

Ringgold County Board of Supervisors Minutes
February 22, 2019

The Ringgold County Board of Supervisors met in regular session Friday, February 22, 2019. The meeting was called to order at 9:00 a.m. with the following members present: Kraig Pennington, Ron Landphair, Lyle Minnick, Clint Dredge, Billy Hightshoe, Jerry Thornburg, and Andrea Schuitema


A motion was made by Ron Landphair and seconded by Lyle Minnick to approve the agenda. AYES: Unanimous. NAYS: None.

Clint Dredge and Billy Hightshoe representing Secondary Roads department met with the board to discuss several items relating to overtime pay or earned compensatory time and how it is affected by the use of personal time, vacation time, or a Holiday falling within the same 40-hr working week. Clint and Billy both communicated concerns of fellow employees regarding chain of communication and safety practices. Some suggestions they presented for the board to further examine were as follows:

- Removing the current 40-hour cap on comp time earned between the dates of Oct 1-April 15 so that hours may be reserved for use after the heavy snow season. If hours are not used by April 15, then the totals will reduce back down to 40.
- New employees have a shorter period between pay increases to reach their full salary. For instance, a new employee starts at 80% of pay during 0-6 months of employment, 90% from 6-12 months, and then reaches 100% of salary after 1 year.
- The possibility of a floating holiday, so that when called to work on a holiday, the crew may designate a separate day off from work, most likely during summer.
- Hightshoe discussed the idea of an 8-hour day versus a 40-hour week when calculating overtime; overtime would be earned on a per day basis, and not per week; which is how it is currently calculated.
- Discussed the inconsistency of communication from management at different points and ways to make the chain of information work more smoothly. Jerry Thornburg also suggested Andrea could also have notices printed when new policies or new information is available to post in the shop so that everyone gets the same information. Kraig Pennington agreed that Andrea is a great resource for the crew to use in cases where they have timekeeping or payroll questions.
- Discussion was had about lunch breaks and the possibility of moving them to the beginning or end of the shift if they remain mandatory.
- Discussed possible snow removal notice in the future for landowners moving snow themselves to try and use the same techniques roads crews use when clearing roads to help with drifting.
- Discussed holding safety meeting every month. Along with that, the board suggested holding a quarterly meeting open to all secondary roads employees to attend to discuss employment matters or to ask questions.

At 11:15 am Jerry Thornburg discussed Secondary Roads summer scheduling as it pertains to full-time and part-time employees.

There was no further business. A motion was made by Lyle Minnick and seconded by Ron Landphair to adjourn the meeting at 11:50 a.m.



Board of Supervisors Chairman

ATTEST: 

Ringgold County Deputy Auditor