



OFFICE OF HUMAN RESOURCES

12 EAST 4TH AVENUE, SUITE 102 • ROME, GEORGIA 30161
PHONE: 706.291.5156 • www.floydcountyga.gov

Merit Board Meeting Minutes
June 5, 2024
Floyd Administration Building
12 East 4th Ave Rome, GA 30161
2nd Floor Caucus Room

Present:

Nicholle Harrison - Chair
Eddie Chubb - Vice-Chair
Jim Ford - Member
John Harkins - Member
John Reiners - Member
Darryl Bowie - Human Resources Director
Jessica Woodall - HR Administrative Assistant
Randy Self - Assistant Finance Director
Lauran Chumbler - Assistant County Clerk

Nicholle Harrison called the meeting to order. Nicholle noted that there were two members of the public present. Jim Ford made a motion to approve the minutes from the previous meeting with one change. That the date for the next scheduled meeting be June 26, 2024. The motion was seconded by Eddie Chubb. The motion came to a vote, the vote was unanimous, and the minutes were approved.

Classification and Compensation

Darryl turned to the first agenda item and stated that he is recommending that the Parks and Recreations Division Managers' job class be reclassified to non-exempt. This is due to the Division Managers' job duties not meeting the qualifications to be exempt. Jim Ford made a motion to approve the reclassification. The motion was seconded by John Harkins. The motion came to a vote, the vote was unanimous, and the reclassification was approved.

Darryl introduced the second item on the agenda. The Animal Control department is asking to reclassify the Animal Control officer II position to an Animal Control Sergeant. This would give the Animal Control department the opportunity to have a certified officer on staff who is a POST mandated law enforcement officer. Jim Ford made a motion to approve the reclassification. The motion was seconded by Eddie Chubb. The motion came to a vote, the vote was unanimous, and the reclassification was approved.



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Classification and Compensation Study

Darryl asked Randy Self to speak about the classification and compensation study which the Purchasing department and Human Resources department are recommending to the Merit Board. Randy explained the electronic bidding process. Upon the evaluation, there were three (3) companies that were qualified and met the minimum qualifications. The evaluation committee recommended to the Merit Board that Management Advisory Group win the bid. Lauren Chumbler connected the members via video call with M.A.G. so the Merit Board could ask the company any questions. A few topics that were mentioned were:

- The fact that M.A.G. has built a software platform that has been in use for over 20 years now.
- They also mentioned that they would need a minimum of three (3) to five (5) months to complete the evaluation.
- They have worked with surrounding counties such as Gordon and Clayton County.

Jim Ford made a motion to accept the recommendation from the Purchasing department and Human Resources department and approve M.A.G. to complete the Classification and Compensation Study for the county. Nicholle made an amendment to the motion that Darryl reach out to previous clients to ensure that they would describe M.A.G. the same way the CEO does. The motion was seconded by John Reiners. In addition, the Classification and Compensation Survey Study Rules were presented by Darryl and added to this motion. The motion came to a vote, the vote was unanimous, and the study was approved.

Next Meeting: July 17th, 2024, at 2:00pm in the Administration Building.

Nicholle made a motion to adjourn the meeting. The motion came to a vote, and the vote was unanimous to adjourn the meeting.

Approved by: Nicholle Harrison, Merit Board Chair: _____