOW, THEREFORE BE IT RESOLVED,** by the county legislative body of Weakley County, Tennessee assembled in regular session on this the 17 th day of July, 1995 in Dresden, Tennessee that above stated recommendation be approved and implemented.

**BE IT FURTHER RESOLVED,** that all resolutions of the Board of County Commissioners of Weakley County, Tennessee, which are in conflict with this resolution are hereby repealed.

**BE IT FURTHER RESOLVED,** that this resolution take effect from and after its passage, the public welfare requiring it. This resolution shall be spread upon the minutes of the , Board of County Commissioners.

**Pursuant To The Rules Of The Commission, This Resolution Is Sponsored By The Following Members Of The Weakley County Board Of County Commissioners:**

SPONSORED BY: Mac Buckley

ACKNOWLEDGED AND APPROVED:

Chairman, _____ Committee

SPONSORED BY: Selden B Parkinson

ACKNOWLEDGED AND APPROVED:

Chairman, _____ Committee

Motion made by Commissioner Sinclair that the foregoing resolution be adopted:

Motion seconded by Commissioner Wright.

**Upon being put to a roll call vote, Motion** carried **approval this the** 17th **day of** July, **1995.**

Attested:

Pat Scarbrough

Pat Scarbrough, County Clerk

Approved:

Ron Gifford

Ron Gifford, County Executive