

**NEWBERRY COUNTY COUNCIL WORK SESSION  
MINUTES  
January 21, 2026**

Newberry County Council met on Wednesday, January 21, 2026, at 5:00 p.m. in Council Chambers at the Courthouse Annex, 1309 College Street, Newberry, SC, for a Work Session.

Notice of the meeting was duly advertised, as required by law.

**PRESENT:** Robert Shealy, Chairman  
Karl Sease, Vice-Chairman  
Leon Fulmer, Council Member  
Todd Johnson, Council Member (virtual)  
Travis Reeder, Council Member  
Johnny Mack Scurry, Council Member  
Stuart Smith, Council Member  
Jeff Shacker, County Administrator  
Joanie Winters, County Attorney  
Eric Nieto, IT Director  
Andrew Wigger, Clerk to Council/PIO

Mr. Shealy called the meeting to order at 5:00 p.m.

1. Review and discussion of proposed revisions to the Newberry County Employee Handbook.
  - Ms. Winters presented a draft to Newberry County Council of the Newberry County employee handbook. She said that it is her understanding that the last employee handbook was passed by Resolution, she said it is much better to pass the handbook by Resolution because when laws change, they can amend the handbook fairly quickly, and it is acceptable under state law.
  - Ms. Winters reviewed changes to the handbook, going over major highlights of the handbook.

- Regarding the section on sexual harassment training, Mr. Shealy asked for reference if the employee will sign that they have had that training. Ms. Winters answered in the affirmative that an employee will sign an acknowledgement that they have had that training.
- Regarding the law requiring employers to provide a private space (not a bathroom) for lactating mothers, Mr. Fulmer asked if the private space can be a supervisor's office if it can be locked. Ms. Winters said yes, as long as it is private.
- Mr. Reeder asked about the new law and overtime no longer being taxed, Ms. Winters said there is a maximum, it is not every drop of overtime you work.
- One enhancement Ms. Winters made was the Family Medical Leave Act, which previously was just a paragraph in the handbook. This has now been expanded and adjusted, following the law.
- Ms. Winters said it is important for everyone to understand that the county has personnel records, these are county records that happen to have the employees' name on them. These belong to the county; they are officially government records. She said this is not the employee's file.

## 2. Executive Session:

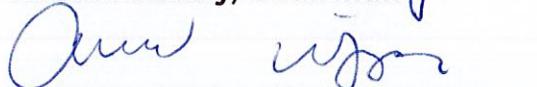
### a. Legal Matter(s):

- i. Receipt of legal advice regarding matters related to planning, zoning and local floodplain management pursuant to SC Code of Laws Section 30-4-70(a)(2).
- Mr. Sease made a motion to go into Executive Session; Mr. Smith provided the second and the motion carried 7-0.
- Newberry County Council went into Executive Session at 5:47 p.m.
- Mr. Fulmer made a motion to come out of Executive Session; Mr. Reeder provided the second and the motion carried 7-0.
- Newberry County Council came out of Executive Session at 6:04 p.m.

3. Adjournment.

- Mr. Sease made a motion to adjourn; Mr. Scurry provided the second and the motion carried 7-0.
- The Newberry County Council Work Session adjourned at 6:04 p.m.

**NEWBERRY COUNTY COUNCIL**

  
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**Robert Shealy, Chairman**  
  
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**Andrew Wigger, Clerk to Council**

Minutes Approved: 2-4-26