

**Newberry County Council Work Session
Minutes
December 1, 2010**

Newberry County Council met on Wednesday, December 1, 2011, at 6:00 p.m. in the Courthouse Annex Conference Room located at 1309 College Street, Newberry, SC, for a Special Called Work Session.

PRESENT: Henry H. Livingston, III, Chairman
William D. Waldrop, Vice Chairman
Kirksey Koon, Councilman
Edgar Baker, Councilman
Leslie (Les) Hipp, Councilman
Steven C. Stockman, Councilman

ABSENT: John E. Caldwell, Councilman
(Attending SCAC Conference)

OTHERS

PRESENT: Wayne Adams, County Administrator
A.J. Tothacer, County Attorney
Laurie Renwick, Clerk to Council
Debbie Cromer, Finance Director
Donna Lominack, Auditor
Kelly Nobles, Probate Judge
Jackie Bowers, Clerk of Court
Mary Arrowood, Assessor
Wanda Hill, Human Resources
Jerry Wright, Sheriff's Office
Karen Lindler, Treasurer

PRESS: Heather Hawkins, WKDK
Cindy Pitts, Newberry Observer

Chairman Livingston called the meeting to order and determined a quorum present.

1. Discussion of merit based employee bonuses

Mr. Adams reported that in the budget process last spring, Council was leaning towards issuing employees one time bonuses instead of pay increases, if anything at all. Council voted to put \$200,000.00 in its contingency account and take a wait and see approach. One of the things you wanted to know was about the county's finances and the audit was presented on Monday evening for your information. The other concerns were: (1) do we make the one-time distribution based on merit; (2) do we give a flat rate bonus to all employees and to appointed officials and/or; (3) do we look at enhanced compensation of

a recurring nature for those employees who are working at salaries below the mid-point. Mr. Adams said this is basically where Council left off.

2. Questions/Comments from members of Council

Mr. Baker said he was not in favor of merit bonuses based on merit alone at this time because there is no time for that and who would do it. He thought we should give everyone a percentage across the board or give nothing at all; a one-time non-recurring bonus.

Mr. Adams responded that staff does have the merit scores from last year which they are looking at.

Mr. Waldrop commented that this would be a one-time bonus across the board.

Mr. Livingston asked if this would include elected officials because he thought that bonuses could not be given to elected officials and then it be taken away later. He wanted to clarify that this does not apply to County Council and wanted that made clear up front.

Mr. Koon asked if this bonus would be the same as the \$50.00 gift card that is given to all employees at Christmas. If we cannot give elected officials bonuses, then should they not have received the gift cards at Christmas.

Mr. Tothacer stated that to answer that question he would consider it legal advice and would be glad to discuss it in Executive Session.

Mr. Koon motioned to go into Executive Session; seconded by Mr. Baker. The vote was unanimous.

3. Executive Session [6:07 p.m. – 6:45 p.m.]

Mr. Tothacer reported that County Council went into Executive Session to receive legal advice and no action was taken in that session.

Mr. Koon motioned that this matter go back to the Personnel Committee for further study for 2011/2012 budget year; seconded by Mr. Stockman. The vote was unanimous.

4. Public Comments

No comments

5. Adjournment

Chairman Livingston declared the meeting adjourned at 6:45 p.m.

Newberry County Council

APPROVED

Henry H. Livingston, III
Chairman

Laurie N. Renwick
Clerk to Council