

STATE OF SOUTH CAROLINA )  
 )  
COUNTY OF NEWBERRY )

**RESOLUTION NO: 04-22 AMENDING  
THE NEWBERRY COUNTY EMPLOYEE  
HANDBOOK**

**WHEREAS**, Newberry County Council has determined that the Employee Handbook should be modified with the following change and addition in the Employee Handbook; and

**WHEREAS**, Newberry County Council desires to acknowledge the work of its employees and award those employees that choose to service Newberry County for extended periods of time.

**NOW, THEREFORE BE IT RESOLVED THAT NEWBERRY COUNTY  
COUNCIL:**

Revises Section 11 titled "PAYMENT OF WAGES" by adding paragraph "E" to read as follows:

"E. Longevity and service recognitions and awards

1. Newberry County wishes to recognize and award those full-time employees (FTEs) that continuously serve Newberry County by implementing recognition awards and a salary adjustment at certain increments of years of service.
  - a. For each five-year increment of service, all FTEs shall be recognized at a meeting of County Council and receive a certificate and pin acknowledging the cumulative years of service of the named employee.
  - b. For each 10-year increment of service, all FTEs shall be recognized as stated above in subparagraph "a" and receive a 1% annual salary adjustment, up to \$500, to wages of pay then applicable. Salary adjustment shall be effective the next full pay period after the applicable anniversary date of the employee."

The above stated policy shall be retroactively effective as of January 1, 2022, except that the application of the 1% salary adjustment shall be prospective from the date of the next full pay period following the adoption of this policy.

**AND IT IS SO RESOLVED** this 17th day of August 2022

**NEWBERRY COUNTY COUNCIL**

(SEAL)

BY:

Todd Johnson  
Todd Johnson, Chairman

**Attest:**

Jackie Lawrence  
Jackie Lawrence, Clerk to Council