

Minutes of a special meeting of the Vermilion Parish Police Jury held on April 14, 2008, with President Gerald Butaud presiding.

The meeting was called to order by Mr. Butaud, who asked Mr. Nathan Granger to lead the group in the Pledge of Allegiance. Following the pledge, the President asked for a moment of silent prayer or reflection. The President then reminded all present to turn all cell phones, pagers, etc. off or set to silent mode for the duration of the Police Jury meeting.

The following members were present:

Mr. Dane Hebert	Mr. Errol J. Domingues
Mr. Chris Beraud	Mr. Gerald Butaud
Mr. Nathan Granger	Mr. Ronald Menard
Mr. Wayne Touchet	Mr. Pervis Gaspard
Mr. Mark Poche`	Mr. Keith Meaux
Mr. T. J. Prejean, Jr.	

Absent: Mr. Ronald Darby	Mr. Leon Broussard
Mr. Cloris J. Boudreaux	

President Butaud read the following announcements:

- (A) All Jurors (and a guest) are invited to attend the Acadiana Red & White Day, being held on Wednesday, April 16, 2008 in Baton Rouge.

Mr. Mark Poche` stated that approximately one month ago, the Jury asked for salary adjustments for CDL Drivers at Solid Waste and Parishwide. The Jury stated at that time that they would like to adjust the salary for CDL Drivers as follows: \$11.00 for Day CDL Drivers at Solid Waste, \$12.00 for Night CDL Drivers at Solid Waste, and \$10.25 for CDL Drivers for the Parishwide and FRS Road Crews.

Mr. Poche` requested the Jurors refer to the handout regarding salary adjustments for the Solid Waste Department first.

Mr. Poche` stated that when they first started looking at the salary adjustments for the Day and Night CDL Drivers, when raising these salaries, it caused the other salaries that fall within the pay scale to become unfair. It was then decided that they would not be able to give salary adjustments to the Day and Night CDL Drivers without adjusting the other salaries at the Solid Waste Facility also.

Mr. Poche` explained that the spreadsheet contained the figures of each position's pay increase per hour amount and a total per hour for all employees. He further explained that for the Solid Waste Department, this would amount to approximately \$72.56 per hour, which includes all Solid Waste employees. The approximate total cost per year, after including retirement and Worker's Compensation is \$194,369.52. Mr. Poche` stated that the money in the '94 Sales Tax Fund and the supplement of the '76 Sales Tax Fund would be able to sustain the proposed salary adjustments for the Solid Waste Department.

Mr. Poche` reminded the Jurors that the '76 Sales Tax Fund supports Mosquito Control, the Public Works Facility, some of the Solid Waste Facility and Rural Fire Protection and the '94

Sales Tax supports the Solid Waste Plant. Mr. Poche` stated that, every year, approximately \$750,000 is transferred to the '94 Sales Tax Fund from the '76 Sales Tax Fund to augment operating costs. Mr. Poche` stated that if there are no Capital Improvements to heavy equipment made, the '94 Sales Tax Fund almost sustains the Solid Waste Plant by itself.

Mr. Wayne Touchet questioned why a Grade 16, Step 0 earned more than a Grade 17, Step 0. Mr. Poche` stated that at this time, we do not have any Grade 17 employees, and as such, they did not adjust the salary for the Grade.

Mr. Poche` also stated that, in the past, Supervisors were not consulted when salary adjustments were computed. Mr. Poche stated that Mr. Ricky LeBlanc, Solid Waste Supervisor was brought in the meeting and had Mr. Leblanc identify each position that was there, all Supervisors participated in the reconfiguring of salaries.

Mr. Poche` explained to the Jury that we still had Grade 7's at the Solid Waste Facility and with the new classifications that all Grade 7's will be reclassified as Grade 8's in all departments.

Mr. Poche` directed the Jurors attention to the handout for the Parishwide and FRS Crew, specifically the one titled "Proposed Drivers License Scale", which provided for a small increase in pay for those CDL drivers who added endorsements to their licenses, with a cap of \$1.00.

Mr. Poche` informed the Jurors that the Road Supervisor had asked the Jury to consider the following scale for those drivers with a CDL license:

Mower Operator w/ Class D CDL	Grade/Scale + \$0.25
Mower Operator w/ Class C CDL	Grade/Scale + \$0.50
CDL Drivers w/ Class B CDL	Grade/Scale
CDL Drivers w/ Class B CDL + Air Endorsement	Grade/Scale + \$0.25
CDL Drivers w/ Class B CDL + Air & Tank Endorsements	Grade/Scale + \$0.50
CDL Drivers w/ Class A CDL	Grade/Scale + \$0.75
CDL Drivers w/ Class A CDL + Tank Endorsement	Grade/Scale + \$1.00

Mr. Poche` stated that, as with the Solid Waste Department, when they starting computing the figures to make a salary adjustment for the CDL Drivers at Parishwide and FRS, it caused the other salaries that fall within the pay scale to become unfair. Therefore, all employees salaries were adjusted.

Mr. Poche` stated that 3 years ago, it was decided by the Jury that there would be no new Assistant Foremen hired, therefore, the Grade 12 salaries for the Parishwide and FRS Crews were frozen. Recently, a few Jurors have stated that they would like to bring the position back. As such, the Grade 12 salaries had to be adjusted accordingly, as they were not given raises for 2 years.

Mr. Poche` stated that the Grade 13 and Grade 14 positions only had a slight increase in salary, but they would be addressed when the Jury discussed the raises for all other Police Jury employees covered by the General Fund. He further stated that no employee would receive less than that which would be approved for all other employees, be it a 3% or a 6% increase in salary.

Mr. Nathan Granger questioned why the Worker's Compensation rate for the Parishwide and FRS Crews were 13.10% and the Worker's Compensation rate for the Solid Waste Department was 17.06%.

Mr. Poche` stated that those were the figures provided to them from the Worker's Compensation Insurance carrier, and was an average of all the positions.

Mr. Poche` explained that for the Parishwide and FRS crews, the total amount to adjust the salaries is approximately \$26.57 per hour. The approximate total cost per year, after including retirement and Worker's Compensation is \$69,551.75. This would be paid from the Parishwide Millage (property tax) and, if needed, supplemented by the '78 Sales Tax or Royalty Road Fund.

Mr. Poche` directed the Jurors attention to the last handout, which included the figures for salary adjustments for other Police Jury employees including the Administrative Office, Mosquito Control, Law Enforcement, Rabies and Animal Control, Office of Homeland Security/Emergency Preparedness, Public Works, the Health Unit and the County Agent's Office.

Mr. Poche` stated that all employees receive a 3% cost-of-living increase on their anniversary date. Included were the figures to give the employees mentioned above either an additional 3% or 6% cost-of-living increase in salary. The amount, including retirement and Worker's Compensation were as follows:

3% Cost-Of-Living Increase = Approximately \$32,388.04/year
6% Cost-Of-Living Increase = Approximately \$64,776.07/year

Mr. Poche` stated that it was up to the Jurors which cost-of-living increase they would approve, but a 6% cost-of-living increase is recommended. Mr. Poche` stated that after looking at the funds the Police Jury has now and the amount of revenues coming in, they feel confident that the Jury could afford a 6% cost-of-living increase.

Upon motion by Mr. Errol J. Domingues, duly seconded by Mr. Keith Meaux, and unanimously carried, the Police Jury approved the salary increases for the Solid Waste employees and the Parishwide and FRS employees, the proposed drivers license scale for CDL drivers for the Parishwide and FRS crews, and a 6% cost-of-living increase for the employees in the Administrative Office, Mosquito Control, Law Enforcement, Rabies and Animal Control, Office of Homeland Security/Emergency Preparedness, Public Works, Health Unit, County Agent's Office, the Custodial Staff for the Vermilion Parish Courthouse and the Administrative Office's Building Permit Department and that all Grade 7's will be reclassified as Grade 8's in all departments

President Butaud stated that he would like to see the pay scales for all employees simplified, and it was his intention to start work on simplifying the pay scale in the near future.

Mr. Dane Hebert stated that he wished to thank those Jurors who spent their time and effort to work on the salary increases for the employees.

Upon motion of Mr. Errol J. Domingues, duly seconded by Mr. Keith Meaux, and unanimously carried, that there being no further business to be presented, the meeting was duly adjourned.

Administrator/Secretary-Treasurer

President