



Suzanne Kellams <skellams@cityoffoley.org>

City of Foley Question

6 messages

Suzanne Kellams <skellams@cityoffoley.org>
To: "J. Casey Pipes" <jcp@helmsinglaw.com>

Mon, Oct 19, 2020 at 11:31 AM

Hi Casey. I would like to introduce myself to you. My name is Suzanne Kellams, and I will be replacing Sandra Pate as the HR Director after her retirement in December. I wanted to get your opinion on something. We have an annual United Way campaign where employees can elect to donate a certain dollar amount to our local United Way through payroll deduction. The participation rate has really declined over the past few years, and we are considering offering an incentive to employees that elect to participate for next year's campaign. We would like to offer employees 4 hours of personal leave if they elect to donate \$5 or more each pay period. This personal leave can be used like accrued vacation leave. Do you see any ethical or legal issues if we offer this participation incentive?

Thank you,
Suzanne

Suzanne Kellams, AAPPA-CS

Assistant HR Director

City of Foley

(251) 943-1545 ext. 162 / fax: (251) 970-2384
skellams@cityoffoley.org



J. Casey Pipes <jcp@helmsinglaw.com>
To: Suzanne Kellams <skellams@cityoffoley.org>

Mon, Oct 19, 2020 at 12:59 PM

Suzanne,

Let me look at this a little bit harder. It raises some initial questions in my mind, but I am not sure.

Casey Pipes

Helmsing, Leach, Herlong, Newman & Rouse, P.C.

www.HelmsingLaw.com

(251) 432-5521

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Suzanne Kellams <skellams@cityoffoley.org>
To: "J. Casey Pipes" <jcp@helmsinglaw.com>

Fri, Oct 23, 2020 at 8:06 AM

Casey,

I am following up on my email from Monday. Please let me know your thoughts at your earliest convenience. Thank you!

Suzanne Kellams, AAPPA-CS

Assistant HR Director

City of Foley

(251) 943-1545 ext. 162 / fax: (251) 970-2384

skellams@cityoffoley.org



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J. Casey Pipes <jcp@helmsinglaw.com>
To: Suzanne Kellams <skellams@cityoffoley.org>

Tue, Oct 27, 2020 at 8:05 AM

Suzanne,

We have not been able to find anything that would prohibit this practice, so it seems to be OK. This should be included as an employee benefit and only apply it prospectively (not retroactively).

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Suzanne Kellams <skellams@cityoffoley.org>
To: Sandra Pate <spate@cityoffoley.org>

Tue, Oct 27, 2020 at 8:16 AM

See Casey's email regarding the incentive for donating to United Way.

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Sandra Pate <spate@cityoffoley.org>
To: Suzanne Kellams <skellams@cityoffoley.org>

Tue, Oct 27, 2020 at 8:31 AM

That's good news. I would run it by Mike and Wayne prior to putting in on the agenda. When you place it on the agenda, just include Casey's email as attachment, etc. thanks.

[Quoted text hidden]

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Sandra Pate, SPHR; AAPPA-CP, ACRMS
HR Director/Assistant City Administrator