



**NEWBERRY COUNTY COUNCIL  
MINUTES  
NOVEMBER 18, 2015**

Newberry County Council met on Wednesday, November 18, 2015, at 7:00 p.m. in Council Chambers at the Courthouse Annex, 1309 College Street, Newberry, SC, for a regular scheduled meeting.

**PRESENT:** Henry H. Livingston, III, Chairman  
Kirksey Koon, Vice Chairman  
Bill Waldrop, Councilman  
Leslie (Les) Hipp, Councilman  
Scott Cain, Councilman  
Travis Reeder, Councilman  
Wayne Adams, County Administrator  
A.J. Tothacer, County Attorney  
Laurie Renwick, Clerk to Council  
Debbie Cromer, Finance Director

**ABSENT:** Steve Stockman, Councilman

**MEDIA:** Andrew Wigger, Newberry Observer  
Samie Truong, WKDK

The meeting was duly advertised as required by law.

Chairman Livingston called the meeting to order.

Wayne Adams led the invocation followed by the Pledge of Allegiance.

***1. Adoption of Consent Agenda***

Mr. Hipp motioned to adopt the consent agenda; seconded by Mr. Cain. The vote was unanimous.

**2. Additions, Deletions and Adoption of Agenda**

Mr. Hipp motioned to adopt the agenda as presented; seconded by Mr. Reeder. The vote was unanimous.

**3. Newberry County Service Awards**

Chairman Livingston recognized and presented service awards to the following employees: John Paul Rister, Sheriff's Office – 10 years; Garret D. Lominack, Sheriff's Office – 20 years; and Odell C. Schumpert, Sheriff's Office 20 years.

**4. Personal Appearances**

- a. David Enzastiga, Rich and Enzastiga – Financial Audit FY 14/15

Mr. Enzastiga reported that Newberry County was issued an unqualified opinion; the best opinion they can give, meaning there were no material changes or problems with the financial statements presented. He distributed a copy of the audit report to members of Council and briefly highlighted the major points contained therein. He said the county is doing very well financially. A copy of the FY14/15 Financial Audit will be available for viewing on the county's website.

Mr. Hipp commended administration and staff for the excellent job they do with the county's finances.

Chairman Livingston thanked and complimented everyone who had a hand in making our financial stability happen.

**5. Ordinance #10-23-15: An Ordinance to provide for the determination of salaries for County Appointed Officials other than those appointed by County Council or the County Administrator, and to provide for the regular evaluation of salaries for such officials.**

Mr. Hipp motioned to approve third reading of Ordinance #10-23-15; seconded by Mr. Reeder. The vote was unanimous.

**6. Ordinance #11-24-15: An Ordinance to declare surplus and approve the transfer of a portion of certain real estate property owned by Newberry County.**

Mr. Hipp motioned to approve first reading of Ordinance #11-24-15; seconded by Mr. Waldrop. The vote was unanimous.

7. ***Ordinance #11-25-15: An Ordinance amending Ordinance Number 04-08-15, the Budget Ordinance for Fiscal Year 15-16, to appropriate additional funding for Facilities Maintenance personnel and related purposes.***

Mr. Cain motioned to approve first reading of Ordinance #11-25-15; seconded by Mr. Waldrop.

Chairman Livingston stated that he did not have a problem with approving the position but he did have a problem with breaking it down which makes it look like its specific to one department/program. If we want to do a separate document breaking down each department individually with an amount assigned he will be fine with that.

The motion for first reading of Ordinance #11-25-15 passed by vote of 5:1; with Chairman Livingston opposed.

8. ***Resolution #19-15: A Resolution naming the Peak Town Hall Fire Station after Mayor Lewis Shealy.***

Mr. Adams read Resolution #19-15 into the record:

“**WHEREAS**, F. Lewis Shealy has been a lifetime resident of Newberry County growing up in Little Mountain until he wed Linda “Ann” Derrick and moved to her hometown of Peak. He worked in various family businesses until he began work with SCE & G at the VC Summer nuclear plant rising to the Planning Supervisor of Mechanical Maintenance before retiring in the 1990’s; and

**WHEREAS**, Lewis Shealy was elected as the Mayor of the Town of Peak in 1970 and serving continuously since and has been an ardent advocate for the well-being of Peak and its citizens and residents; and

**WHEREAS**, in addition to cutting the grass in the Town of Peak as Mayor with the help of his children, LuAnn Graul and Calvin Shealy, he was the guiding spirit behind the construction of the Town Hall and Fire Station; and

**WHEREAS**, the Peak Development Committee has requested this method of honoring Mayor Shealy.

**NOW, THEREFORE BE IT RESOLVED THAT NEWBERRY COUNTY COUNCIL HEREBY DIRECTS THAT THE STRUCTURES HOUSING THE TOWN HALL OF AND FIRE STATION OF THE TOWN OF PEAK SHALL BE NAMED AND KNOWN HEREAFTER AS THE LEWIS SHEALY TOWN HALL AND FIRE STATION.**

**AND BE IT FURTHER RESOLVED**, that this Resolution shall be published in the official minutes of the Newberry County Council and a framed copy presented to the Town of Peak for display in the Town Hall.

**AND IT IS SO RESOLVED** this 18th day of November, 2015.”

Resolution #19-15 passed by unanimous vote.

**9. Consideration to purchase Christmas Gift Cards for County Employees in the amount of \$10,904.00.**

Mr. Koon motioned to approve employee gift cards in the amount of \$10,904.00; seconded by Mr. Reeder. The vote was unanimous.

**10. Consideration to purchase Ambulance Remount from Peach State Ambulance Company in the amount of \$100,749.00 and a Stryker Stretcher in the amount of \$17,157.00.**

Mr. Koon motioned to approve the funding for the remount and stretcher; seconded by Mr. Cain.

Chairman Livingston asked if there was any discussion.

Mr. Waldrop shared his concerns about the cost of the cab and chassis being right at \$100,000.00 and thought that was expensive.

Mr. Tommy Long, Emergency Services Coordinator, responded that a new truck is around \$140,000.00 so a remount will save us \$40,000.00 and they will be refurbishing the entire electrical and lighting system on the box in addition to repainting it and putting on new stickers; it will be like a brand new truck.

Having received no further discussion, the vote was unanimous to approve the ambulance remount and stretcher for a total of \$117,906.00.

**11. Consideration of salary increases for identified positions making \$40,000.00 or less.**

Mr. Adams reported that part of the budget this year was the distribution of 1% of total payroll to positions paying \$40,000.00 or less per year. At the time the amendment passed, it was undetermined as to the exact distribution method. The Finance Committee reviewed two options last week; (1) grant all employees making \$40,000.00 or less a like increase and (2) distribute the money to positions that made \$40,000.00 or less and whose salaries are insufficient to attract candidates with the knowledge, skills and abilities necessary to do the jobs. He said the first option is an across the board approach and the second is a competitiveness type approach in that if departments are having problems recruiting for certain positions this is a chance to beef up the salaries for those positions to get more people interested in applying. The committee agreed to recommend granting the discretion to department heads to determine which method would be most beneficial to their departments.

Chairman Livingston asked if there was any discussion.

Mr. Cain commented that our department heads are doing an outstanding job running their departments efficiently. He would like the department heads to have the money because they know their departments better than Council. They should have the discretion to address those that are just above the cap too and are doing an outstanding job such as Melinda Long in the Auditors Office; however, our target should be for those making \$40,000.00 or below.

Mr. Reeder stated that he felt there shouldn't be a cap and it should be left up to the department heads to use as a merit for individuals who are doing an outstanding job; to give them a raise if deserving.

Mr. Waldrop said he agreed that it should be left up to department heads on how this money is dispersed.

Mr. Koon stated that he did not have a problem with anything that has been discussed and hopes that whatever decision department heads make will be in the best interest of the employees. He said Council did set a \$40,000.00 cap and he did not have a problem with that going up some but was not in favor of sharing the increase with those making \$70,000.00-\$80,000.00.

Mr. Hipp said when we first put this in the budget at third reading we said we would work out the details later. The initial motivation for providing this money was to identify job positions making less than \$40,000.00 and adjust those salaries to make them more competitive. We have open positions that we can't get qualified candidates for because those positions do not have a competitive salary range. To his recollection, this was not set aside to reward individuals for a job well done; that was already put in the budget for performance measures. He said there was a consensus among the committee that department heads would recognize positions that report to them that were not competitive. He said he has heard a lot tonight about people and their performance and that was never the initial intent; seems we have done a 180 on this.

Chairman Livingston commented that the smaller departments will be limited because they will get limited funding; the larger departments will receive more money and can potentially have more impact. We discussed that Public Works has had a CDL driver position open for several years because the salary is not competitive and he had talked with a deputy that left our Sheriff's Office who said our salaries for incoming deputies were getting out of line. There has not been a salary study so Council can only go on what we have heard. We are not targeting people but positions and trying to make sure our positions are competitive so we can get and retain quality people. He mentioned that \$79,000.00 was not going to do a magnificent job in closing the gap but hopefully it will do some good.

Mr. Cain motioned to approve salary increases; seconded by Mr. Waldrop. The vote was unanimous.

**12. *Appointments***

No appointments.

**13. *Committee Reports***

a. Finance Committee - 11/11/15

Mrs. Debbie Cromer, Finance Director, reported that all items presented to the committee have been considered tonight except for Newberry County Memorial Hospital. Staff was directed to work with hospital on a contract to not exceed 3 years on the operation of the ambulance system and to also discuss the hospital's issue that they were under compensated by \$91,840.00 for the ambulance system last year.

**14. *Public Comments (by those who signed up at meeting)***

No comments.

**15. *Executive Session (if needed)***

No Executive Session

**16. *Comments/Request from County Administrator***

No comments.

**17. *Comments/Request from Council Members***

There were well wishes by Council to all for a Safe and Happy Thanksgiving Holiday.

**18. *Future Meetings***

- a. Public Works and Planning Committee 11/23/15 @ 7:00 p.m.
- b. County Council 12/02/15 @ 7:00 p.m.
- c. Economic Development Committee 12/07/15 @ 7:00 p.m.
- d. County Council 12/16/15 @ 7:00 p.m.

**19. *Adjournment***

Chairman Livingston declared the meeting adjourned at 7:45 p.m.

**NEWBERRY COUNTY COUNCIL**

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**Henry H. Livingston, Chairman**

**APPROVED:**

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**Laurie N. Renwick, Clerk to Council**