

**JASPER COUNTY COUNCIL
ADMINISTRATIVE SERVICES COMMITTEE
MARY GORDON ELLIS EXECUTIVE BUILDING
CONFERENCE ROOM**

JUNE 24, 2008

9:30 A.M.

MINUTES

OFFICIALS PRESENT:

COUNCIL CHAIRMAN - GEORGE HOOD
COMMITTEE CHAIRMAN - GLADYS JONES

STAFF PRESENT:

ANDREW FULGHUM, ADMINISTRATOR
RONNIE MALPHRUS, DEP. ADM. ADMINISTRATIVE SERVICES
JUDITH FRANK, CLERK TO COUNCIL
ROSALIE HOWARD, HR

THE MEETING STARTED AT 9:50 A.M.

IN ACCORDANCE WITH THE FREEDOM OF INFORMATION ACT THE ELECTRONIC AND PRINT MEDIA WERE NOTIFIED.

DURING PERIODS OF DISCUSSION AND/OR PRESENTATIONS MINUTES ARE TYPICALLY CONDENSED AND PARAPHRASED.

BUDGET DISCUSSION:

CHAIRMAN HOOD AND COMMITTEE CHAIRWOMAN JONES CONCURRED THAT THE ONLY INCREASES TO THE BUDGET THAT WERE APPROVED BY COUNCIL WERE FOR CLEMSON, THE ANIMAL SHELTER, AND THE PLANNING COMMISSION STIPEND.

COMMITTEE CHAIRWOMAN JONES AND CHAIRMAN HOOD CONCURRED THAT THE FOLLOWING ITEMS WERE APPROVED BY COUNCIL TO BE CUT FROM THE BUDGET – THE HR POSITION, THAT \$74,000.00 BE CUT FROM THE ADMINISTRATOR’S SALARY LINE DUE TO COUNCIL CUTTING THE PROJECT MANAGER’S POSITION FROM THE BUDGET AND THAT THE COUNCIL AGREED TO ELIMINATE THAT POSITION FROM THE LIST OF COUNCIL APPROVED POSITIONS AND FROM THE ORGANIZATIONAL CHART.

COMMITTEE CHAIRWOMAN JONES ASKED ABOUT THE PARALEGAL IN THE DELINQUENT TAX OFFICE AND SAID SINCE THE COUNTY HAS A PARALEGAL, THAT LINE COULD BE CUT IF SHE COULD DO THE TITLE SEARCHES. THE COMMITTEE ASKED MR. MALPHRUS TO CHECK ON THIS.

COMMITTEE CHAIRWOMAN JONES SUGGESTED CUTTING TRAVEL AND TRAINING, OFFICE SUPPLIES, AND PHONE 10% ACROSS THE BOARD. CHAIRMAN HOOD SAID HE WAS CONCERNED ABOUT THE INCREASED COST OF PAPER AND TAXES AND FEES ON THE PHONES. COUNCILWOMAN JONES SAID THE EMPLOYEES NEED TO BE ACCOUNTABLE. CHAIRMAN

HOOD COMMENTED THAT THEY NEVER STAY IN THE LINE ITEMS AND TRANSFER FUNDS FROM ONE LINE TO ANOTHER. COMMITTEE CHAIRWOMAN JONES SAID THAT IF THEY OVERSPEND IN ONE LINE, THEN THEY SHOULD HAVE TO GET THE FUNDS FROM ANOTHER LINE WITHIN THEIR BUDGET.

MR. MALPHRUS SAID THAT THE IRS IS ALLOWING 58 CENTS PER MILE FOR GAS AND HE ASKED THAT THE ORDINANCE READ THAT THE COUNTY WOULD PAY THE AMOUNT ALLOWED BY THE IRS. THE COMMITTEE AGREED TO RECOMMEND THIS CHANGE.

CHAIRMAN HOOD ASKED MR. FULGHUM AND MR. MALPHRUS TO CONTACT THE DEPARTMENT HEADS AND ASK THEM WHAT ADDITIONAL CUTS CAN BE MADE.

COMMITTEE CHAIRWOMAN JONES SAID THAT \$87,000.00 MORE OVERTIME IS INCLUDED IN THIS BUDGET AND SHE FELT IT SHOULD BE CUT AND MORE PART-TIME PEOPLE HIRED. MR. MALPHRUS SAID THE ONLY INCREASE TO OVERTIME WAS \$35,000.00 FOR THE SHERIFF AND \$50,000.00 FOR THE EMS AT CHERRY POINT. COMMITTEE CHAIRWOMAN JONES SAID SHE FELT THE OVERTIME SHOULD BE THE SAME AS LAST YEAR AND IF THEY GO OVER THEY SHOULD HAVE TO TAKE THE FUNDS FROM ANOTHER PART OF THEIR BUDGET.

CHAIRMAN HOOD SAID HE FELT THAT THE TRAVEL AND TRAINING COULD BE CUT SOME, BUT HE WAS NOT SURE IT SHOULD BE 10%.

COMMITTEE CHAIRWOMAN JONES SAID THAT THE TELEPHONE IS \$60,000.00 MORE THIS YEAR THAN LAST YEAR.

CHAIRMAN HOOD COMMENTED THAT THE MUNICIPALITIES NEEDED TO PAY FOR SOME OF THE SERVICES. COMMITTEE CHAIRWOMAN JONES SAID THAT THE MUNICIPALITIES ALREADY PAY COUNTY TAXES AND THEY SHOULD NOT HAVE TO PAY MORE FOR SERVICES THE COUNTY PROVIDES. CHAIRMAN HOOD SAID IN NORTH CAROLINA THE COUNTY AND CITY TAXES ARE ABOUT EQUAL TO EACH OTHER AND HERE THE PEOPLE PAY VERY LITTLE TAXES TO THE MUNICIPALITIES.

COMMITTEE CHAIRWOMAN JONES SAID WITH NEW MANAGEMENT IN PLACE AT EMS, NOW IS THE TIME TO TELL THEM THAT THE OVERTIME MUST BE MANAGED. MR. MALPHRUS SAID THIS IS THE FIRST YEAR THAT EMS HAS NOT OVERSPENT THEIR SALARY OR OVERTIME LINE. COMMITTEE CHAIRWOMAN JONES SAID A LOT OF PART-TIME PEOPLE CAN BE HIRED. COMMITTEE CHAIRWOMAN JONES STATED THAT THE POLICY SAID THAT PART TIME PEOPLE ARE PAID BENEFITS. MR. MALPHRUS SAID THAT THE PERMANENT PART TIME PEOPLE GET PAID VACATION AND SICK DAYS AND RETIREMENT. MR. MALPHRUS SAID THAT OVERTIME IS A VERY SENSITIVE ISSUE AND IF THEY WORK IT, THEN THEY HAVE TO BE PAID.

COMMITTEE CHAIRWOMAN JONES SAID THAT THE DEPARTMENT HEAD CAN ADJUST OTHER LINES TO COVER THE OVERAGE.

COMMITTEE CHAIRWOMAN JONES SAID THAT TRAVEL IS UP \$44,000.00. MR MALPHRUS SAID THAT INCREASE IS UP DUE TO THE HIGHER COST. COMMITTEE CHAIRWOMAN JONES ASKED IF THE \$16,000.00 FOR DEPT. 51 WAS CUT SINCE ONLY TWO PEOPLE ARE IN THAT DEPARTMENT. MR MALPHRUS SAID IT INCREASED FROM \$7,500.00 TO \$16,000.00. CHAIRMAN HOOD SUGGESTED CUTTING TO \$9,000.00 OR MORE. COMMITTEE CHAIRWOMAN JONES SUGGESTED CUTTING IT TO \$7,500.00 WHICH WOULD STILL BE MORE THAN THE DEPARTMENT HAD LAST YEAR BECAUSE THE DEPARTMENT HAS ONE LESS PERSON.

COMMITTEE CHAIRWOMAN JONES ADDRESSED THE LEVY CONTRACT. MR. FULGHUM SAID THAT WILBUR DALEY WAS DISCUSSING OPTIONS WITH MR. GRAHAM. CHAIRMAN HOOD SAID HE DID NOT THINK LEVY SHOULD GET ANYMORE THAN HARDEEVILLE OR RIDGELAND AND HE DID NOT THINK IT SHOULD COME BACK UNDER THE COUNTY. CHAIRMAN HOOD SAID HE FELT EVERYONE SHOULD BE TREATED THE SAME. COMMITTEE CHAIRWOMAN JONES SAID MR. GRAHAM CANNOT HIRE 3 FIREFIGHTERS AND RUN THE STATION ON \$195,000.00. COMMITTEE CHAIRWOMAN JONES ASKED MR. FULGHUM HOW MUCH DOES IT COST THE COUNTY TO HIRE 3 FIRE FIGHTERS AND OPERATE A STATION. MR. FULGHUM SAID IT WOULD COST \$214,000.00 FOR THREE FIRE FIGHTERS TO BE ON THE COUNTY'S PAYROLL. MR. MALPHRUS SAID THAT MR. GRAHAM'S COST WOULD BE HIGHER BECAUSE HE HAS TO PAY MORE FOR THE BENEFITS. CHAIRMAN HOOD ASKED IF MR. GRAHAM PAID THE LEVY FIRE FIGHTERS AND MR. MALPHRUS SAID THAT HE DID. CHAIRMAN HOOD ASKED WHY THE COUNTY CANNOT PULL THE STATION AND COMMITTEE CHAIRWOMAN JONES SAID THAT THE COMMUNITY OWNS THE BUILDING, THAT THEY PAID TO BUILD IT AND THE VOLUNTEERS THERE ARE PART OF THE COMMUNITY. CHAIRMAN HOOD SAID HE FELT \$350,000.00 WAS TOO MUCH. COMMITTEE CHAIRWOMAN JONES ASKED FOR HOW MUCH IT WOULD COST THE COUNTY TO OPERATE A STATION AND MR. MALPHRUS SAID THAT MR. GRAHAM'S NUMBERS ARE VERY CLOSE AND HE FOUND A LITTLE HERE AND THERE THAT CAN BE CUT, BUT IT WOULD COST THE COUNTY \$325,000.00 TO OPERATE THE STATION. MR. FULGHUM SAID THAT THE COUNTY SHOULD ENTER INTO CONTRACT TO SAVE THE COUNTY MONEY AND IF THE COUNTY WAS GOING TO PAY FOR THE STATION TO OPERATE IT, WHY HAVE SOMEONE ELSE RUN IT. COMMITTEE CHAIRWOMAN JONES SAID BECAUSE HE RUNS THE BEST STATION IN THE COUNTY.

CHAIRMAN HOOD SAID THEY WOULD WAIT FOR THE ADMINISTRATOR'S REPORT TOMORROW ON THE LEVY FIRE DEPARTMENT.

PERSONNEL POLICY:

COMMITTEE CHAIRWOMAN JONES POINTED OUT THAT ON PAGE 8 AND PAGE 10 THE COUNTY ATTORNEY, CLERK TO COUNCIL AND ROM NEEDED TO BE ADDED TO THOSE SECTIONS SINCE THEY ARE ALL EMPLOYEES OF THE COUNCIL. MR. FULGHUM SUGGESTED THAT INSTEAD OF NAMING THE POSITIONS, JUST HAVE THE SECTION STATE THOSE POSITIONS HIRED BY COUNTY COUNCIL. MR. MALPHRUS SAID THE EMPLOYEES MAY NOT KNOW WHO WORKS FOR COUNTY COUNCIL AND CHAIRMAN HOOD SAID THEY CAN REFER TO THE ORGANIZATIONAL CHART. THE ORGANIZATIONAL CHART NEEDS TO INCLUDE THE ROM UNDER COUNCIL. COMMITTEE CHAIRWOMAN JONES SAID SHE FELT THE POSITIONS SHOULD BE LISTED AND MR. MALPHRUS SAID THE LANGUAGE COULD BE ADDED TO INCLUDE ANY OTHER POSITIONS HIRED BY THE COUNCIL. MR. FULGHUM SAID THAT THE HR DIRECTOR NEEDS TO STAY SINCE IT GIVES PEOPLE TWO WAYS TO LODGE A COMPLAINT.

COMMITTEE CHAIRWOMAN JONES SAID THAT PAGE 12 DISCUSSED THE USE OF ALCOHOLIC BEVERAGES WHEN EMPLOYEES ARE REPRESENTING THE COUNTY. CHAIRMAN HOOD SAID HE FELT THIS COULD BE ELIMINATED AS IT WAS TOO RESTRICTIVE.

COMMITTEE CHAIRWOMAN JONES ASKED IF ALL NEW HIRES WERE TO BE DRUG TESTED AS ONE SECTION SAID THEY MAY BE. IT WAS THE CONCENSUS THAT ALL NEW HIRES BE DRUG TESTED AND RANDOM TESTING ON POST EMPLOYMENT WITHOUT NEED.

COMMITTEE CHAIRWOMAN JONES ADDRESSED THE PORTION OF THE POLICY DEALING WITH NEPOTISM AND SAID THAT IT NEEDED TO BE ADDRESSED IN THE POLICY AND NOT HANDLED ON A CASE BY CASE BASIS WITH ADMINISTRATOR'S APPROVAL. IT WAS THE CONCENSUS THAT NO ONE SHOULD SUPERVISE OR CONTROL THE SALARY OF AN IMMEDIATE FAMILY MEMBER. COMMITTEE CHAIRWOMAN JONES SAID SHE FELT IN EMS, IMMEDIATE FAMILY MEMBERS SHOULD WORK DIFFERENT SHIFTS. MR. FULGHUM SAID THIS WOULD NOT ALWAYS WORK OUT. COMMITTEE CHAIRWOMAN JONES SAID SHE FELT IF THERE WAS A CONFLICT THEN THE FAMILY MEMBER WITH THE MOST SENIORITY SHOULD STAY AND THE OTHER ONE BE TRANSFERRED. COMMITTEE CHAIRWOMAN JONES SAID THAT PEOPLE WHO LIVE TOGETHER AND SIGNIFICANT OTHERS SHOULD BE TREATED THE SAME AS IMMEDIATE FAMILY MEMBERS. MR. MALPHRUS SAID THAT THE POLICY ALLOWS THE ADMINISTRATOR TO HANDLE SITUATIONS REGARDING PERSONAL RELATIONSHIPS AND SITUATIONS. MR. MALPHRUS SUMMARIZED THE COUNCIL RECOMMENDATIONS THAT THE POLICY STATE THAT IMMEDIATE FAMILY MEMBERS CANNOT SUPERVISE OR HAVE INFLUENCE OVER SALARIES OF IMMEDIATE FAMILY MEMBERS, BUT THEY CAN WORK IN THE SAME DEPARTMENT WITH THE ADMINISTRATOR'S APPROVAL.

COMMITTEE CHAIRWOMAN JONES REFERRED TO PAGE 20 WHICH STATES THAT EMPLOYEES SHOULD NOT TRANSPORT ANYONE WHO IS NOT A COUNTY EMPLOYEE OR OFFICIAL IN COUNTY VEHICLES AND SHE ASKED IF THE EMPLOYEES WERE AWARE OF THIS CLAUSE. MR. FULGHUM SUGGESTED HR HAVE AN ORIENTATION WITH THE EMPLOYEES WHEN THEY ARE GIVEN THE NEW POLICY.

COMMITTEE CHAIRWOMAN JONES REFERRED TO PAGE 23 REGARDING OUTSIDE EMPLOYMENT. COMMITTEE CHAIRWOMAN JONES ASKED WHY THE HR DIRECTOR WOULD HAVE TO APPROVE OUTSIDE EMPLOYMENT IF THE EMPLOYEE IS WORKING ON THEIR OWN TIME. MR. MALPHRUS SAID THIS WAS PUT IN TO TRY AND HEAD OFF PROBLEMS. COUNCILWOMAN JONES SAID WHAT AN EMPLOYEE DOES ON THEIR OWN TIME IS NOT THE COUNTY'S BUSINESS. MR. FULGHUM SAID THE COUNTY IS THE PRIMARY EMPLOYER. MR. MALPHRUS SAID THAT HISTORICALLY THIS IS NOT A PROBLEM, IF IT IS OKAY WITH THE SUPERVISOR. COMMITTEE CHAIRWOMAN JONES SAID SHE JUST FELT THE EMPLOYEE SHOULD NOTIFY THE SUPERVISOR AND THE PORTION ABOUT THE HR DIRECTOR APPROVAL BOTHERED HER. COMMITTEE CHAIRWOMAN JONES SAID THE EMPLOYEES KNOW THAT THE COUNTY IS THEIR PRIMARY EMPLOYER. MR. MALPHRUS PRESENTED A SCENARIO ABOUT A COUNTY FIRE FIGHTER WORKING FULL TIME FOR TWO FIRE DEPARTMENTS. CHAIRMAN HOOD SAID THAT THE WORD APPROVAL MAY NEED TO BE CHANGED, BUT THE EMPLOYEE HAS TO HAVE A COMMITMENT TO THE COUNTY. COMMITTEE CHAIRWOMAN JONES SAID MAYBE THEY COULD SIGN A FORM SAYING THAT JASPER COUNTY IS THEIR PRIMARY EMPLOYER. CHAIRMAN HOOD SAID IT SHOULD STAY THE WAY IT IS.

COMMITTEE CHAIRWOMAN JONES REFERRED TO PAGE 32 AND THE RECRUITMENT POLICIES. COMMITTEE CHAIRWOMAN JONES SAID THE POLICY IS THAT IF A JOB BECOMES AVAILABLE IT SHOULD BE POSTED ON ALL DEPARTMENTS' BULLETIN BOARDS. COMMITTEE CHAIRWOMAN JONES SAID THIS IS NOT BEING DONE AND IT NEEDS TO BE DONE. CHAIRMAN HOOD SAID HE LIKED SOME FLEXIBILITY AND THERE MAY BE A TIME WHEN THEY DON'T WANT TO ADVERTISE A POSITION. COMMITTEE CHAIRWOMAN JONES SAID THERE WAS ALSO A SECTION REGARDING THAT IF AN EMPLOYEE LEAVES AND RETURNS TO COUNTY EMPLOYMENT WITHIN 90 DAYS THEIR STARTING DATE WOULD REMAIN THE SAME AND WOULD NOT LOSE SENIORITY. COMMITTEE CHAIRWOMAN JONES SAID THE POLICY SAID THAT EVERY JOB SHOULD BE ADVERTISED AND THIS IS NOT ALWAYS DONE. MR. MALPHRUS SAID THEY DO NOT ADVERTISE FOR TEMPORARY POSITIONS. COMMITTEE CHAIRWOMAN JONES SAID THAT ALL THE JOBS NEEDED TO BE POSTED ON THE DEPARTMENT BULLETIN BOARDS. MR. FULGHUM SAID THEY ARE ALL POSTED ON THE COUNTY WEBSITE. CHAIRMAN HOOD DISCUSSED THE

HIGH COST OF ADVERTISING IN THE NEWSPAPER AND MR. MALPHRUS SAID THE LOCAL PAPER HAS THE CHEAPEST RATES.

COMMITTEE CHAIRWOMAN JONES REFERRED TO PAGE 34 AND THE INTERVIEW PROCESS. SHE ASKED WHAT PART DOES THE DEPARTMENT HEAD PLAY IN MAKING THE HIRING DECISIONS. MR. MALPHRUS SAID THAT THEY MAKE A RECOMMENDATION AS TO WHO THEY WANT TO HIRE. COMMITTEE CHAIRWOMAN JONES ASKED IF THE DEPARTMENT HEADS GET ALL THE APPLICATIONS AND MR. MALPHRUS SAID THAT HR GOES THROUGH THEM AND IF THERE ARE NOT TOO MANY THEY ASK THAT ALL APPLICANTS BE INTERVIEWED. IN CASES WHERE THERE ARE A LOT OF APPLICATIONS, HR NARROWS IT DOWN TO THE TOP 10 TO 15 APPLICATIONS TO BE INTERVIEWED. CHAIRMAN HOOD ASKED IF THE DEPARTMENT HEAD COULD CUT THAT NUMBER DOWN AND MR. MALPHRUS SAID THEY ARE TOLD TO INTERVIEW EVERYONE. MR. MALPHRUS SAID THE DEPARTMENT HEAD AND ONE PERSON FROM HR INTERVIEW THE APPLICANTS. MR. MALPHRUS SAID THAT THE DEPARTMENT HEAD GENERALLY MAKES THE DECISION AND IT IS SUBJECT TO THE ADMINISTRATOR OR HIS DESIGNEE TO MAKE THE FINAL DECISION. COMMITTEE CHAIRWOMAN JONES ASKED WHO WAS HIS DESIGNEE AND MR. FULGHUM SAID THAT WOULD BE RONNIE MALPHRUS SINCE HE WAS OVER THAT DIVISION. MR. FULGHUM SAID THAT RONNIE WILL COME TO HIM ONLY IF HR IS ADAMANT ABOUT NOT HIRING SOMEONE.

THE COMMITTEE DISCUSSED POST EMPLOYMENT MEDICAL EXAMS AND MR. MALPHRUS SAID THIS WOULD BE DONE TO MAKE SURE THAT THE PEOPLE ARE PHYSICALLY ABLE TO PERFORM THE JOB.

COMMITTEE CHAIRWOMAN JONES ASKED IF THE DEPARTMENT HEADS HAD TO VERIFY TIME CARDS AND SHE ASKED IF HR DID IT AGAIN. MR. MALPHRUS SAID THE DEPARTMENT HEADS SIGN OFF ON THE TIME CARDS AND DEANI HALL MAY REVIEW THEM.

THE COMMITTEE DISCUSSED THAT IF AN EMPLOYEE IS TERMINATED THEY ARE NOT ELIGIBLE FOR RE-HIRE. THE COMMITTEE DISCUSSED THAT THE ONLY BENEFITS THAT A TEMPORARY EMPLOYEE RECEIVES IS WORKMEN'S COMPENSATION INSURANCE. MR MALPHRUS SAID THAT REGULAR PART-TIME PEOPLE ACCRUE VACATION AND SICK DAYS. COMMITTEE CHAIRWOMAN JONES ASKED ABOUT THE PART TIME WORKERS AT THE CONVENIENCE SITES AND IF THEY EARNED VACATION AND SICK DAYS AND MR. MALPHRUS SAID THAT THE WAY THEY WERE HIRED THEY WERE NOT GIVEN VACATION AND SICK DAYS. MR. FULGHUM SAID THIS MAY NEED TO BE ADDRESSED IN THE PERSONNEL POLICY.

CHAIRMAN HOOD ASKED THE ADMINISTRATOR TO BRING A RECOMMENDATION BACK TO THE COMMITTEE.

COMMITTEE CHAIRWOMAN JONES ASKED ABOUT EMPLOYEES HAVING TO TAKE VACATION DAYS IF THE COUNTY HAS TO SHUT DOWN.

COMMITTEE CHAIRWOMAN JONES SAID IT IS NOT THE EMPLOYEES' FAULT IF THEY CANNOT COME TO WORK. MR. MALPHRUS SAID THAT IS THE WAY IT IS DONE EVERYWHERE. MR. FULGHUM SAID HE FELT IT COULD BE REVISITED BASED ON THE SITUATION.

COMMITTEE CHAIRWOMAN JONES ASKED ABOUT EXEMPT EMPLOYEES AND COMP TIME AND THAT THE ADMINISTRATOR COULD GRANT IT ON A CASE BY CASE BASIS. MR. MALPHRUS SAID THAT EXEMPT EMPLOYEES CANNOT BE PAID OVERTIME. COMMITTEE CHAIRWOMAN JONES ASKED IF THEY COULD RECEIVE COMP TIME. MS. HOWARD SAID THE FLSA SPEAKS TO OVERTIME PAY. MR. MALPHRUS SAID THAT LEGALLY EXEMPT PERSONNEL CAN RECEIVE COMP TIME, IT IS DISCRETIONARY, BUT AN EXEMPT PERSON CANNOT RECEIVE OVERTIME PAY.

COMMITTEE CHAIRWOMAN JONES SAID THAT THE SECTION REGARDING REIMBURSEMENT FOR LODGING AT A CONFERENCE LESS THAN 50 MILES FROM THE COUNTY NEEDS TO BE REMOVED AS LODGING IS PAID FOR CONFERENCES ATTENDED ON HILTON HEAD. MR. FULGHUM STATED THAT ALL OUT OF STATE TRAVEL MUST BE APPROVED BY THE ADMINISTRATOR. MR. MALPHRUS SAID IF THE EMPLOYEE GETS A PER DIEM CHECK PRIOR TO TRAVEL, NO RECEIPTS ARE NECESSARY, HOWEVER, IF THEY DO NOT GET THE PER DIEM IN ADVANCE, THEY WILL ONLY BE REIMBURSED ACCORDING THE RECEIPTS TURNED IN.

COMMITTEE CHAIRWOMAN JONES DISCUSSED THE SECTION THAT THE HR DIRECTOR MUST APPROVE ALL DISCHARGES. MR. MALPHRUS SAID THIS WAS ADDED TO MAKE SURE THAT NO LAWS WERE BEING BROKEN. MR. FULGHUM SAID THAT THE HR DEPARTMENT NEEDS TO BE CONSULTED TO MAKE SURE EVERYTHING IS BEING DONE PROPERLY.

THE COMMITTEE DISCUSSED THE COUNTY PAYING FOR HEALTH INSURANCE AFTER AN EMPLOYEE RETIRES. IT WAS THE CONCENSUS OF THE COMMITTEE TO RECOMMEND TO COUNCIL THAT AFTER 28 YEARS WITH THE COUNTY, THE COUNTY WOULD PAY FOR THE HEALTH INSURANCE FOR THE RETIREE. ANYONE ON THE CURRENT PLAN WOULD BE GRANDFATHERED IN AND THE NEW REQUIREMENT WOULD BE EFFECTIVE JULY 1, 2008.

THE MEETING ADJOURNED AT 12:05 P.M.

RESPECTFULLY SUBMITTED BY:

APPROVED BY:

JUDITH M. FRANK, CCC
CLERK TO COUNCIL

GLADYS JONES
COMMITTEE CHAIRMAN