

RESOLUTION NO. 2023 -26

FILED
SEP 26 2023

COUNTY & PROBATE COURT CLERK

**RESOLUTION APPROVING PRIOR MERIT INCREASES GIVEN TO CRAIGHEAD COUNTY EMPLOYEES, AND
FOR OTHER PURPOSES**

WHEREAS; Craighead County's Job Evaluation and Salary Administration Policy, which was approved by the Craighead County Quorum Court on June 28, 2021, to provide guidance in determining pay for employees, states the procedures for merit increases to be as follows:

1. Elected Officials/Department Head originates the merit increase request, including support documentation, e.g. performance appraisal data.
2. Elected Official/Department Head counsels with and reviews the merit increase documentation with the Human Resources Manager as to:
 - a. Completeness of the information.
 - b. Availability of salary budget funds.
 - c. Relationship of the merit request as to certain criteria and policies.
3. The JESAP Committee reviews the merit increase requests and will send observations and recommendations to the Public Service Committee of the Quorum Court. The Public Service Committee of the Quorum Court approves, rejects, defers, or takes such actions as are in the best interest of Craighead County government.
4. The Human Resources Manager processes the merit increase request as follows:
 - a. Advises Elected Official/Department Head regarding the disposition of the request.
 - b. Assists in processing the payroll and other forms relating to the salary change.
5. If the Quorum Court approves the payroll budget (part of the overall budget), Elected Official/Department Head can advise their employee of the forthcoming increase in salary resulting from merit recognized performance.

WHEREAS: The Merit Increase Procedures and Approving Authority section of the Salary Administration Policy (page 10), necessitated a request for review by the Office of Human Resources to the JESAP Committee for merit increase requests, and such has not been reviewed or presented with supporting documentation to JESEP since the inception of the policy on June 28, 2021, and


WHEREAS; The ratification of merit increases has not occurred since the inception of the policy, and therefore further review necessitated the need for legislative review and ratification for merit increase requests for affected employees since June 28, 2021, and

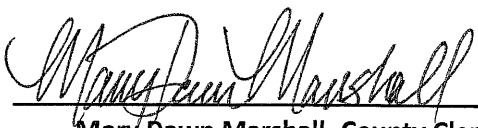
WHEREAS; The Craighead County Judge recommends that the JESAP Committee and Public Service Committee approve the merit increases that have been given to Craighead County employees since June 28, 2021, with supporting documentation attached.

BE IT HEREBY RESOLVED BY THE CRAIGHEAD COUNTY QUORUM COURT:

That previously granted merit increases are approved retroactively and that the Job Evaluation and Salary Administration Program guidelines will be adhered for future merit pay increases.

THE RESOLUTION ADOPTED ON THE 25th DAY OF September 2023.

APPROVED: 
Marvin Day, County Judge

ATTEST: 
Mary Dawn Marshall, County Clerk

First_Name	Fund	Office	Last_Name	Salary after the raise	Percentage of Midpoint	Notes
SHELLY	1000	101	FULKS	\$37,521.36	97.12%	1 year anniversary-Cola+Merit
TARAH	1000	101	HERVEY	\$37,521.36	97.12%	1 year anniversary-Cola+Merit
OLIVIA	3001	104	BURCH	\$35,496.00	90.28%	1 year anniversary
KATHY	1000	104	EASON	\$33,408.00	84.97%	6 month evaluation
MICHAEL	1000	108	VINSON	\$31,737.60	82.15%	90 day merit
AUSTIN	1000	114	VANCE	\$45,852.48	94.99%	1 year anniversary
RANDY	2000	200	EGGERS	\$37,856.00	91.73%	3 month Evaluation
NATHAN	2000	200	MCMASTERS	\$37,856.00	91.73%	3 month Evaluation
TONI	2000	200	ODEN	\$35,734.40	93.97%	3 month Evaluation
TONI	2000	200	ODEN	\$36,691.20	96.49%	6 month evaluation
DEREK	1000	400	PHILLIPS	\$43,973.28	99.97%	Received 3 year of service pay
COURTNEY	1000	409	WILLIAMS	\$37,333.44	94.95%	1 year anniversary
SHANNON	1000	418	CLARK	\$39,312.00	99.98%	Completed Jailer School
GLENNON	1000	418	COOK	\$39,312.00	99.98%	Completed Jailer School
JESSMERE	1000	418	CRAIG	\$39,312.00	99.98%	Completed Jailer School
DAVID	1000	418	MCCARTHY	\$39,312.00	99.98%	Completed Jailer School
CONNOR	1000	418	RICHARDSON	\$39,312.00	99.98%	Completed Jailer School
MELVIN	1000	418	ROBERTS	\$39,312.00	99.98%	Completed Jailer School
KYLA	1000	418	TITMAN	\$39,312.00	99.98%	Completed Jailer School
THOMAS	1000	418	WAGSTER	\$39,312.00	99.98%	Completed Jailer School

2021

First_Name	Fund	Dept	Last_Name	Salary after raise	Percentage to midpoint	Notes
EDWARD	1000	418	BENNETT	\$40,491.36	99.98%	Completed Jailer School
ASHLEI	1000	418	BLANKENSHIP	\$40,491.36	99.98%	Completed Jailer School
TANNER	1000	418	BRINKLEY	\$40,491.36	99.98%	Completed Jailer School
CODY	1000	418	BUSH	\$40,491.36	99.98%	Completed Jailer School
MARLIN	1000	418	CARDER	\$40,491.36	99.98%	Completed Jailer School
JOHN	1000	400	CARTER	\$40,768.00	89.99%	Merit
PAUL ROBERT	1000	418	COFFMAN	\$40,491.36	99.98%	Completed Jailer School
DEREK	2000	200	COPELAND	\$39,016.22	91.79%	3 month evaluation
DEBRA	1000	104	COVEY	\$33,894.00	83.69%	Need to get from payroll
ISAAC	1000	418	CRAIN	\$40,491.36	99.98%	90 days/completed jailer school
BRIAN	2000	200	CREWS	\$45,859.32	92.23%	3 month evaluation
BRIAN	2000	200	CREWS	\$46,989.28	94.51%	6 month evaluation
CHASE	1000	418	DALTON	\$40,491.36	99.98%	90 days/completed jailer school
HUNTER	1000	418	DARBY	\$40,491.36	99.98%	90 days/completed jailer school
LONDON	1000	418	DAVIS	\$38,460.24	94.97%	90 day probation
LONDON	1000	418	DAVIS	\$40,491.36	99.98%	Completed Jailer School
TERRY	3006	102	DOBBINS	\$34,819.20	88.56%	Merit
TERRY	3006	102	DOBBINS	\$35,505.60	90.30%	1 year anniversary
KATHY	1000	104	EASON	\$35,708.40	88.17%	Merit
RANDY	2000	200	EGGERS	\$38,627.97	90.88%	6 month evaluation
RANDY	2000	200	EGGERS	\$40,164.80	94.49%	1 year anniversary
KAMERIN	3006	102	ELLIOTT	\$37,523.20	92.66%	Merit
JEREMY	2000	200	FAULKNER	\$37,918.40	89.21%	3 month evaluation
CHARLES	1000	400	FEARS	\$45,302.40	99.99%	3 Year Service
KELLY	1000	414	FELDER	\$39,998.40	95.46%	Merit
DEARL	2000	200	FREEMAN	\$42,140.80	94.44%	3 month evaluation
VANESA	1000	418	HERNANDEZ-QUINTO	\$40,491.36	99.98%	90 days/completed jailer school
TARAH	1000	101	HERVEY	\$39,795.08	100.00%	Merit
MACY	1000	418	HILL	\$38,460.24	94.97%	90 day probation
MACY	1000	418	HILL	\$40,491.36	99.98%	Completed Jailer School
MICHAEL	1000	418	HOLT	\$40,491.36	99.98%	90 days/completed jailer school
CHRISTIAN	1000	418	HORNER	\$38,460.24	94.97%	90 day probation
COLDEN	1000	418	KAIN	\$38,460.24	94.97%	Completed Jailer School
COLDEN	1000	418	KAIN	\$40,491.36	99.98%	Completed Jailer School
MELISSIA	3001	104	KOWIS	\$42,161.60	99.98%	Merit
CODY	1000	400	LADNER	\$45,302.40	99.99%	3 Year Service
PAMELA	3006	102	LEWIS	\$35,360.00	87.31%	Merit
SUMMER	1000	418	LOVINS	\$40,491.36	99.98%	90 days/Completed Jailer School
CHRISTIAN	1000	418	MANZA	\$40,491.36	99.98%	90 days/completed jailer school
MICHAEL	1000	418	MATTHEWS	\$40,491.36	99.98%	90 days/completed jailer school

TRAMANE	1000	414	MCDONALD	\$41,891.20	99.97%	Merit
NATHAN	2000	200	MCMASTERS	\$38,625.60	90.87%	6 month evaluation
NATHAN	2000	200	MCMASTERS	\$40,164.80	94.49%	1 year anniversary
STEPHEN	1000	414	MICHAEL	\$36,316.80	86.67%	Merit
MARSHALIA	3006	102	MONTGOMERY	\$33,592.00	82.95%	Merit
TONI	3006	102	MOSKOP	\$34,819.20	85.98%	Merit
TONI	3006	102	MOSKOP	\$35,505.60	87.67%	Merit
CINDY	1000	424	MOYE	\$38,916.80	94.46%	1 year anniversary
CLINTON	2000	200	MURPHY	\$39,000.00	91.75%	Merit- I have form
CLINTON	2000	200	MURPHY	\$39,769.60	93.56%	3 month evaluation
LLOYD	1000	400	NORMAN	\$42,286.40	93.34%	6 month evaluation
ARTHUR	2000	200	NORRIS	\$39,000.00	91.75%	1 Year of Service
ARTHUR	2000	200	NORRIS	\$39,769.60	93.56%	3 month evaluation
ZACHARY	1000	418	NORWOOD	\$40,491.36	99.98%	6 month evaluation
TONI	2000	200	ODEN	\$37,772.80	94.92%	90 day probation
TONI	2000	200	ODEN	\$39,665.60	99.67%	1 year anniversary
ISSAAKIL	1000	418	ORDAY	\$40,491.36	99.98%	Merit
HUNTER	2000	200	PAGAN	\$34,673.60	99.98%	90 days/Completed Jailer School
HUNTER	2000	200	PAGAN	\$35,360.00	81.57%	3 month evaluation
KRISTEN	1000	418	PARNELL	\$38,460.24	83.19%	6 month evaluation
KRISTEN	1000	418	PARNELL	\$40,491.36	94.97%	90 day probation
CHRISTINA	1000	409	PETERS	\$36,004.80	99.98%	Completed Jailer School
RICHARD	1000	400	POTTER	\$43,804.80	88.91%	3 month evaluation
CARSON	1000	418	REDING	\$38,460.24	96.69%	1 year anniversary
CARSON	1000	418	REDING	\$40,491.36	94.97%	90 day probation
WILLIAM	1000	418	ROBERTS	\$40,491.36	99.98%	Completed Jailer School
RENEE	1000	409	RODGERS	\$36,088.00	99.98%	90 days/Completed Jailer School
BRUCE	2000	200	SPENCER	\$39,000.00	89.11%	1 year anniversary
BRUCE	2000	200	SPENCER	\$39,769.60	91.75%	3 month evaluation
MICHAEL	1000	418	STEELE	\$40,491.36	93.56%	6 month evaluation
MEGAN	1000	418	THOMAS	\$40,491.36	99.98%	90 days/Completed Jailer School
ELIZABETH	3006	102	TROUTMAN	\$33,592.00	99.98%	90 days/completed jailer school
ELIZABETH	3006	102	TROUTMAN	\$34,819.20	82.95%	Merit
JARED	1000	418	WALLS	\$40,491.36	85.98%	Merit
ARNOLD	1000	104	WEAVER	\$40,476.80	99.98%	90 days/completed jailer school
KATHEENYA	1000	101	WILLIS	\$40,476.80	99.95%	Merit
KEVIN	1000	418	WILLIS	\$40,491.36	99.95%	Merit
DANIEL	1000	418	YOUNG	\$40,491.36	99.98%	90 days/completed jailer school
DANIEL	1000	418	YOUNG	\$38,460.24	94.97%	90 day probation
DANIEL	1000	418	YOUNG	\$40,491.36	99.98%	Completed Jailer School

1-1-23

First Name	Fund	Office	Last Name	Salary after raise	Percentage to Midpoint	Notes
MOISSES	1000	400	ARELLANO	\$45,156.80	94.48%	6 month evaluation
MOISSES	1000	400	ARELLANO	\$47,320.00	99.00%	1 year anniversary
JOHNNY	1000	418	BLAGG	\$42,719.04	99.99%	90 days/completed jailer school
JOHN	2000	200	CARTER	\$39,000.00	86.97%	3 month evaluation
JOHN	2000	200	CARTER	\$40,164.80	89.56%	6 month evaluation
LEVI	1000	400	CHISM	\$45,156.80	94.48%	MERIT
DEREK	2000	200	COPELAND	\$39,790.40	88.73%	6 month evaluation
DEREK	2000	200	COPELAND	\$40,185.60	89.61%	1 % increase to get to 5%
DEREK	2000	200	COPELAND	\$42,390.40	94.53%	Cola for 2023
DEBRA	1000	104	COVEY	\$37,523.20	87.83%	1 year increase
DEBRA	1000	104	COVEY	\$39,395.20	92.21%	MERIT
BRIAN	2000	200	CREWS	\$52,436.80	99.96%	MERIT
ASHLEY	1000	105	CURTIS	\$34,028.80	81.05%	Cola + Merit
ALLEN	1000	400	DRUM	\$45,156.80	94.48%	6 month evaluation
ALLEN	1000	400	DRUM	\$47,320.00	99.00%	1 year anniversary
JORDAN	1000	400	DRUM	\$45,156.80	94.48%	MERIT
KATHY	1000	104	EASON	\$41,496.00	97.12%	MERIT
MEGAN	1000	418	FERGUSON	\$41,059.20	96.10%	90 day probation
SHELLY	1000	100	FULKS	\$48,006.40	99.96%	MERIT
LILIANA	1000	105	GOMEZ-MENEZ	\$32,427.20	77.24%	MERIT
KAYLA	1000	418	HOLMES	\$42,719.04	99.99%	90 days/completed jailer school
RODNEY	1000	418	LASTER	\$42,719.04	99.99%	90 days/completed jailer school
DAVID	1000	400	MCCARTHY	\$45,156.80	94.48%	6 month evaluation
DAVID	1000	400	MCCARTHY	\$47,320.00	99.00%	1 year anniversary
JEFFERY	1000	418	MCGINNIS	\$42,719.04	99.99%	90 days/completed jailer school
STEPHEN	1000	414	MICHAEL	\$37,398.40	84.60%	MERIT
CLINTON	2000	200	MURPHY	\$43,929.60	97.96%	1 year anniversary
CLINTON	2000	200	MURPHY	\$44,824.00	99.95%	Given additional 5%
LLOYD	1000	400	NORMAN	\$47,777.60	99.96%	MERIT
ARTHUR	2000	200	NORRIS	\$43,929.60	97.96%	1 year anniversary
ARTHUR	2000	200	NORRIS	\$44,824.00	99.95%	Given additional 5%
KYELLE	1000	418	O'NEAL(Jones)	\$40,556.88	94.93%	90 day probation
KYELLE	1000	418	O'NEAL(Jones)	\$42,719.04	99.99%	completed jailer school
HUNTER	2000	200	PAGAN	\$35,713.60	79.64%	1% Raise
HUNTER	2000	200	PAGAN	\$39,457.60	87.99%	1 year anniversary
COREY	1000	400	RAINS	\$47,777.60	99.96%	MERIT
CONNOR	1000	400	RICHARDSON	\$45,156.80	94.48%	6 month evaluation
CONNOR	1000	400	RICHARDSON	\$47,320.00	99.00%	1 year anniversary
CHARLES	2000	200	RICKERT	\$42,369.60	94.48%	3 month evaluation
ANNE MARIE	1000	424	ROBINSON	\$43,097.60	99.15%	1 year anniversary

LINDSEY	1000	424	ROBINSON	\$43,097.60	99.15%	1 year anniversary
DESTINY	1000	418	ROSS	\$40,556.88	94.93%	90 day probation
DESTINY	1000	418	ROSS	\$42,719.04	99.99%	completed jailer school
BEATRIZ	1000	414	ROSSMAN	\$43,846.40	94.50%	MERIT
BRUCE	2000	200	SPENCER	\$43,929.60	97.96%	1 year anniversary
BRUCE	2000	200	SPENCER	\$44,824.00	99.95%	Given additional 5%
JAMES	1000	400	TEAGUE	\$45,156.80	94.48%	MERIT
JAMES	1000	400	TEAGUE	\$47,320.00	99.00%	1 year anniversary
ALEXANDER	1000	400	THEODORE	\$45,156.80	94.48%	MERIT
ALEXANDER	1000	400	THEODORE	\$47,320.00	99.00%	1 year anniversary
ASHLEY	1000	414	TIERCE	\$35,692.80	81.86%	MERIT
ASHLEY	1000	414	TIERCE	\$36,961.60	84.77%	MERIT
MICHAEL	1000	108	VINSON	\$34,486.40	82.14%	90 day evaluation
SEAN	1000	418	WALKER	\$42,719.04	99.99%	90 days/completed jailer school
STEVEN	2000	200	WHITEHURST	\$41,350.40	92.21%	3 month evaluation
ALEXIA	1000	418	WILLIAMS	\$40,556.88	94.93%	90 day probation
ALEXIA	1000	418	WILLIAMS	\$42,719.04	99.99%	completed jailer school
DANIEL	1000	400	YOUNG	\$45,156.80	94.48%	MERIT