

NEWBERRY COUNTY COUNCIL
Personnel and Intergovernmental Relations Committee
MINUTES
September 14, 2015

PRESENT: **Travis Reeder, Committee Chairman**
Kirksey Koon, Councilman
Scott Cain, Councilman
Buddy Livingston, Council Chairman

OTHERS PRESENT: **Wayne Adams, County Administrator, Wanda Hill, HR Director, Katherine Derrick, HR/ Administrative Assistant, Jay Tothacer, County Attorney, Karen Brehmer, Assistant to County Administrator, Kelly Nobles, Probate Judge, Jackie Bowers, Clerk of Court, Karen Lindler Smith, Treasurer, Donna Lominack, Auditor, Lee Foster, Sheriff, Gordon Johnson, Magistrate, Betty Boulware, Tax Support Technician, Pam Neal, SR Tax Support Technician, Melony Fellers, Deputy Treasurer and Richard Lominack, Citizen.**

MEDIA: **None Present**

The meeting was duly advertised as required by law.

1. Call to Order – Wayne Adams, County Administrator

Wayne Adams called the meeting to order @ 7:00 p.m.

2. Election of Chairman for 2015 - Wayne Adams, County Administrator

Councilman Koon nominated Travis Reeder as Chairman; seconded by Councilman Cain. Mr. Adams stated that Councilman Reeder was Chairman by acclamation.

3. Additions, Deletions, and Adoption of Agenda

Councilman Cain motioned to adopt the Agenda; seconded by Councilman Koon.

4. Approval of November 3, 2014 and February 23, 2015 Minutes

Councilman Cain motioned to approve November 3, 2014 and February 23, 2015 minutes; seconded by Councilman Koon.

5. Dr. Sandy Scherrens- Community Christmas Tree

Dr. Sandy Scherrens was not present. Mr. Adams stated that Dr. Scherrens wanted to ask about the funding of the downtown Christmas tree. Mr. Adams stated that in 2012 Council appropriated \$2,000, in 2013 Council appropriated \$2,000 and in 2014 Council appropriated \$3,000 for that purpose. Councilman Koon motioned to refer the item to the Finance Committee; seconded by Councilman Cain.

6. Wanda Hill, Human Resources Director- Holiday Schedule

Wanda Hill, Human Resources Director, informed the Committee that the Thanksgiving Holiday would be observed on November 26, 2015 and November 27, 2015. Mrs. Hill recommended that the Christmas Holidays be observed on December 23, 2015, December 24, 2015, and December 25, 2015. Councilman Cain motioned to approve the Holiday Schedule; seconded by Councilman Koon.

7. Discussion of Ordinance #08-14-15- An Ordinance to provide for the determination of salaries for County Elected Officials other than members of County Council, subsequent to elections, appointments, and special elections pertaining to such offices, and to provide for the regular review of salaries for such offices.

Mr. Adams stated that at the August 25, 2015 work session Council voted to divide the Ordinance. Mr. Adams also stated that Ordinance #08-14-15 does not have the progression for subsequent office holders; it contains a review of the salary every four years which would happen in December after a general election for any given office. Mr. Adams stated that the Ordinance also sets maximum salaries and excludes any state provided portions or supplements. Councilman Cain motioned to push the item to full Council; seconded by Councilman Koon.

8. Discussion of Ordinance #08-15-15- An Ordinance to provide for the progression of salaries for County Elected Officials other than members of County Council, subsequent to elections, appointments, and special elections pertaining to such offices.

Mr. Adams stated that Ordinance #08-15-15 contains the progression of the salaries for newly elected office holders but also affects the filing fees. Mr. Adams also stated that he has spoken with the State Election Commission about the Ordinance and they would use the minimal fee for filing purposes. Councilman Koon motioned to push Ordinance #08-15-15 to full Council and that the Committee consider giving the 1% COLA to the Elected and Appointed Officials who did not receive it; Councilman Cain seconded the motion to push Ordinance #08-15-15 to full Council. Councilman Cain motioned to push consideration of the 1% COLA to full Council; seconded by Councilman Koon. Councilman Cain amended the motion by stating that the 1% COLA would be retroactive to July; seconded by Councilman Koon.

9. Elected Officials' Comments

Donna Lominack, Auditor, addressed the Committee with her concerns and stated that there should be a study done on all County employees that make over \$50,000, not just on Elected Officials. Mrs. Lominack stated that in 2009 the Auditor's office lost a position and to her knowledge there has not been another office to lose a position. Mrs. Lominack asked how her salary could be compared to other Auditors in the state when each County has their own unique way of doing things. Mrs. Hill stated that the salary survey that was done is something that takes time and cooperation from the other counties. Karen Lindler Smith, Treasurer, stated that she wanted clarification on how employee salaries are figured and the justification for hiring new employees at a higher salary than employees who have worked for the County for years. Mrs. Smith stated that the new Economic Development Specialist position, starting out at \$30,000 to \$40,000 is more than what some in her office make who have been there for years. Mr. Adams stated that one of the requirements of that position is to have a college degree. Mrs.

Smith stated that 18 years' experience is more than a college degree. Mrs. Hill stated that no one in the County has expressed interest or applied for the position. Mr. Adams stated that it is time to freeze salaries that are at the top and focus more on the lower end salaries. Mr. Adams also stated that there is \$98,000 in Contingency which will be used to bring up salaries below \$40,000. Jackie Bowers, Clerk of Court, stated that she agrees that all salaries should be looked at, not just the Elected Officials. Mr. Adams stated that there is a second Ordinance in the works that will apply to Appointed Officials. Kelly Nobles, Probate Judge, stated that there will be five Elected Officials who run together and one who runs in an off term and asks that Council be uniform in giving the same percentage to all. Mr. Adams asked if the Elected Officials would want those making under \$40,000 to get the same percentage increase or would they want to get their proportional amount and be able to decide how to distribute it among their employees. The Elected Officials were in favor of deciding how to distribute their proportional amount to their employees. Lee Foster, Sheriff, stated that there has been a loss of employees due to competition from other counties, but comparing ourselves with them is not a fair way to determine salaries because of the constant competition.

10. Public Comments

None

11. Adjournment

Chairman Reeder declared the meeting adjourned at 8:05 p.m.

PERSONNEL AND INTERGOVERNMENTAL RELATIONS COMMITTEE

Travis Reeder, Chairman

Wanda Hill, Recorder