

COMMITTEE OF COUNCIL AS A WHOLE REPORT

Council Members:

Chris Bowers, Chairman
Roy Costner, Vice Chairman
C. Claiborne Linvill
Chris Lollis
Alex Saitta
Henry Wilson

Staff in Attendance:

Ken Roper, County Administrator
Meagan Nations, Clerk to Council
Les Hendricks, Attorney

The Committee of the Whole met in the Main Conference Room, at the Pickens County Administration Facility, on Tuesday, May 28, 2024. Chairman Chris Bowers led the Invocation and Pledge of Allegiance.

WELCOME AND CALL TO ORDER:

Chairman Chris Bowers called the Committee of the Whole meeting to order.

COMMITTEE OF THE WHOLE:

FY 24-25 Budget Work Session – Log No. 233

- a) Presentation from Evergreen Solutions regarding Compensation Study
 - Allie Crumpler, with Evergreen Solutions, attended the Council meeting to present the Evergreen Solutions Classification and Compensation Study to Council. The presentation included:
 - Purpose of Compensation Study
 - Study Goals and Initiation
 - Assessment of Current Conditions
 - Information on Employee Outreach
 - Information on the Job Assessment Tool (JAT)
 - Market Salary Survey
 - Benefits Survey
 - Salary Plan Considerations
 - Proposed Pay Plan for General Employees, Fire/EMS and Police
 - Implementation Cost Explanations and Options
 - Recommendations
 - Next Steps
 - Council had detailed discussion that included:
 - Discussion on Police Pay Plan
 - Discussion on implementing a Performance Based Pay
 - Council would like to revisit this Compensation Study in the next year.
 - Total Implementation Cost for Class Year Parity: \$3,356,017.30

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- ❖ Councilwoman Claiborne Linvill made a motion to approve the Class Year Parity Implementation and revisit the Compensation Study in one year. The motion was seconded by Chairman Chris Bowers and carried unanimously (6-0).

b) Presentation/Discussion from Elected Officials

- There were no Elected Officials present at the meeting.

- ❖ No Action Taken by the Committee.

c) Presentation/Discussion on the Library Budget

- Stephanie Howard, the Library Director, and the Library Board of Directors were present to discuss the Library Budget with the Council. The Presentation included:
 - Review of Pickens County Library System Overview
 - Pickens County Library System Overview Library Staff
 - Improvements to Community Experience
 - Statistics and Trends
 - Library Board Action Items and Vision for the Future
 - Budget Request FY25
- Council and Staff had detailed discussion that included, but was not limited to:
 - Discussion on Library Board Plan and Procedures in the future
 - Discussion on Library Millage
 - Discussion on books at the Library
 - Discussion on State Aid Funding for Library
 - Discussion on Library Renovations
- After more discussion between Council, Councilwoman Claiborne Linvill moved to approve the Library Budget as presented. The motion was seconded by Councilman Henry Wilson. Discussion included:
 - Councilman Henry Wilson tabled the motion, stating he would like to table this vote until the Council and the Library Board know how much State Aid Funding the Library will be receiving. The motion was seconded by Councilman Chris Lollis.
 - Vice Chairman Roy Costner tabled the motion to include an estimate on the state aid amount. The motion was seconded by Chairman Chris Bowers.
 - After more discussion, Vice Chairman Roy Costner and Councilman Henry Wilson withdrew their motions.
 - Councilman Henry Wilson made an amended motion to approve the Library Budget as presented, which is \$4,216,886, which includes the estimated \$328,000 the Library will be receiving in State Aid Funding. The motion was seconded by Chairman Chris Bowers.
 - After much more discussion on the Library Budget, Councilman Henry Wilson moved to table his motion to revisit the Library Budget before the end-of-the-year budget discussion. The motion was seconded by Councilman Alex Saitta and carried unanimously (6-0).

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ADJOURN:

Hearing no further Committee business, Chairman Chris Bowers called for a motion to adjourn. The motion was made by Councilman Henry Wilson, seconded by Councilwoman Claiborne Linvill, and carried unanimously (6-0). The meeting was adjourned at 9:28 p.m.