

COUNTY COUNCIL OF BEAUFORT COUNTY
 ADMINISTRATION BUILDING
 100 RIBAUT ROAD
 POST OFFICE DRAWER 1228
 BEAUFORT, SOUTH CAROLINA 29901-1228
 TELEPHONE: (843) 255-1000
 FAX: (843) 255-9401
 www.bcgov.net

D. PAUL SOMMERVILLE
 CHAIRMAN

STEWART H. RODMAN
 VICE CHAIRMAN

COUNCIL MEMBERS

CYNTHIA M. BENSCH
 RICK CAPORALE
 GERALD DAWSON
 BRIAN E. FLEWELLING
 STEVEN G. FOBES
 WILLIAM L. MCBRIDE
 GERALD W. STEWART
 ROBERTS "TABOR" VAUX, JR
 LAURA L. VON HARTEN

GARY KUBIC
 COUNTY ADMINISTRATOR

BRYAN J. HILL
 DEPUTY COUNTY ADMINISTRATOR

JOSHUA A. GRUBER
 COUNTY ATTORNEY

SUZANNE M. RAINEY
 CLERK TO COUNCIL

AGENDA
COMPENSATION REVIEW AD HOC COMMITTEE
 Monday, September 15, 2014
 12:30 p.m.
 Conference Room, Building 3
 Beaufort Industrial Village
 104 Industrial Village Road, Beaufort

Sub-Committee Members:
 Laura Von Harten, Chairman
 Cynthia Bensch, Vice Chairman
 Stu Rodman

Staff Liaison:
 Allison Coppage, Assistant County Attorney

1. CALL TO ORDER – 12:30 P.M.
2. DISCUSSION / COMPENSATION OF ELECTED AND APPOINTED OFFICIALS
3. ADJOURNMENT



ADD-ONS

The document(s) herein were provided to Council for information and/or discussion after release of the official agenda and backup items.

Topic: Amendment to Elected and Appointed
Salary Ordinance

Date Submitted: September 15, 2014

Submitted By: Josh Gruber

Venue: Compensation Review Subcommittee

ORDINANCE

AN ORDINANCE OF THE COUNTY OF BEAUFORT, SOUTH CAROLINA TO AMEND SECTION 2-346, ET SEQ. OF THE BEAUFORT COUNTY CODE OF LAWS ESTABLISHING THE SALARIES FOR VARIOUS ELECTED OFFICIALS, EXCLUDING COUNTY COUNCIL MEMBERS.

Whereas, Standards that are underscored shall be added text and Standards that are ~~line through~~ shall be deleted text.

WHEREAS, the County Council of Beaufort County has created a salary administration program for compensating elected and appointed officials; and

WHEREAS, the County Council of Beaufort County has established an entry level salary for each elected and appointed official; and

WHEREAS, the County Council of Beaufort County deems it advisable to establish an Ordinance outlining the policy for the establishment of such a plan and the entry-level salaries for each elected and appointed official referenced herein; and

WHEREAS, an Ordinance is the mode prescribed by law to create a salary administration program for elected and appointed officials and to establish entry-level salaries for each elected and appointed official.

NOW, THEREFORE, BE IT ORDAINED by County Council of Beaufort County in a meeting duly assembled, by their authority to create such a plan and the entry-level salaries by Ordinance does hereby amend Beaufort County Code of Laws Section 2-346, et seq., to read as follows:

Section 2-346 – Salary administration program created

There is created a salary administration program for compensating elected and appointed officials, other than members of the council, and to establish entry level salaries for each elected and appointed position.

1. Auditor
2. Clerk of Court
3. Coroner
4. Probate Judge
5. Sheriff

6. Treasurer

7. Master-in-Equity

8. Magistrate

9. Veteran' s Affairs Officer

Section 2-347 – Entry Level Salary

(a) Salary. The entry-level salary for each elected and appointed official is hereby established:

- Auditor -\$55,638, which excludes any other stipend paid by the County and/or State.
- Clerk of Court -\$74,138, which excludes any other stipend paid by the County and/or State,
- Coroner - \$65,344, which excludes any other stipend paid by the County and/or State,
- Probate Judge - \$91,102, which excludes any other stipend paid by the County and/or State.
- Sheriff - \$95,072, which excludes any other stipend paid by the County and/or State.
- Treasurer - \$59,735, which excludes any other stipend paid by the County and/or State.
- Master-in-Equity - \$XX,XXX, which excludes any other stipend paid by the County and/or State.
- Magistrate - \$XX,XXX, which excludes any other stipend paid by the County and/or State.
- Veteran' s Affairs Officer - \$XX,XXX which excludes any other stipend paid by the County and/or State

The above entry-level salaries were established using the average salaries of peer counties in the tier 1 classification as determined by population in the South Carolina Association of Counties Annual Salary Survey for each position or the current Beaufort County salary, whichever was greater.

(b). Cost of Living. At each instance of a cost of living allowance (COLA) pay increase awarded by the Beaufort County Council, after the enactment date of this ordinance. The entry-level salary of each elected or appointed office listed in Section 2-347 above will be increased accordingly.

Section 2-348 – Incorporation of state payments

Any salary and/or stipend received from the State by any elected and appointed official will be incorporated into the overall compensation plan as an addition to the county-paid salary.

Section 2-349 – County and/or state salary adjustments

A. Each elected and appointed official shall receive the, County's annual cost of living adjustment.

B. Elected or appointed officials will receive mandated State salary adjustments or Council approved salary adjustments, whichever is the greater of the two.

Section 2-350 – Reelection or reappointment

An elected or appointed official, who is reelected and/or reappointed to his/her same office, without a break in service, will receive a five (5%) percent increase at the beginning of his/her new term of office.

Section 2-351 – Pay for performance program

Elected and/or appointed officials will not be eligible for the county pay for performance program.

Section 2-352 – Appointment to unexpired term

A person who is appointed to fill an unexpired term of an official will, in accordance with State Law, be compensated at the same salary of the person who was holding the office for the remainder of that unexpired term of office. If the appointee is subsequently elected or reappointed to the same office, his/her salary will revert to the entry-level salary of that particular office for the official shown in Section 2-347 below, when his/her elected term of office becomes effective, plus a 5% election increase.

This Ordinance shall become effective on the first full pay period in _____, 2014.

Adopted this ___ day of _____, 2014.

BEAUFORT COUNTY COUNCIL

D. Paul Sommerville, Chairman

APPROVED AS TO FORM:

Joshua A. Gruber, County Attorney

ATTEST:

Suzanne M. Rainey, Clerk to Council