

# COUNTY COUNCIL OF BEAUFORT COUNTY

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STEWART H. RODMAN  
VICE CHAIRMAN

## COUNCIL MEMBERS

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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

JOSHUA A. GRUBER  
DEPUTY COUNTY ADMINISTRATOR  
SPECIAL COUNSEL

SUZANNE M. RAINEY  
CLERK TO COUNCIL

## AGENDA

### COMPENSATION REVIEW AD HOC COMMITTEE

Monday, November 24, 2014

12:00 Noon

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 – 12:00 P.M.
2. DISCUSSION / COMPENSATION OF ELECTED AND APPOINTED OFFICIALS ([backup](#))
3. ADJOURNMENT



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.

COUNTY COUNCIL OF BEAUFORT COUNTY

BY: \_\_\_\_\_  
D. Paul Sommerville, Chairman

APPROVED AS TO FORM:

\_\_\_\_\_  
Joshua A. Gruber, Deputy County Administrator  
Special Counsel

ATTEST:

\_\_\_\_\_  
Suzanne M. Rainey, Clerk to Council

First Reading: October 27, 2014  
Second Reading:  
Public Hearing:  
Third and Final Reading:

## COMPENSATION REVIEW AD HOC COMMITTEE

September 15, 2014

The electronic and print media duly notified in accordance with the State Freedom of Information Act.

The Compensation Review Subcommittee met Monday, September 15, 2014 in the Building 3 Conference Room, Beaufort Industrial Village, located at 104 Industrial Village Road, Beaufort.

### ATTENDANCE

Chairman Laura Von Harten, Vice Chairman Cynthia Bensch, and Committee member Stu Rodman. Non-Committee member Steven Fobes was also present. (Paul Sommerville, as County Council Chairman, serves as an *ex-officio* member of each standing committee of Council and is entitled to vote.)

County staff: Joshua Gruber, County Attorney; and Gary Kubic, County Administrator.

Media: Joe Croley, Hilton Head Island-Bluffton Chamber of Commerce and Zach Murdock, *The Island Packet/The Beaufort Gazette*.

Committee Chairman Laura Von Harten chaired the meeting.

### INFORMATION ITEM

#### **1. Discussion / Compensation for Elected and Appointed Officials**

**Notification:** To view video of full discussion of this meeting please visit [http://beaufort.granicus.com/ViewPublisher.php?view\\_id=2](http://beaufort.granicus.com/ViewPublisher.php?view_id=2)

**Discussion:** Committee Chairman Laura Von Harten reviewed with the Committee a proposed ordinance to amend Section 2-346 of the Beaufort County Code of Ordinances establishing the salaries for various elected officials, excluding County Council members. The amendment includes adding the appointed positions of Master-in-Equity, Magistrates, and Veterans Affairs Officer.

Mr. Kubic informed the Committee that he would be coming forth with a ten-year historical data on County Council's salaries.

The Committee reviewed the South Carolina Association of Counties – 2014 Wage and Salary Report, for Tier 1 counties, in order demonstrate the average salary for elected and appointed officials.

County Administration was tasked with the following items:

- Calculate on a per capita basis, based upon current salary and proposed salary, a midpoint of Tier 1 counties;
- Calculate salary, as a fraction or proportion of the operating budget, for each county for both Tier 1 and Tier 2;
- Highlight midpoint for all elected officials and county councils for both Tier 1 and Tier 2;
- Look into how Horry County conceptualizes the issue of salaries;
- Gather a sampling other positions within the County to see what types of discrepancies there may be with other salaries.

**Status:** Informational purposes only.

DRAFT