

RICHLAND COUNTY COUNCIL

SOUTH CAROLINA

ADMINISTRATION & FINANCE COMMITTEE

February 28, 2017
6:00 PM
County Council Chambers

In accordance with the Freedom of Information Act, a copy of the agenda was sent to radio and TV stations, newspapers, persons requesting notification, and was posted on the bulletin board located in the lobby of the County Administration Building

CALL TO ORDER

Mr. Pearce called the meeting to order at approximately 6:00 PM

ELECTION OF CHAIR

Mr. Malinowski moved, seconded by Mr. Manning, to nominate Mr. Pearce. The vote in favor was unanimous.

Mr. Pearce was elected Chair by acclamation.

APPROVAL OF MINUTES

Regular Session: December 20, 2016 – Mr. Malinowski requested the Clerk's Office to correct p. 2 of the minutes to reflect Ms. Hegler instead of Mr. Hegler.

Mr. Manning, moved, seconded by Mr. Livingston, to approve the minutes as corrected. The vote in favor was unanimous.

ADOPTION OF AGENDA

Mr. Malinowski moved, seconded by Mr. Livingston, to adopt the agenda as published. The vote in favor was unanimous.

ITEMS FOR ACTION

Adoption of Amended FY18-19 – Budget Calendar – Mr. Manning requested clarification on staff's recommendations on this item.

Mr. Seals stated this item should have been forwarded to the Budget Committee.

Mr. Manning moved, seconded by Mr. Malinowski, to refer this item to the Budget Committee.

Mr. N. Jackson inquired why this item is being referred to committee.



Council Members Present

Greg Pearce, Chair
District Six

Bill Malinowski
District One

Paul Livingston
District Four

Jim Manning
District Eight

Norman Jackson
District Eleven

Others Present:

Joyce Dickerson

Michelle Onley
Gerald Seals
Kimberly Williams-Roberts
Janelle Ellis
Brandon Madden
Geo Price
Kevin Bronson
Larry Smith
Tracy Hegler
Daniel Driggers
Beverly Harris
Sandra Yudice
Ismail Ozbek
Dwight Hanna
Janelle Ellis
Art Braswell

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Mr. Manning withdrew his motion.

Mr. Seals stated staff inadvertently placed this item on the A&F Agenda. The Council Chair requested the budget be placed before the Budget Committee.

Mr. N. Jackson moved, seconded by Mr. Malinowski, to forward this item to Council without a recommendation. The vote was in favor.

Increase Annual Leave for Employees – Mr. Pearce stated that included in the agenda packet is a comprehensive analysis of other entities' leave time.

Mr. Hanna stated the County is attempting to make leave accrual competitive with other local governments and the State by increasing accrual. The maximum amount of leave an employee can carryover will not be increased. The maximum amount of leave an employee can be paid out also is not being increased.

Mr. Malinowski inquired about the costs to the County for each day of annual leave taken by an employee.

Mr. Hanna stated he does not have the amount, but could provide it to Council.

Mr. Malinowski also inquired about how many days of holiday time the County is given compared to other agencies.

Mr. Livingston inquired if the leave time is based on time in the retirement system or time with Richland County.

Mr. Hanna indicated it would be based on the time the employee has been employed with Richland County.

Mr. N. Jackson stated he made a motion similar to this in the past to encourage economic development and to make the County more competitive.

Mr. Manning stated the advantage of long term employees' experience would offset the additional days they are off. Also, job satisfaction and how that affects their job performance on the days they are working is important.

Additionally, Mr. Manning inquired if exit interviews were given to employees when they leave.

Mr. Hanna stated exit interviews are offered to employees.

Mr. Manning inquired if there is data available indicating employees are leaving due to leave accrual or that potential employees are not considering Richland County compared to the City or State because of the current leave structure.

Mr. Hanna stated he does not recall leave accrual being a major reason for departure on the exit interview, but current employees have expressed a desire to have additional leave.

Mr. Manning also inquired how the new leave accrual would be implemented (i.e. phased in, for new hires, etc.)

Mr. Hanna stated if Council approves the plan, employees would begin to accrue leave at the new rate, but it would not be retroactive.

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Mr. Livingston inquired about how employees are compensated for their unused days upon retirement or separation from the County.

Mr. Hanna stated the maximum number of carryover leave days is 45 days and carryover sick leave is 90 days.

Mr. N. Jackson stated he had two (2) former County Administrators to request he assist with recruiting engineers from SCDOT. One of the main factors for the engineers not coming to the County was the matter of leave.

Mr. Manning asked for clarification on if the time would be based on years with the County or time in the retirement system.

Mr. Hanna reiterated leave accrual would be based on years with the County. The County neither transfers leave time from the State nor add years of service from the State.

Ms. McBride inquired if there was research that supports increasing leave time for retention of employees.

Mr. Hanna stated there is research that supports increased leave time.

Mr. Manning inquired if the new leave accrual would be implemented at the time of Council's approval.

Mr. Hanna responded in the affirmative.

Mr. Manning moved, seconded by Mr. Malinowski, to defer this item to the March 28th committee meeting to address the questions raised by Council members.

Mr. N. Jackson inquired if this item was a part of his previous motion regarding employee leave time.

Mr. Hanna stated he does not recall the exact wording of Mr. N. Jackson's motion.

Mr. Jackson stated his motion was to transfer an employee's leave time from other State or local agencies.

Mr. Manning inquired if the State accepts County employee time.

Mr. Hanna stated he is not certain. He is aware the State accepts time between the different State agencies, but he can inquire about the possibility of transferring leave among local agencies as well.

The vote in favor was unanimous.

Potential Sale of Property – Contractual Matter [EXECUTIVE SESSION]

*The Committee went into Executive Session at approximately 6:31 p.m.
and came out at approximately 6:38 p.m.*

Mr. Manning moved, seconded by Mr. Livingston, to forward to Council without a recommendation. The vote in favor was unanimous.

Council Motion: Conservation Commission Manage Agencies Receiving Hospitality Tax Funds – Mr. Livingston moved, seconded by Mr. Malinowski, to table this item. The vote was in favor.

ADJOURNMENT

The meeting adjourned at approximately 6:40 PM.

The Minutes were transcribed by Michelle M. Onley, Deputy Clerk of Council