



DESOTO PARISH POLICE JURY

December 04, 2023 at 5:03 PM
Personnel Committee Meeting

Police Jury Meeting Room, 101 Franklin Street, Mansfield, LA 71052

AGENDA

Jeri Burrell, Chairwoman, Keith Parker, Ernel Jones, Kyle Kennington, and Trina Boyd-Simpson

A. CALL TO ORDER

B. CALL FOR ADDITIONS AND DELETIONS

C. GUEST AND PUBLIC COMMENTS

D. PERSONNEL ITEMS

1. Approve the Compensation Study
2. Approve the new step increase schedule
3. Conduct Interviews for Solid Waste Superintendent
 1. Bridget Tillman-Jackson
 2. Stanley Woodley
 3. Josh Bidleman

E. ADJOURN



DeSoto Parish Police Jury Police Jury

An Evaluation of the DeSoto Parish Police Jury Compensation Plan

November 2023

Prepared by:

SSA Consultants

9331 Bluebonnet Boulevard

Baton Rouge, LA 70810

225-769-2676

www.consultssa.com

INTRODUCTION

DeSoto Parish Police Jury issued a Request for Proposal (RFP) in 2023 for professional consulting services for an evaluation of the DeSoto Parish Police Jury Compensation Plan for its approximately 186 full-time and part-time employees. The goal of the Compensation Plan evaluation was to develop a compensation program to meet a set of specific objectives including:

- Collecting background data;
- Gathering regional benefit data for comparison;
- Performing job benchmarking and analysis;
- Designing a proposed labor grade system;
- Providing recommendations for implementation.

SSA Consultants (SSA), a Louisiana-based business management and organizational design consulting firm with experience in conducting similar scopes of work, was engaged with the approval of the Parish and consulting activities began in August 2023.

The first part of the project evaluated the current salary and benefit structure. The methodology included the following activities:

- Review of the current pay structure and the development of consistency between each of the grades/steps;
- Analysis of each job description and salary analyses for specific positions;
- Review of the current compensation and benefit package for each job classification, including retirement benefit costs; and
- Assessment of each job classification in relation to comparable classifications within the private and public sectors to determine the minimum compensation and benefit package for each job classification.

The second part of the project focused on formulating a salary and benefit structure to ensure DeSoto Parish Police Jury remains an employer of choice. Activities included:

- Identification of potential compensation issues and recommendations.
- Development of externally competitive and internally equitable salary recommendations for each position;
- Calculation of the estimated total cost for DeSoto Parish Police Jury to move employees who are below the market range to the market minimum;
- Review of benefit package offered by DeSoto Parish Police Jury compared to regional peers;
- Preparation of a report with the findings and recommendations for implementation.

This report constitutes the final deliverable of the project. The report includes SSA's findings and recommendations, along with a discussion of methodology, techniques, and data used to develop the findings and recommendations.

EVALUATION AND ASSESSMENT

To achieve the objectives established in the study, the first part of the project evaluated the current salary and benefit structure through the following activities:

- Review of the current pay structure and the development of consistency between each of the grades/steps;
- Analysis of each job description and salary analyses for specific positions;
- Review of the current compensation and benefit package for each job classification, including retirement benefit costs; and
- Assessment of each job classification in relation to comparable classifications within the private and public sectors to determine the minimum compensation and benefit package for each job classification.

Methodology

The project began with three key steps: 1) data request; 2) benefits review and analysis; and 3) job description review and comparative match. This section of the report provides a description of each step.

Data Request

To begin the project, SSA collected background data from DeSoto Parish Police Jury to understand the current compensation and benefit plan and its structure. The data request included job descriptions, current pay plan and benefit information, organization charts and the table of organization, manuals or documents describing pay policies, and contact information for key leaders and other staff vital to the accuracy of information and the success of this project.

Benefits Review and Analysis

Next, SSA reviewed the employee benefit packages DeSoto Parish Police Jury offers its employees. The benefit packages review included the typical range of benefits offered by employers, including annual leave, sick leave, health insurance, and retirement. SSA compared the benefit packages offered by DeSoto Parish Police Jury to other regional public organizations.

Job Description Review and Comparative Match

Each position was reviewed using job descriptions provided by the DeSoto Parish Police Jury.

Each job description was assessed and matched to comparable position descriptions within SSA’s database. DeSoto Parish Police Jury’s salary range for each position was then matched to the comparable regional market-based range and midpoint. This was reviewed by the DeSoto Parish Police Jury’s leadership.

Comparative Salary Range Analysis

This section of the report presents the salary range analysis which compares DeSoto Parish Police Jury’s salary range to the market-based salary ranges. **Figure 1** provides a description of the column headers for the Salary Range Analysis chart (**Figure 2**).

Figure 1. Description of Comparative Salary Range Analysis Charts

Column Name	Column Description
Department	The DeSoto Parish Police Jury department in which the job position is located.
Position	The DeSoto Parish Police Jury position title.
DeSoto Parish Police Jury Min and Max	The DeSoto Parish Police Jury minimum and maximum salary and wage.
Market Min and Max	The market-based minimum and maximum salary and wage.

Figure 2. DeSoto Parish Police Jury Comparative Salary Range Analysis

Position Title	Labor Grade Minimum	Labor Grade Maximum	Market Minimum	Market Maximum
Accounting Clerk I **	\$23,483	\$35,235	\$26,336	\$39,504
Accounts Payable Accountant *	\$39,811	\$59,717	\$41,814	\$62,722
Administrative Assistant/EEO Officer **	\$28,038	\$42,058	\$33,111	\$49,667
Airport Manager	\$48,152	\$72,259	\$52,142	\$78,212
Animal Facility Director	\$55,473	\$82,888	\$53,634	\$80,450
Assistant Road Superintendent **	\$63,419	\$95,139	\$63,998	\$95,998
Assistant Solid Waste Superintendent – Collection System	\$55,369	\$83,054	\$56,628	\$84,942
Assistant Solid Waste Superintendent – Landfill	\$53,747	\$80,641	\$55,804	\$83,706
Assistant Treasurer	\$54,184	\$81,244	\$58,307	\$87,461
Assistant Maintenance Superintendent	\$48,443	\$72,675	\$50,000	\$75,000
Case Manager *	\$23,982	\$34,570	\$27,189	\$40,783
Civil Engineer	\$81,338	\$122,006	\$82,784	\$124,177
Class A Driver	\$29,910	\$44,907	\$36,087	\$54,131
Compactor Site Operator	\$10.16	--	\$11.95	\$17.92

Position	Labor Grade Minimum	Labor Grade Maximum	Market Minimum	Market Maximum
Computer Operations Specialist	\$70,387	\$105,560	\$69,917	\$104,875
Director of Planning, Development, and Property Standards	\$66,851	\$83,699	\$66,017	\$99,025
Director of Solid Waste Special Programs & Events	\$32,843	\$45,989	\$35,161	\$52,741
Engineering Technician **	\$44,408	\$67,766	\$49,107	\$73,661
Equipment Operator **	\$21,757	\$32,656	\$24,153	\$36,229
Executive Administrative Assistant to Parish Administrator	\$53,747	\$77,126	\$52,702	\$79,054
Executive Director of Community Services	\$49,878	\$74,817	\$50,302	\$75,452
General Office Clerk – Finance **	\$21,986	\$31,699	\$25,767	\$38,651
General Office Clerk – Maintenance & Airport **	\$23,275	\$33,571	\$31,777	\$47,665
General Office Clerk – Road **	\$23,982	\$34,570	\$28,335	\$42,503
Grant Writer	\$49,750	\$74,624	\$54,830	\$82,243
Heavy Equipment Operator II – Road **	\$43,638	\$63,045	\$47,181	\$70,771
Heavy Equipment Operator II – SW **	\$43,638	\$63,045	\$49,110	\$73,664
Heavy Equipment Operator I – Road **	\$37,419	\$56,098	\$41,490	\$62,234
Heavy Equipment Operator I – Solid Waste **	\$37,419	\$56,098	\$41,490	\$62,234

Position	Labor Grade Minimum	Labor Grade Maximum	Market Minimum	Market Maximum
HR Director **	\$48,339	\$87,880	\$70,368	\$105,552
HUD Clerk *	\$11.53	\$16.62	\$14.20	\$21.30
Janitor	\$20,093	\$30,160	\$22,486	\$33,730
Kennel Supervisor (ACO) **	\$49,774	\$74,672	\$38,920	\$58,380
Kennel Technician I **	\$29,058	\$43,597	\$30,035	\$45,053
Kennel Technician II/Animal Control Officer **	\$33,862	\$50,710	\$33,915	\$50,873
Laborer	\$21,757	\$32,656	\$22,032	\$33,048
Lead Road Foreman **	\$44,096	\$66,144	\$52,377	\$78,565
LIHEAP Coordinator *	\$31,824	\$47,623	\$31,696	\$47,544
Lineman **	\$28,142	\$42,224	\$35,119	\$52,679
Maintenance Superintendent	\$70,220	\$101,088	\$70,150	\$105,226
Maintenance Technician	\$38,771	\$58,157	\$37,854	\$56,780
Manager Assistant/Superintendent	\$23,982	\$34,570	\$30,826	\$46,240
Mechanic II – SW **	\$39,125	\$58,698	\$39,170	\$58,754
Mechanic II – Road **	\$42,682	\$64,022	\$39,170	\$58,754

Position	Labor Grade Minimum	Labor Grade Maximum	Market Minimum	Market Maximum
Mechanic – SW **	\$33,238	\$49,837	\$35,674	\$53,510
Mechanic – Road **	\$33,238	\$49,837	\$35,674	\$53,510
Mosquito Control Officer	\$37,461	\$56,243	\$37,518	\$56,276
Office Assistant **	\$28,038	\$42,058	\$28,335	\$42,503
Office Supervisor	\$36,754	\$55,141	\$37,261	\$55,891
Parish Administrator	\$98,342	\$147,513	\$103,908	\$155,862
Parish Engineer	N/A	N/A	\$108,353	\$162,529
Parish Secretary	\$36,754	\$55,141	\$39,149	\$58,723
Parish Treasurer	\$83,137	\$124,696	\$91,885	\$137,827
Park Attendant	\$9.38	--	\$10.21	\$15.32
Payroll Accountant *	\$39,811	\$59,717	\$43,254	\$64,880
Permit Officer Foreman	\$40,456	\$60,694	\$49,190	\$73,784
Permit Officer	\$32,386	\$48,547	\$33,390	\$50,084
Public Works Engineer	\$61,796	\$95,513	\$68,714	\$103,070
Purchasing Agent *	\$32,698	\$55,473	\$43,894	\$64,842

Position	Labor Grade Minimum	Labor Grade Maximum	Market Minimum	Market Maximum
Road Foreman **	\$36,754	\$55,141	\$43,770	\$65,656
Road Superintendent	\$72,924	\$109,387	\$73,324	\$109,986
Scale Clerk	\$23,982	\$34,570	\$24,948	\$37,422
Section 8 Supervisor **	\$30,722	\$46,072	\$36,739	\$55,109
Shop Foreman **	\$38,501	\$57,762	\$44,516	\$66,774
Solid Waste Superintendent	\$78,041	\$112,382	\$77,815	\$116,723
Traffic Control Tech – Permit Officer	\$30,826	\$46,238	\$32,474	\$48,712
Weatherization Crew Installer **	\$31,512	\$47,278	\$33,864	\$50,796
Weatherization Crew Leader	\$42,848	\$64,272	\$43,069	\$64,603
Weatherization Energy Auditor **	\$40,456	\$60,694	\$50,072	\$75,108
Weatherization Clerk	\$27,373	\$40,622	\$27,849	\$41,773
Weatherization Coordinator	\$46,384	\$66,747	\$52,700	\$79,050

* Indicates a Position Title Change and change to Duties & Responsibilities

** Indicates a change to Duties & Responsibilities

Comparative Benefit Package Analysis

SSA reviewed DeSoto Parish Police Jury’s benefit package which includes annual leave, sick leave, health insurance, retirement, and other benefits.

Annual Leave Policy

Figure 3 depicts DeSoto Parish Police Jury’s current annual leave system which allows for the accumulation of annual leave days earned.

Figure 3. DeSoto Parish Police Jury’s Annual Leave

Years of Service	Total Annual Leave Days Earned Per Year
0 – 5 years	10 days
6 – 15 years	15 days
16 years and up	20 days

Figure 4. compares the Annual Leave accumulation of South Louisiana Parishes by Years of Service.

Figure 4. Annual Leave Comparison – DeSoto Parish Police Jury to Regional and Similar Sized Peers

Years of Service	DeSoto Parish Police Jury	Years of Service	Allen Parish	Years of Service	Caddo Parish	Years of Service	Harrison County (TX)	Years of Service	Webster Parish
0 – 5 years	10 days	1 year	5 days	0 – 1 years	9 days	0 – 9 years	10 days	0 years and up	10 days
6 – 15 years	15 days	2 – 6 years	10 days	1 – 4 years	12 days	10 years	15 days		
16 years and up	20 days	7-14 years	15 days	5 – 9 years	16.5 days	11 years	16 days		
		15 – 19 years	20 days	10 – 14 years	18 days	12 years	17 days		
		20 – 24 years	25 days	15 years and up	21 days	13 years	18 days		
		25 years and up	30 days			14 years	19 days		
						15 years and up	20 days		

Figure 4 Notes:
DeSoto Parish Police Jury’s annual leave policy is comparable to its regional peers.

Sick Leave Policy

Figure 5 compares DeSoto Parish Police Jury’s annual sick leave earned amounts with those of regional peers.

Figure 5. Sick Leave Comparison – DeSoto Parish Police Jury to Regional and Similar Sized Peers

Sick Leave Total Annual Days Earned					
Years of Service	DeSoto Parish Police Jury	Allen Parish	Caddo Parish	Harrison County (TX)	Webster Parish
Day 1 and up	12 days	13 days	12 + days	10 days	12 days

Figure 6 Notes:

- DeSoto Parish Police Jury does not have a maximum accrual limit for sick leave. Accumulated sick leave, or a portion thereof, may be converted to additional retirement benefit credit upon application for normal retirement, based on the rules and regulations determined by the retirement system to which they contribute.

DeSoto Parish Police Jury’s sick leave policy is comparable to other regional peers.

Bereavement Leave Policy

DeSoto Parish Police Jury full-time employees receive up to 3 days of paid bereavement leave that may be used in the event of a death. Part-time and temporary employees will be granted leave up to 3 days without pay. Comparable organizations offered one to five days of Emergency, Bereavement, Personal Leave, or a combination of all three.

DeSoto Parish Police Jury’s bereavement offering is comparable to its regional peer group.

Holidays

DeSoto Parish Police Jury’s holiday policy allows full-time employees, who work at least 30 hours per week, to observe 12 paid holidays per year. Any holiday that occurs on a Saturday or Sunday is observed on the closest workday.

- | | |
|-------------------------------|----------------------------|
| 1. New Year’s Day | 7. Independence Day |
| 2. Dr. Martin Luther King Day | 8. Labor Day |
| 3. President’s Day | 9. Veteran’s Day |
| 4. Good Friday | 10. Thanksgiving Day |
| 5. Memorial Day | 11. Day After Thanksgiving |
| 6. Juneteenth | 12. Christmas Eve |
| | 13. Christmas Day |

The regional peer groups offered 13 paid holidays per year. Differences were seen where some parishes did not offer Christmas Eve or Day After Thanksgiving, and some offered Columbus Day, Election Day, and Mardi Gras.

DeSoto Parish Police Jury’s holiday policy is comparable when compared to their regional peer group.

Health Insurance

Figure 6 compares DeSoto Parish Police Jury’s monthly employee contributions, annual deductible, co-insurance, and the annual out-of-pocket maximum to those of regional peers.

Figure 6. Health Insurance Comparison – DeSoto Parish Police Jury Compared to Regional and Similar Sized Peers

Health Insurance Plan					
Medical Premium	DeSoto Parish Police Jury	Allen Parish	Caddo Parish	Harrison County (TX)	Webster Parish
Monthly Employee Contributions					
Employee Only	\$192.88	See Allen Parish Note	\$229.41	\$60	\$142.03
Employee + Family	\$549.72	See Allen Parish Note	\$652.80	\$470	\$427.22
Annual Deductible (Individual/Family)					
In-Network	\$1,000/ \$3,000	See Allen Parish Note	\$1,000/\$3,000	\$1,250/ \$3,750	\$1,000 per individual
Out-of-Network	\$2,000/ \$6,000	See Allen Parish Note	\$1,000/ \$3,000	\$3,000/\$6,000	
Co-Insurance (Percentage Owed by Employee)					
In-Network	20%	See Allen Parish Note	20%	30%	20%
Out-of-Network	40%	See Allen Parish Note	40%	50%	40%
Annual Out-of-Pocket Maximum (Individual/Family)					
In-Network	\$5,250 / \$10,500	See Allen Parish Note	\$2,700 / \$5,400	\$6,350 / \$12,700	\$2,000/ \$2,000
Out-of-Network	\$10,500 / \$21,000	See Allen Parish Note	\$2,700 / \$5,400	No Max	\$4,000/ \$4,000

Figure 6 Notes:

- Allen Parish does not offer health insurance to employees. They offer a Health Savings Plan with the assumption that employees will provide their own health insurance from a provider outside of the parish.
- Caddo Parish is expecting a 5% increase in health insurance.
- APPJ no longer offers group insurance. Instead, APPJ contributes \$150/month to IRS-eligible HSA for employees

Figure 7 compares DeSoto Parish Police Jury’s co-payment amounts (for common drug benefit categories) to a group of regional peers.

Figure 7. Prescription Drug Benefit Comparison – DeSoto Parish Police Jury to Regional Peers

Prescription Drug Benefit Co-Pays Retail					
Parish	DeSoto Parish Police Jury	Allen Parish	Caddo Parish	Harrison County (TX)	Webster Parish
Status	In & Out of Network		In & Out of Network Network	In & Out of Network	In & Out of Network Network
Tier 1 – Generic	\$10	See Allen Parish Note	\$15	\$10	\$7
Tier 2 – Preferred	\$35	See Allen Parish Note	\$25	\$35	\$25
Tier 3 – Non-Preferred	\$70	See Allen Parish Note	\$55	\$50	\$45
Tier 4 – Injectables	N/A	See Allen Parish Note	N/A	\$85	\$50

DeSoto Parish Police Jury offers health insurance that is comparable to its regional peers.

Retirement

The Parish participates in the Parochial Employee's Retirement System of Louisiana (PERS), Plan B. All eligible employees of the Parish (except those specifically excluded) must become members of the system. The system provides benefits to all parishes except Orleans, East Baton Rouge, and Lafourche. All Parish employees who are members of Plan B are eligible to retire and receive normal benefits if they have credit for at least 7 years of Plan B service and are at least 67 years of age, 10 years of service and at least 62 years of age, or at least 30 years of Plan B service and are at least 55 years of age. Normal retirement benefits are paid for the life of the retiree. Currently, each employee is required to contribute 3% tax deferred income to the retirement plan. Employees are vested with seven years of service credit; however, the member must reach one of the following ages and service dates before they are eligible for normal retirement:

- 7 years at age 67
- 10 years at age 62
- 30 years at age 55

Seven years of service are required for disability retirement. The employer contribution rate for the 2023 fiscal year is 7.5% of total member/employee earnings. Employees retirement allowance is equal to two percent of the member's final average compensation multiplied by his years of creditable service.

The Parochial Employees Retirement System offers standard retirement options for parishes located in Louisiana. The DeSoto Parish Police Jury offers Plan B, designed for those employers that remain within the Social Security system, which requires lower employee (3%) and employer (7.5%) contribution rates and the member can receive a retirement allowance equal to two percent of the member's final average compensation multiplied by his or her years of creditable service.

Other Notable Employee Benefits

DeSoto Parish Police Jury offers additional employee benefits including dental insurance, basic life insurance, and vision insurance.

Supplemental insurance is completely voluntary and not covered by DeSoto Parish Police Jury.

DeSoto Parish Police Jury offers employee benefits that are generally comparable to those of other regional peers.

Compensation Philosophy Considerations

A robust compensation plan is the cornerstone of a thriving and sustainable workforce, playing a pivotal role in employee retention. In the dynamic landscape of today's professional world, attracting and retaining top talent is a formidable challenge. Organizations that recognize the significance of a well-structured compensation plan are better positioned to cultivate a loyal and high-performing team.

A competitive compensation plan is a powerful magnet for attracting skilled individuals. In a job market where talents are sought after, offering an attractive salary and benefits package becomes a key differentiator. Prospective employees are naturally drawn to organizations that value their contributions and demonstrate this through a compelling compensation plan. This initial attraction sets the stage for a positive employer-employee relationship.

However, the impact of a robust compensation plan extends far beyond the recruitment phase. It plays a crucial role in fostering a sense of financial security and stability among employees. When individuals feel adequately rewarded for their efforts, they are more likely to remain committed to their current employer. This financial well-being translates into job satisfaction and a reduced likelihood of seeking alternative employment opportunities.

Moreover, a well-structured compensation plan reflects an organization's commitment to recognizing and rewarding performance. It serves as a tangible expression of appreciation for the hard work and dedication of employees. In turn, this recognition contributes to a positive work culture and motivates employees to consistently perform at their best. When individuals feel that their contributions are acknowledged and appropriately compensated, they are more inclined to invest in the success of the organization.

Employee retention is not solely about financial remuneration; it also involves addressing the diverse needs of individuals. A comprehensive compensation plan goes beyond a competitive salary, encompassing benefits such as health insurance, retirement plans, and professional development opportunities. These additional perks contribute to the overall well-being of employees and demonstrate a holistic approach to their needs. As a result, employees are more likely to view their current workplace as a long-term partner in their career journey.

A robust compensation plan is a linchpin in the realm of employee retention. It serves as a potent tool for attracting top talent, fostering financial stability, recognizing performance, and addressing the diverse needs of employees. Organizations that prioritize and invest in a comprehensive compensation strategy are better equipped to build a loyal, motivated, and high-performing workforce—a critical asset in the pursuit of sustained success in today's competitive business environment.

Recommendations

The following recommendations are provided to DeSoto Parish Police Jury.

Recommendation 1: Establish Salary Ranges with Current Market-Based Minimums and Maximums for All Job Positions

DeSoto Parish Police Jury should establish salary ranges, including minimums and maximums, for all positions utilizing market-based salary data. This adjustment will address the identified positions that fall below the market-based range.

Recommendation 2: Bring Incumbents into the Market Range

The Parish should bring the salaries of all incumbents who currently fall below the established minimum into the provided ranges. This adjustment will address the identified incumbents who are below the market minimum. This will also help retain current employees and ensure that new employees in those job classifications receive competitive pay.

At the request of DeSoto Parish Police Jury, SSA has estimated the total cost for bringing the identified incumbents whose current pay rate is below the market minimum up to the market minimum rate. The following shows the total annual cost estimate for bringing employees up to the market minimum. The rates have been annualized and combined to provide a total yearly cost for DeSoto Parish Police Jury.

Total Annual Cost Estimate: \$55,101.80

**Recommendation 3:
Conduct Market-Based Compensation Review Every Three to Five Years**

DeSoto Parish Police Jury should, in compliance with best practices, conduct a market-based compensation review every three to five years to ensure compensation and benefits retain internal equity and external competitiveness.

	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step
Multi-Department Positions:												
Equipment Operator	11.61	12.09	12.57	13.05	13.53	14.01	14.49	14.97	15.45	15.93	16.41	16
Heavy Equipment Operator I (Road)	19.95	20.78	21.61	22.44	23.27	24.10	24.93	25.76	26.59	27.42	28.25	29
Heavy Equipment Operator I (SW)	19.95	20.78	21.61	22.44	23.27	24.10	24.93	25.76	26.59	27.42	28.25	29
Heavy Equipment Operator II (Road)	22.68	23.63	24.58	25.53	26.48	27.43	28.38	29.33	30.28	31.23	32.18	33
Heavy Equipment Operator II (SW)	23.61	24.59	25.57	26.55	27.53	28.51	29.49	30.47	31.45	32.43	33.41	34
Class A Driver	17.35	18.07	18.79	19.51	20.23	20.95	21.67	22.39	23.11	23.83	24.55	25
Mechanic	17.15	17.86	18.57	19.28	19.99	20.70	21.41	22.12	22.83	23.54	24.25	24
Mechanic II (Diesel)	18.83	19.61	20.39	21.17	21.95	22.73	23.51	24.29	25.07	25.85	26.63	27
Road Department												
Lead Road Foreman	25.18	26.23	27.28	28.33	29.38	30.43	31.48	32.53	33.58	34.63	35.68	36
Road Foreman	21.04	21.92	22.80	23.68	24.56	25.44	26.32	27.20	28.08	28.96	29.84	30
Shop Foreman	21.40	22.29	23.18	24.07	24.96	25.85	26.74	27.63	28.52	29.41	30.30	31
Permit Officer Foreman	23.65	24.64	25.63	26.62	27.61	28.60	29.59	30.58	31.57	32.56	33.55	34
Permit Officer	16.05	16.72	17.39	18.06	18.73	19.40	20.07	20.74	21.41	22.08	22.75	23
Permit Officer/Traffic Control Tech	15.61	16.26	16.91	17.56	18.21	18.86	19.51	20.16	20.81	21.46	22.11	22
Office Supervisor	17.91	18.66	19.41	20.16	20.91	21.66	22.41	23.16	23.91	24.66	25.41	26
Manager Asst./Supt.	14.82	15.44	16.06	16.68	17.30	17.92	18.54	19.16	19.78	20.40	21.02	21
General Office Clerk - Road	13.62	14.19	14.76	15.33	15.90	16.47	17.04	17.61	18.18	18.75	19.32	19
Asphalt, Lay-Down Machine Operator	19.95	20.78	21.61	22.44	23.27	24.10	24.93	25.76	26.59	27.42	28.25	28
Solid Waste Department												
Office Supervisor	17.91	18.66	19.41	20.16	20.91	21.66	22.41	23.16	23.91	24.66	25.41	26
Director of Special Programs & Events	16.90	17.60	18.30	19.00	19.70	20.40	21.10	21.80	22.50	23.20	23.90	24
Scale Clerk	11.99	12.49	12.99	13.49	13.99	14.49	14.99	15.49	15.99	16.49	16.99	17
Laborer	10.59	11.03	11.47	11.91	12.35	12.79	13.23	13.67	14.11	14.55	14.99	15
Finance												
Accounting Clerk I	12.66	13.19	13.72	14.25	14.78	15.31	15.84	16.37	16.90	17.43	17.96	18
Accounting Clerk II (Accounts Payable)	20.10	20.94	21.78	22.62	23.46	24.30	25.14	25.98	26.82	27.66	28.50	29
Accounting Clerk II (Purchasing Agent)	21.10	21.94	22.78	23.62	24.46	25.30	26.14	26.98	27.82	28.66	29.50	30
Accounting Clerk III (Payroll)	20.80	21.67	22.54	23.41	24.28	25.15	26.02	26.89	27.76	28.63	29.50	30
General Office Clerk - Finance	12.39	12.91	13.43	13.95	14.47	14.99	15.51	16.03	16.55	17.07	17.59	18
Administration												
Exec. Admin Assistant to PA	25.34	26.40	27.46	28.52	29.58	30.64	31.70	32.76	33.82	34.88	35.94	36
Office Assistant	13.62	14.19	14.76	15.33	15.90	16.47	17.04	17.61	18.18	18.75	19.32	19
Engineering Technician	23.61	24.59	25.57	26.55	27.53	28.51	29.49	30.47	31.45	32.43	33.41	34
Grant Writer	26.36	27.46	28.56	29.66	30.76	31.86	32.96	34.06	35.16	36.26	37.36	38
Parish Secretary												
Parish Secretary	18.82	19.60	20.38	21.16	21.94	22.72	23.50	24.28	25.06	25.84	26.62	27
Maintenance												

Assistant Maintenance Superintendent	24.04	25.04	26.04	27.04	28.04	29.04	30.04	31.04	32.04	33.04	34.04	35
Maintenance Tech	18.20	18.96	19.72	20.48	21.24	22.00	22.76	23.52	24.28	25.04	25.80	26
Janitors	10.81	11.26	11.71	12.16	12.61	13.06	13.51	13.96	14.41	14.86	15.31	15
General Office Clerk - Maintenance	15.28	15.92	16.56	17.20	17.84	18.48	19.12	19.76	20.40	21.04	21.68	22
Office of Community Services												
Administrative Assistant/EEO Officer	15.92	16.58	17.24	17.90	18.56	19.22	19.88	20.54	21.20	21.86	22.52	23
Case Manager	13.07	13.62	14.17	14.72	15.27	15.82	16.37	16.92	17.47	18.02	18.57	19
Weatherization Coordinator	25.34	26.40	27.46	28.52	29.58	30.64	31.70	32.76	33.82	34.88	35.94	37
Energy Auditor	24.07	25.07	26.07	27.07	28.07	29.07	30.07	31.07	32.07	33.07	34.07	35
LH/EAP Coordinator	15.24	15.87	16.50	17.13	17.76	18.39	19.02	19.65	20.28	20.91	21.54	22
Section 8 Supervisor	17.66	18.40	19.14	19.88	20.62	21.36	22.10	22.84	23.58	24.32	25.06	25
WAP Crew Installer	16.28	16.96	17.64	18.32	19.00	19.68	20.36	21.04	21.72	22.40	23.08	23
WAP Clerk	13.39	13.95	14.51	15.07	15.63	16.19	16.75	17.31	17.87	18.43	18.99	19
WAP Crew Leader	20.71	21.57	22.43	23.29	24.15	25.01	25.87	26.73	27.59	28.45	29.31	30
Animal Services												
Kennel Tech I	14.44	15.04	15.64	16.24	16.84	17.44	18.04	18.64	19.24	19.84	20.44	21
Kennel Tech II	16.31	16.99	17.67	18.35	19.03	19.71	20.39	21.07	21.75	22.43	23.11	22
Kennel Supervisor/ACO	18.71	19.49	20.27	21.05	21.83	22.61	23.39	24.17	24.95	25.73	26.51	27
Mosquito Control officer (Part-Time)	18.04	18.79	19.54	20.29	21.04	21.79	22.54	23.29	24.04	24.79	25.54	26
Airport												
Lineman	16.88	17.58	18.28	18.98	19.68	20.38	21.08	21.78	22.48	23.18	23.88	24
General Office Clerk - Airport	15.28	15.92	16.56	17.20	17.84	18.48	19.12	19.76	20.40	21.04	21.68	22
Part-Time												
Compactor Site Operators (Part-time)	11.95											
Park Attendants (Part-time)	10.21											
HUD Clerk (Part-time)	14.20											



Scope: DeSoto Parish Police Jury

Class Title: Solid Waste Superintendent

Category: Solid Waste

Salary Range: \$78,041 - \$112,382

Description:

Under policies and procedures established by the Police Jury, the Solid Waste Superintendent is responsible for operating the parish owned landfill in compliance with all rules and regulations of the federal and state regulatory agencies and the landfill operating permit.

Duties and Responsibilities:

- Manage all commercial and residential services for the Solid Waste Department, including assigned personnel, equipment, and other resources.
- Initiates new accounts responsible for generating revenue, participates in formulation and monitoring of the budget.
- Responds to and resolves customer complaints; conducts staff meetings to discuss program goals, measure performance and needs, and to provide in-service training.
- Supervises the operation of support services including assistants, administrative staff, equipment operators, truck drivers, laborers, and compactor site operators.
- Assists the Parish Treasurer in the preparation of the annual department budget.
- Reviews all records of the department and prepares a variety of reports for the regulatory authorities and the police jury.
- Coordinates solid waste collection for commercial and residential customers; reviews and analyzes commercial and residential collection routes, pick up locations, types of services provided and other data.
- Designs and regularly balances routes for maximum and secure essential information from them pertaining to their requests, problems, or complaints.
- Confers with committee chairpersons and committee members on matters concerning major departmental activities and furnishes technical advice on Solid Waste matters.
- Attends Police Jury meetings and public hearings to make presentations and respond to questions and comments.
- Review construction projects, recommends payment to the contractors and acceptance of completed work.
- Establish and maintain effective working conditions and relationships with other employees.

Qualifications

- Graduation from an accredited college with a bachelor's degree in engineering, business administration, environmental science or a related field and five years of experience in supervision of solid waste collection and/or disposal activities; or equivalent combination of training and experience.
- Possess a Level 1, Class A Solid Waste Operator's Certificate.
- Must be able to pass a pre-employment drug screen, physical and background check.
- The ability to plan, initiate and execute procedures and policies and to solve and properly explain, verbally and in writing with persons at all levels.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee will work in inclement weather, be required to stand, reach, stoop and kneel; and to lift and/or move up to fifty pounds.

DESOTO PARISH POLICE JURY

An Equal Opportunity Employer

Application For At Will Employment

This application will expire in one (1) year.
A new application must be submitted by applicant after that time period if applicant wishes to be considered for employment.

DATE OF APPLICATION: 10/30/2012
NAME: Bridget Tillman-Jackson
ADDRESS: [REDACTED] CITY [REDACTED] STATE [REDACTED] ZIP [REDACTED]
TELEPHONE NUMBER: _____ CELL PHONE NUMBER: (318) 575-9767
POSITION APPLIED FOR: Solid Waste Superintendent
START DATE AVAILABLE: ASAP SALARY DESIRED: Open
Are you legally eligible for employment in the United States? Yes No

EDUCATION: Name of School, number of years completed and degree attained.
High School Mansfield High School High School Diploma or GED: Diploma
College/University Southern University - Shreveport - 2yrs, Associates Degree
College
Business/Technical Wiley College, Marshall, Tx, 2yrs, Bachelor of Science
Other (Technical) Mansfield Technical College - Practical Nursing

MILITARY SERVICE:
Duty/Specialized Training: N/A.

REFERENCES: List two personal references who are not relatives or former supervisors.

Name	Occupation	Years known	Phone Number
<u>Mrs. Kimberly Jones</u>	<u>Community Bank</u>	<u>30 yrs⁺</u>	<u>(318) 872-3797</u>
<u>MR. Marvin Jackson</u>	<u>City of Mansfield</u>	<u>30 yrs⁺</u>	<u>(318) 872-0406</u>

EMPLOYMENT HISTORY: List last employer first and include summer or temporary jobs. If you need additional space, please attach a sheet of paper.

Employer 1:
Employer Name and Address Desoto Parish Police Jury
Position Office Manager, Muddy Landfill
Duties See attached Resume

Dates Employed: from 2/14/2011 to Present

SKILLS AND ABILITIES

Types of computers, other electronic or mechanical equipment that you are qualified to operate or repair:

All office

Professional Licenses, Certifications or Registrations: See attached Letter from DEO.

Level B Operator

Additional skills including supervision skills, other languages, or information regarding the career/occupation you wish to bring to the employer's attention:

I have over 10 years experience in the industry.

Are you related to a current Desoto Parish Public Official or Employee? Yes No

If so, whom and how? _____

APPLICANT'S CERTIFICATION AND AGREEMENT

I hereby certify that the facts set forth in the above employment application are true and complete to the best of my knowledge and authorize DeSoto Parish Police Jury to verify their accuracy and to obtain reference information on my work performance. I hereby release DeSoto Parish Police Jury from any/all liability of whatever kind and nature which, at any time, could result from obtaining and having an employment decision based on such information.

I understand that, if employed, falsified statements of any kind or omissions of facts called for on this application shall be considered sufficient basis for dismissal.

I understand that should an employment offer be extended to me and accepted that I will fully adhere to the policies, rules and regulations of employment of DeSoto Parish Police Jury. However, I further understand that neither the policies, rules, regulations of employment or anything said during the interview process shall be deemed to constitute the terms of an implied employment contract. I understand that any employment offered is for an indefinite duration and at will and that either I or the DeSoto Parish Police Jury may terminate my employment at any time with or without notice or cause.

The applicant grants permission to the DeSoto Parish Police Jury to contact all of the applicant's previous employers and releases all persons providing employment information from liability to the fullest extent provided by LA R.S. 23:291 BT (initial)

The applicant grants permission to the DeSoto Parish Police Jury to conduct background checks, including obtaining criminal records and driving records, and acknowledges that immunity from civil liability is granted to the fullest extent allowed by the law including that provided by LA R.S. 23:291. BT (initial)

Signature: Budgie Jellman Jackson Date: 10/30/23

Reason for leaving Currently employed

Supervisor's Name: Joshua Biddleman Telephone: _____

Starting Salary: \$14.00 Ending Salary: \$27.01

EMPLOYER 2:

Employer Name and Address People's State Bank

Position Teller

Duties See Resume

Dates Employed: from 7/2009 to 2/2011

Reason for leaving Accepted job @ DPPJ

Supervisor's Name: Candy Remedies Telephone: (318) 872-5800

Starting Salary: \$9.00 Ending Salary: \$9.00

EMPLOYER 3:

Employer Name and Address _____

Position _____

Duties _____

Dates Employed: from _____ to _____

Reason for leaving _____

Supervisor's Name: _____ Telephone: _____

Starting Salary: _____ Ending Salary: _____

EMPLOYER 4:

Employer Name and Address _____

Position _____

Duties _____

Dates Employed: from _____ to _____

Reason for leaving _____

Supervisor's Name: _____ Telephone: _____

Starting Salary: _____ Ending Salary: _____



BRIDGET JACKSON

Office Manager

PROFILE

Currently I hold the position of Office Manager at Mundy Landfill. I am currently seeking employment within your organization.

CONTACT

PHONE:
318-575-9767

EMAIL:
jbridget@myyahoo.com

HOBBIES

shopping
spending time with family
attending church
watching movies

EDUCATION

Wiley College

08/2000 – 5/2002

Honor Student, Bachelor's Degree (Organizational Management)

SUSLA

01/1994 - 05/1997

Honor Student, Associate Degree, General Studies (Education)

WORK EXPERIENCE

Desoto Parish Police Jury, Office Manager

02/14/2011–present

My job duties include, but not limited to, supervising and monitoring administrative staff, serving as a liaison with staff, suppliers, and customers organizing meetings and managing databases, ordering stationary, supplies and furniture, dealing with correspondence, complaints and queries, preparing letters and reports, managing office activities, implementing and maintaining procedures and office administrative systems, delegating tasks to junior employees, perform payroll duties and assisting with (48) compactor site operators etc.

People's State Bank Teller

7/19/2009–02/14/2011

Taking monetary deposits/withdrawals and applying to customer accounts in a demanding environment collaborating with customers to assist them with their financial needs and planning, daily balancing of the cash drawer.

SKILLS

Computer, 10-key, Microsoft Office Suite, strong organizational skills,

JOHN BEL EDWARDS
GOVERNOR



CHUCK CARR BROWN, Ph.D.
SECRETARY

State of Louisiana

DEPARTMENT OF ENVIRONMENTAL QUALITY ENVIRONMENTAL SERVICES

December 14, 2020

Ms. Bridget L Tillman
213 Foxtrot Dr
Mansfield, Louisiana 71052

AI #: 184114

Dear Ms. Tillman:

At a meeting conducted on November 18, 2020, by the Louisiana Board of Certification and Training for Solid Waste Management Operators (Board), your application for recertification was reviewed. According to our records the Board has determined that you have obtained the required hours of Board approved training during the past four years. You have completed the requirements for recertification as specified in Section 1103.C.1. of the Rules of Procedure.

Under the authority of the Louisiana Solid Waste Operator Certification and Training Program Act (R.S. 37:3151), the Board of Certification and Training for Solid Waste Management Operators hereby issues the enclosed Solid Waste Operator Certificate. This Certificate is valid for a period of four years and shall be prominently displayed at the facility in which you are employed.

Please be advised that in order to retain certification, you must comply with the following:

1. Receive number of contact training hours as specified in 1103.C.1 of the Rules of Procedure during the four years after receiving recertification.
2. Submit to the Board, no sooner than six months prior to the expiration of your certification, application for recertification, proof of current certification, proof of Board approved training and \$100 recertification fee.
3. Persons whose certificates have expired, but make application no later than three months after the expiration date of the certificate, can be considered by the Board for recertification; however, they will be required to pay the late fee of \$200.

If you have any questions or require additional information, please contact Suzanne Bordelon at (225) 219-3079.

Sincerely,

Handwritten signature of Ricardo C. de Abreu.

Ricardo C. de Abreu, Ph.D., P.E., D.GE, F.ASCE
Chairman
Board of Certification and Training

c: Mundy Sanitary Landfill

Form 7432 r00
2/19/19

Department of Environmental Quality

Training Board of Certification and Training
for Solid Waste Management System Operators



SOLE DULSHE OPERATOR CERTIFICATE

DATE OF EXPIRATION

BRIDGEBILL LILLMAN

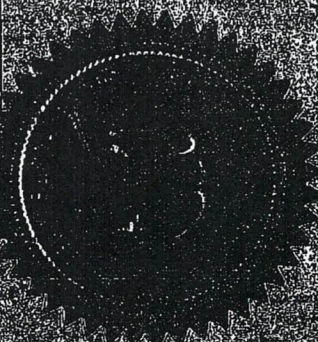
This certificate with the requirements of special permit or Board of Registration and Licensing for Solid Waste Management System Operators
indicates the person operating this facility is a SOLE DULSHE OPERATOR and is eligible to provide solid waste management
and the level of certification. This certificate is valid for a period of four years, with the expiration date of NOVEMBER 1, 2021.

This certificate was issued on NOVEMBER 1, 2017. It is issued for a period of four years, with the expiration date of NOVEMBER 1, 2021.

RECOMMENDED FOR GRANTING A HONORARY
BOARD OF CERTIFICATION AND TRAINING
OF SOLID WASTE MANAGEMENT SYSTEM OPERATORS

CHAIRMAN BOARD OF CERTIFICATION AND TRAINING
FOR SOLID WASTE MANAGEMENT SYSTEM OPERATORS

SECRETARY BOARD OF CERTIFICATION AND TRAINING



DESOTO PARISH POLICE JURY
An Equal Opportunity Employer

Application For At Will Employment

This application will expire in one (1) year.
A new application must be submitted by applicant after that time period if applicant wishes to be considered for employment.

DATE OF APPLICATION: 11/17/2023
 NAME: Stanley Woodley
 ADDRESS: [REDACTED] CITY [REDACTED] STATE [REDACTED] ZIP [REDACTED]
 TELEPHONE NUMBER: 318-773-3918 CELL PHONE NUMBER: 318-773-3918
 POSITION APPLIED FOR: Solid Waste Superintendent
 START DATE AVAILABLE: NOW SALARY DESIRED: \$1,000.00/yr.

Are you legally eligible for employment in the United States? Yes No

EDUCATION: Name of School, number of years completed and degree attained.

High School Mansfield High School High School Diploma or GED: Diploma
 College/University _____
 Business/Technical _____
 Other _____

MILITARY SERVICE:

Duty/Specialized Training: N/A

REFERENCES: List two personal references who are not relatives or former supervisors.

Name	Occupation	Years known	Phone Number
<u>Jerry Wilson</u>	<u>Mill Wright</u>	<u>15 years</u>	<u>318-218-6372</u>
<u>Chris Addison</u>	<u>Labor Worker</u>	<u>8 years</u>	<u>318-947-2310</u>

EMPLOYMENT HISTORY: List last employer first and include summer or temporary jobs. If you need additional space, please attach a sheet of paper.

Employer 1:

Employer Name and Address: Desoto Parish Police Jury
 Position: Heavy Equipment Operator #2 / Truck Driver
 Duties: I operate various machines haul trucks, dozer, sweepers, roll off truck. I handle any other duties required at the landfill lock and unlock the facility, work compactor site as needed.
 Dates Employed: from 1996 to present

Reason for leaving Presently employed
Supervisor's Name: Joshua Telephone: 318-872-2570 OR 813-0738
Starting Salary: N/A Ending Salary: 80,000.00 year

EMPLOYER 2:

Employer Name and Address _____
Position _____
Duties _____

Dates Employed: from _____ to _____

Reason for leaving _____
Supervisor's Name: _____ Telephone: _____
Starting Salary: _____ Ending Salary: _____

EMPLOYER 3:

Employer Name and Address _____
Position _____
Duties _____

Dates Employed: from _____ to _____

Reason for leaving _____
Supervisor's Name: _____ Telephone: _____
Starting Salary: _____ Ending Salary: _____

EMPLOYER 4:

Employer Name and Address _____
Position _____
Duties _____

Dates Employed: from _____ to _____

Reason for leaving _____
Supervisor's Name: _____ Telephone: _____
Starting Salary: _____ Ending Salary: _____

SKILLS AND ABILITIES

Types of computers, other electronic or mechanical equipment that you are qualified to operate or repair:

Basic Computer Skills, operate all equipment at Landfill

Professional Licenses, Certifications or Registrations: CDL Class A, Level B

Certification for Landfill

Additional skills including supervision skills, other languages, or information regarding the career/occupation you wish to bring to the employer's attention:

I was a truck foreman

Are you related to a current Desoto Parish Public Official or Employee? Yes No

If so, whom and how? Fredrick Woodley - Cousin

APPLICANT'S CERTIFICATION AND AGREEMENT

I hereby certify that the facts set forth in the above employment application are true and complete to the best of my knowledge and authorize DeSoto Parish Police Jury to verify their accuracy and to obtain reference information on my work performance. I hereby release DeSoto Parish Police Jury from any/all liability of whatever kind and nature which, at any time, could result from obtaining and having an employment decision based on such information.

I understand that, if employed, falsified statements of any kind or omissions of facts called for on this application shall be considered sufficient basis for dismissal.

I understand that should an employment offer be extended to me and accepted that I will fully adhere to the policies, rules and regulations of employment of DeSoto Parish Police Jury. However, I further understand that neither the policies, rules, regulations of employment or anything said during the interview process shall be deemed to constitute the terms of an implied employment contract. I understand that any employment offered is for an indefinite duration and at will and that either I or the DeSoto Parish Police Jury may terminate my employment at any time with or without notice or cause.

The applicant grants permission to the DeSoto Parish Police Jury to contact all of the applicant's previous employers and releases all persons providing employment information from liability to the fullest extent provided by LA R.S. 23:291 S.W. (initial)

The applicant grants permission to the DeSoto Parish Police Jury to conduct background checks, including obtaining criminal records and driving records, and acknowledges that immunity from civil liability is granted to the fullest extent allowed by the law including that provided by LA R.S. 23:291. S.W. (initial)

Signature: Stanley Woodley Date: _____

DESOTO PARISH POLICE JURY

An Equal Opportunity Employer

Application For At Will Employment

This application will expire in one (1) year.

A new application must be submitted by applicant after that time period if applicant wishes to be considered for employment.

DATE OF APPLICATION: 11-1-2023

NAME: Joshua Bidleman

ADDRESS: [Redacted] CITY [Redacted] STATE [Redacted] ZIP [Redacted]

TELEPHONE NUMBER: 318-267-6389 CELL PHONE NUMBER: _____

POSITION APPLIED FOR: Superintendent

START DATE AVAILABLE: Immediately SALARY DESIRED: 89,000

Are you legally eligible for employment in the United States? Yes No

EDUCATION: Name of School, number of years completed, and degree attained.

High School West moroc high High School Diploma or GED: Diploma

College/University _____

Business/Technical _____

Other _____

MILITARY SERVICE:

Duty/Specialized Training: _____

REFERENCES: List two personal references who are not relatives or former supervisors.

Name	Occupation	Years known	Phone Number

EMPLOYMENT HISTORY: List last employer first and include summer or temporary jobs. If you need additional space, please attach a sheet of paper.

Employer 1:

Employer Name and Address Munday Landfill

Position Superintendent Assistant

Duties Day to Day operation, make sure landfill is not in any violation, and solving any issues as they co

Dates Employed: from September, 2022 to present

Reason for leaving _____

Supervisor's Name: _____ Telephone: _____

Starting Salary: _____ Ending Salary: _____

EMPLOYER 2:

Employer Name and Address White Oaks Landfill

Position Heavy Equipment operator

Duties running Bully dozer, track hoe, and any other equipment, office Paper work

Dates Employed: from May 14 to October 2022

Reason for leaving Better opportunity

Supervisor's Name: Patricia Telephone: 381-0464

Starting Salary: 50,000 Ending Salary: 58,000

EMPLOYER 3:

Employer Name and Address C+L - chemical tanker operator

Position ~~operator~~ Truck driver

Duties Pre and Post trip truck, empty tanker trailers

Dates Employed: from Oct 2012 to Dec 2012

Reason for leaving Better opportunity

Supervisor's Name: _____ Telephone: _____

Starting Salary: 55,000 Ending Salary: 54,000

EMPLOYER 4:

Employer Name and Address Solut Energy, Progressive, Sunland, M.G. Dycus

Position Heavy Equipment operator

Duties Installing, bending, and repairing pipe

Dates Employed: from 2010 to 2012

Reason for leaving Better opportunity

Supervisor's Name: _____ Telephone: _____

Starting Salary: 40,000 Ending Salary: 70,000

SKILLS AND ABILITIES

Types of computers, other electronic or mechanical equipment that you are qualified to operate or repair:

Ball Dozer, track hoe, and all other equipment, computer wo

Professional Licenses, Certifications or Registrations: Class A Land fill, and
Class B Land fill

Additional skills including supervision skills, other languages, or information regarding the career/occupation you wish to bring to the employer's attention:

Safety, Good people skills, and solving problems

Are you related to a current Desoto Parish Public Official or Employee? Yes No

If so, whom and how? _____

APPLICANT'S CERTIFICATION AND AGREEMENT

I hereby certify that the facts set forth in the above employment application are true and complete to the best of my knowledge and authorize DeSoto Parish Police Jury to verify their accuracy and to obtain reference information on my work performance. I hereby release DeSoto Parish Police Jury from any/all liability of whatever kind and nature which, at any time, could result from obtaining and having an employment decision based on such information.

I understand that, if employed, falsified statements of any kind or omissions of facts called for on this application shall be considered sufficient basis for dismissal.

I understand that should an employment offer be extended to me and accepted that I will fully adhere to the policies, rules and regulations of employment of DeSoto Parish Police Jury. However, I further understand that neither the policies, rules, regulations of employment or anything said during the interview process shall be deemed to constitute the terms of an implied employment contract. I understand that any employment offered is for an indefinite duration and at will and that either I or the DeSoto Parish Police Jury may terminate my employment at any time with or without notice or cause.

The applicant grants permission to the DeSoto Parish Police Jury to contact all the applicant's previous employers and releases all persons providing employment information from liability to the fullest extent provided by LA R.S. 23:291 JCB (initial)

The applicant grants permission to the DeSoto Parish Police Jury to conduct background checks, including obtaining criminal records and driving records, and acknowledges that immunity from civil liability is granted to the fullest extent allowed by the law including that provided by LA R.S. 23:291. JCB (initial)

Signature: Joshua Bidlem Date: 11-1-2023

Profile

I am the Superintendent Assistant (*Class A Landfill License*) at Munday Sanitary Landfill. I also hold and maintain a multi-endorsed Class A Commercial Driver's License. I have over 11 years of solid heavy equipment and operator experience. I like new challenges and prefer to get things done in an accurate and timely manner. I am looking to fill the position of Superintendent to advance my career further in a Leadership direction. I feel that my present and prospective position is a job I can settle down and retire from. I am mindful and proactive when working alone or as a team. I strive for clarity and confidence when working along side the teams I am apart of. I keep safety my number one priority and strive to maintain the integrity of the company and the team.

Professional Experience

October 2022 - Present | Munday Landfill – Superintendent Assistant

Main responsibilities: Trash intake and proper disposal of residential, commercial and some hazardous waste, helping ensure work site is up to regulations and codes, covering appropriate waste and site hazards with dirt as needed, hauling, and loading dirt, addressing concerns related to leachate.

May 2016 – October 2022 | White Oaks Landfill - Heavy Equipment Operator

Main responsibilities: Trash intake and proper disposal of residential, commercial and some hazardous waste, helping ensure work site is up to regulations and codes, covering appropriate waste and site hazards with dirt as needed, hauling, and loading dirt, addressing concerns related to leachate.

JAN 2013 – May 2016 | Delta Disposal - Roll Off Driver

Main responsibilities: Roll-off Container delivery and pick up, collaboration with team Mechanic for maintenance issues, reporting to Sales and Marketing team related to notes of interest from client interactions.

OCT – DEC 2012 | CTL - Chemical Tanker Operator

Main responsibilities: pre and post trip assessments, ensuring Tanker is secure throughout transit, keeping up to date travel logs and maintenance logs, relaying important information to management as needed.

2010- 2012 | Select Energy, Progressive, Sunland, M.G. Dyess - Heavy Equipment Operator

Main responsibilities: Installing, bending, and repairing pipe, digging bell holes, back-filling, building, and maintaining the right-of-way.

Education

Vo tech Truck Driving School, Monroe, LA - Class A CDL and all Endorsements | Graduated OCT 2012
West Monroe Senior High School, West Monroe, LA | Graduated in 2007