

Minutes
York County Council Workshop
February 11, 2025
1070 Heckle Boulevard, Rock Hill, SC
Large Conference Room
6:00pm

The York County Council met on the above date for a York County Council Workshop at 6:00pm located at 1070 Heckle Boulevard, Large Conference Room, Rock Hill, South Carolina. The following Council members were present: Council member Tommy Adkins, Council member Andy Litten, Council member Tom Audette, Chairwoman Christi Cox, Council member Debi Cloninger, and Council member Watts Huckabee. Also present were County Manager, Josh Edwards, Assistant County Manager, Kevin Madden, Assistant County Manager Tom Couch, Assistant County Manager, David Garner, County Attorney, Michael Kendree, and Clerk to Council, Karen Brogdon.

Also present was Lisa Davidson, Director of Human Resources and Jonathan Buono, Director of Planning and Development.

Chairwoman Christi Cox called the meeting to order.

Discussion regarding Budget: Compensation and Benefits

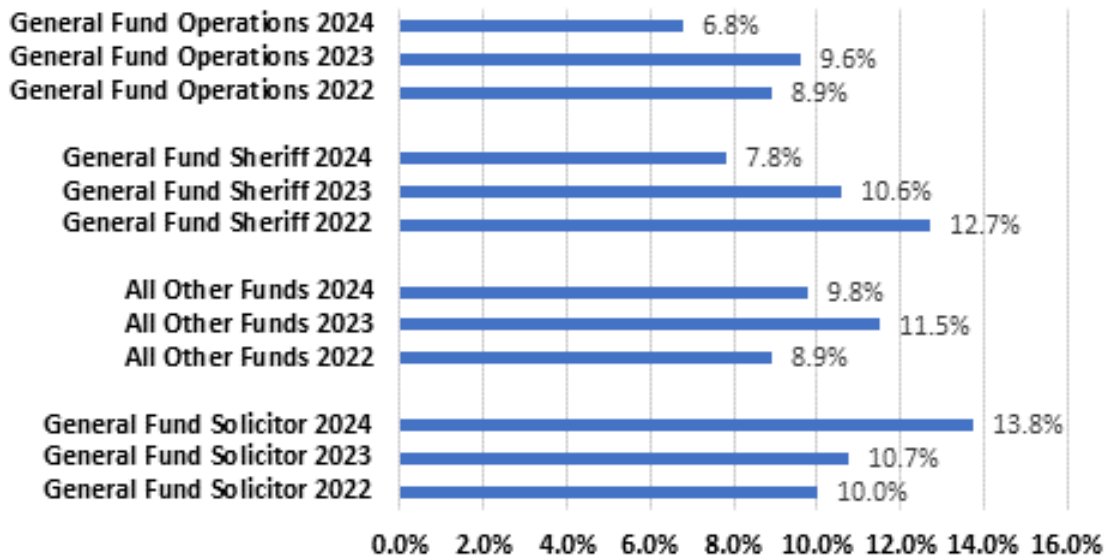
County Manager, Josh Edwards stated that one of the biggest pieces of the budget is Compensation and Benefits. Staff would be explaining the following:

- Current Employment Vacancy Reports
- Strategic Plan Goal
- HR Mission statement
- Compensation
- Benefits
- Consideration of Additional Benefits that improve the employee experience at low costs
- Retirement Benefits

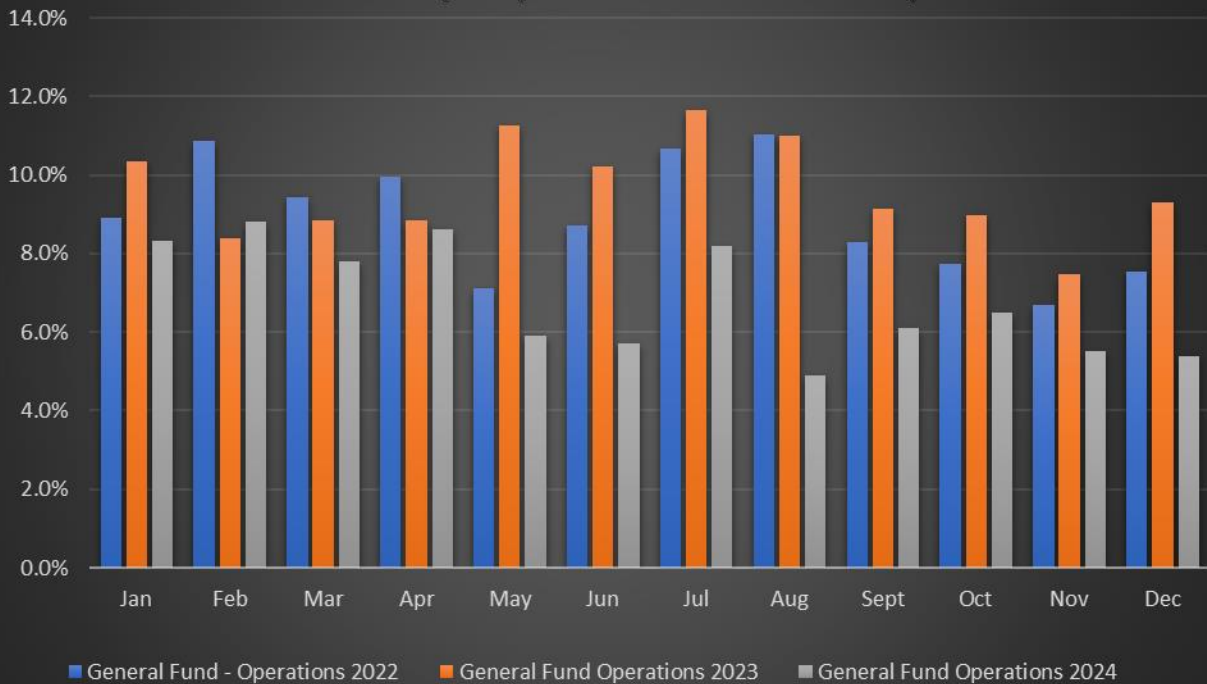
Human Resources Director, Lisa Davidson reviewed the following topics:

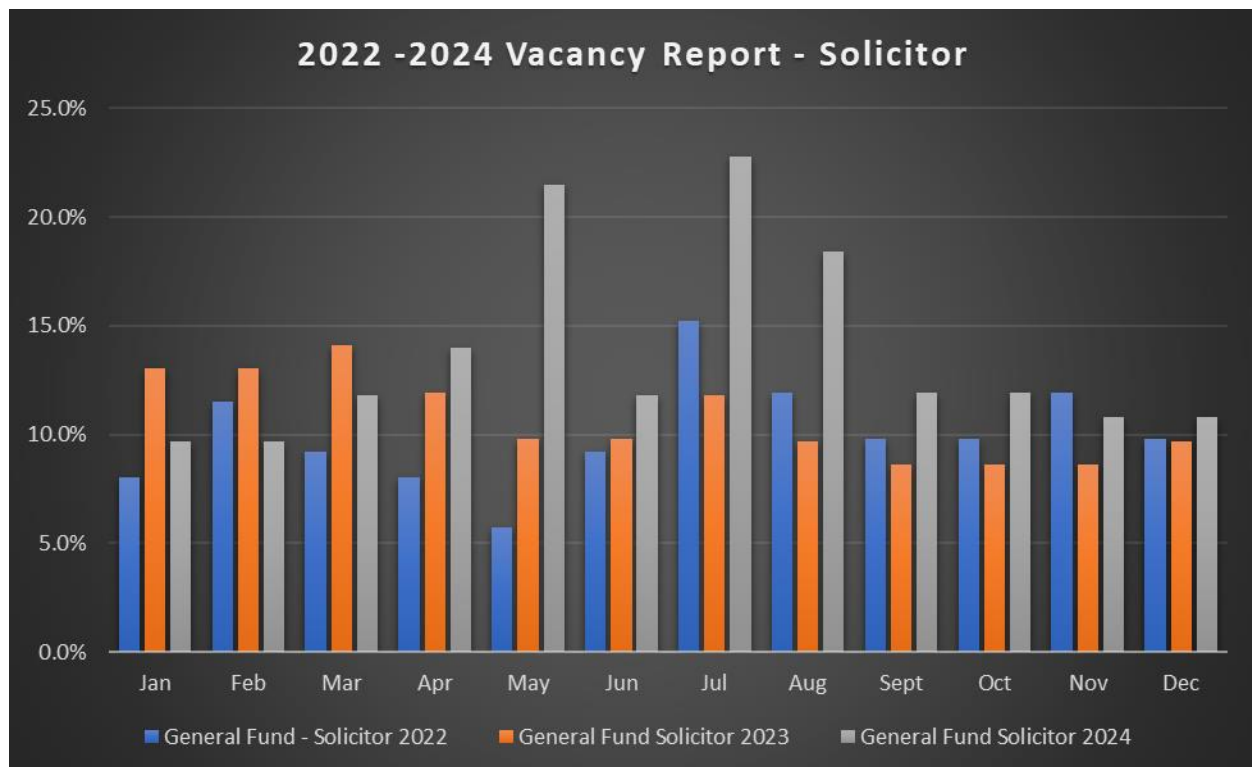
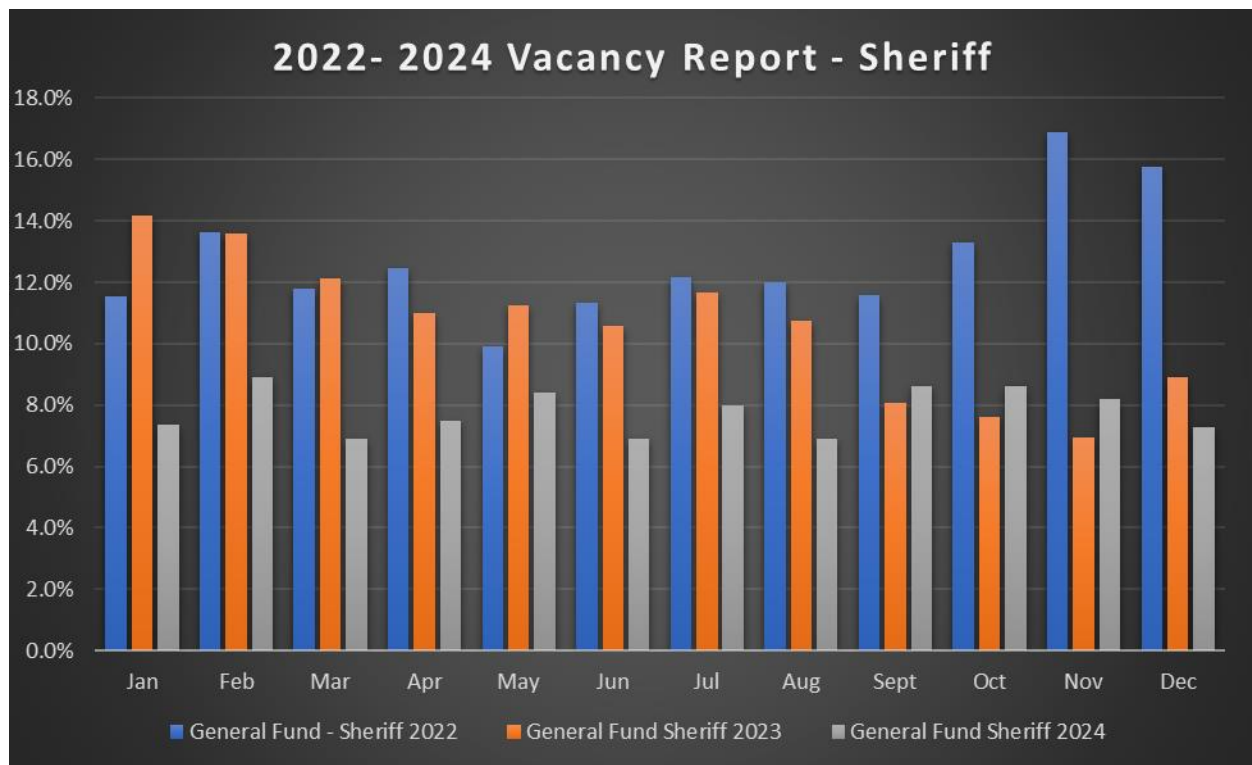
Vacancy Reports 2022-2024

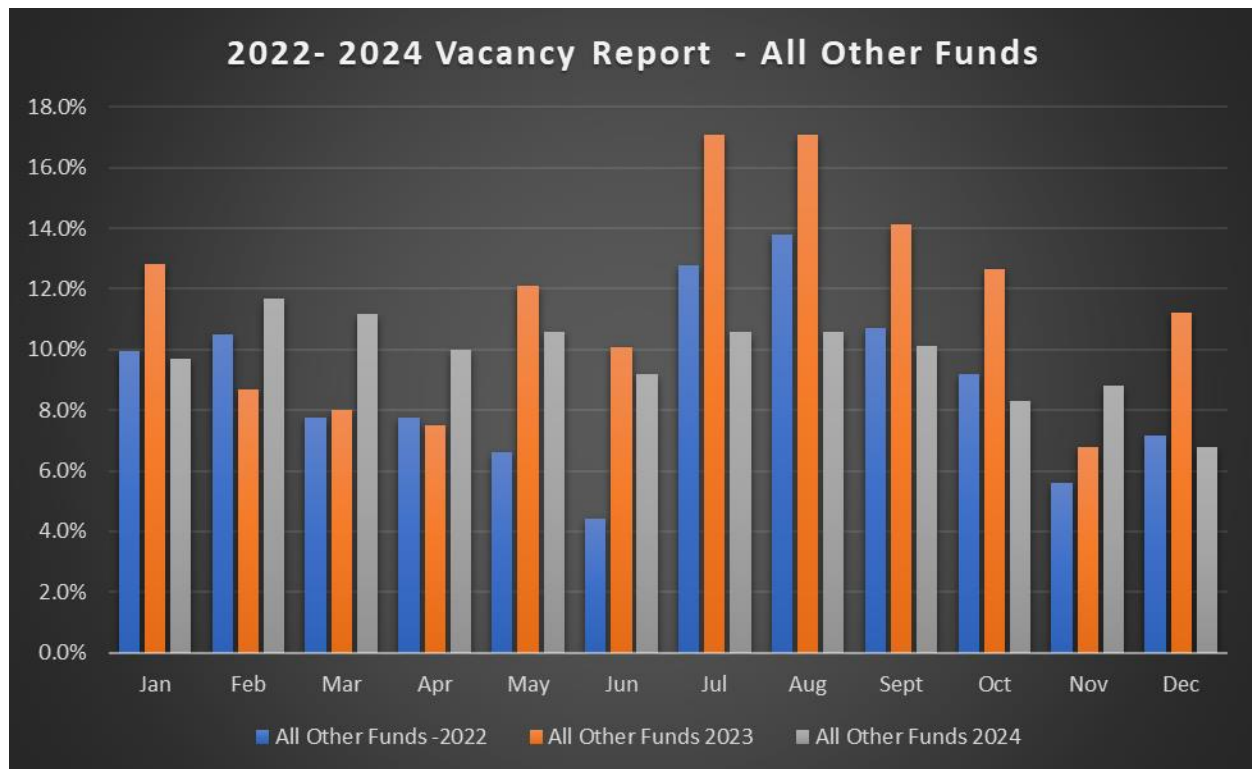
Vacancy Averages 2022-2024



2022 - 2024 Vacancy Report - General Fund Operations







York County Strategic Plan:

Goal: High Performing Organization

Strategy: Become an organization known for exceptional service by empowering employees to be problem solvers and leaders at all levels of the organization

Mission of Human Resources: Be a strategic partner by providing HR programs that attract, retain, engage and support a talented, skilled and conscientious workforce.

This requires a three-prong approach which includes (1) A competitive compensation program, (2) An attractive benefits package, and (3) Retirement Benefits

Compensation History

- York County has consistently issued increases to employees over the last 10 years
- Increases have occurred due to implementation of classification/compensation plan updates and pay for performance merit increases as budgeted by County Council
- The amount of merit increases have been determined primarily by recommendations from our personnel consultant as well as budget availability.
- Salary ranges are increased each year in an attempt to limit compression of overall salaries.

Date of Implementation	Employee Pay Increases	Salary Range Adjustment
FY 2014/2015	3% COLA	3% Increase
11/1/2015 Issued December 2015 Retro to Jul	COLA 3.14% and Implementation of Class/Comp Update	3.14% Increase as per Class/Comp Plan Update
FY 2016/2017	2% COLA Plus \$500-\$2000 Bonus due to service in position	2% Increase
FY 2017/2018	Average 2% Pay for Performance Merit Increase + 1.5% COLA	1.50%
FY 2018/2019	Average 2.5% Pay for Performance Merit Increase	0.00%
FY 2019/2020	Average 2.5% Pay for Performance Merit Increase	0.00%
FY 2020/2021 Issued October 2020 retro to Jul	Average 2.5% Pay for Performance Merit Increase	1% Increase
FY 2021/2022	Average 2.5% Pay for Performance Merit Increase	1% Increase
12/1/2022	6.5% COLA Issued as First Step in Class/Comp Update	6.5% increase
FY 2022/2023	Average 5.0% Pay for Performance Merit Increase	2% Increase
FY 2023/2024	Average 3.5% Pay for Performance Merit Increase + Class/Comp	Overall Salary Range Adjustment based on Class/Comp Plan
FY 2024/2025	Average 3.5% Pay for Performance Merit Increase	1.5% Increase
FY 2025/2026 PROPOSED	Average 3-3.5% Pay for Performance Merit Increase	1.0% Increase

Full-Time Employee Benefits

- S.C. PEBA Insurance benefits are provided which include medical, dental, vision, long-term disability and Optional Life Insurance for the employee and family members. Employer pays approximately 80% of total medical premiums.
- Access to Medical Spending Accounts, Dependent Care spending and Health Savings Accounts.
- Annual Leave – 8 hours earned per month
- Sick Leave – 8 hours earned each month
- Sick Leave Bank Benefits
- 11 Official Holidays
- 3 Optional Holidays
- Access to S.C. Deferred Compensation Plan administered by Empower Retirement. Roth and Pre-Tax Available.
- Employee Assistance Program through MY-Group provides counseling, legal and financial advice.
- Continuing Education Incentives

Additional Benefits to Consider

- Add bereavement leave up to 3 days for death of an employee's spouse, child or parent.
- Add parental leave up to 30 days for birth or adoption of a legal dependent child (S.C. State and City of Rock Hill employees are currently eligible for up to 6 weeks of parental leave.)
- Modify the Sick Leave Bank Policy to add availability to employees use for severe illness of legal spouse, child or parent as determined by Family & Medical Leave guidelines.

South Carolina Retirement System

- Membership in the South Carolina Retirement System is mandatory for county employees.
- Employees under regular retirement contribute 9% of their salary on a pre-tax basis. York County contributes 18.56%. Employees under the police retirement contribute 9.75% and the County contributes 21.24%.
- Employees are vested after 5 years service and eligible for Full Disability Retirement if hired before 7-1-2012. 8 Years required if hired on or after 7-1-2012.
- Death Benefit of one year's annual salary after one year of membership in State Retirement Provided by York County.
- May list several beneficiaries or contingent beneficiaries.

- **S.C. Regular Retirement Program:** (Employees hired prior to 7-1-2012) Regular Retirement: Age 65 or 28 years service credit; five years must be earned service. Early Retirement: Age 60 with at least five years of earned service. Annuity is permanently reduced 5% for each year of age less than 65. Age 55 or older with 25 years of service credit, five years must be earned service. Annuity is permanently reduced for each year of service credit less than 28.
- **S.C. Regular Retirement Program** (Employees hired after 7-1-2012) Regular Retirement: Age and Service Years equal 90 or Age 60 with at least 8 years of service for reduced retirement benefit.
- **S.C. Police Retirement Program:** (Employees hired prior to 7-1-2012) Regular Retirement: 25 years of service credit; five years must be earned service; age 55 or older with at least 5 years of earned service.
- **S.C. Police Retirement Program:** (Employees hired after 7-1-2012.) Regular Retirement-27 years of Service or age 55 or older with at least 8 years of service.

Current Retiree Insurance Plan Statistics

- 125 Pre-65 Retirees Enrolled in Retiree PEBA Insurance Plan.
- 64 Post-65 Retirees Enrolled in Retiree PEBA Insurance Plan.
- 232 Post-65 Retirees Enrolled in Optional Medicare Supplement.
- 226 Employees Hired prior to October of 2008 that have the potential to gain Retiree Insurance Benefits with an employer paid contribution based on current York County Ordinance guidelines.

County Manager, Josh Edwards explained that staff has engaged outside legal counsel to work on a comprehensive review of the Human Resources policy/manual and that is currently underway but no timeline has been determined at this time.

Council received this an informational only. No action given at this time.

Introduction to Impact Fees

Josh Edwards, County Manger explained that this information is only a review of Impact Fees in general, not specific to any school or district.

Eligible Public Facilities:

- Water
- Wastewater
- Solid waste
- Roadways
- Stormwater
- Public safety facilities
- Capital equipment and vehicle (>\$100k)
- Parks
- Libraries
- Recreational facilities
- Public education facilities

Highlights:

- Collected only by counties/municipalities
- Requires a Capital Improvement Plan
- Maximum fee calculation based on:
 - Items in CIP
 - Established levels of service
 - Proportionate-share impact analysis
 - Credits, offsets, other funding sources
- Requires procedures ordinance
- Exempts specific structures, and projects that create affordable housing
- Allows for agreements between County and developers to negotiate payments or construction of improvements instead of impact fees

- Procedure ordinance
 - Waivers for retiree housing (HUD standard)
 - Fort Mill District public education facilities
 - 1996, 2018, 2022, 2025
 - Catawba Ridge HS, Elementary School #10 and #11, Middle School #6
 - Elementary site, middle school site, flex combo site
 - Clover District public education facilities
 - 2021, 2026
 - Elementary school #8, high school #2
- Fee Collection
 - Collected only by counties/municipalities
 - IGA needed between County and school district
 - Collected before issuance of building permit
 - IGAs needed between County and municipalities
 - Building permit applicant pays the fee
 - Exemptions, retiree housing waivers do not pay
 - Fees are remitted to the County Planning department and deposited daily when fees are collected
 - Supporting reports are provided to Finance daily when fees are collected by the Planning Department
 - Weekly the Finance department sweeps those funds into a separate LGIP account
 - Weekly the daily reports and deposits are reviewed by the County CFO to verify all the data
 - To date approximately \$73million has been collected for the Fort Mill School District with approximately \$7million in interest earned.
- Disbursement of Impact Fees
 - Fees are disbursed to the school district as requested by the school district
 - The Finance department will review the supporting documentation provided by the school district when requests are made
 - Project – is reviewed to ensure it is an eligible project
 - Expenditure – all supporting documentation provided is reviewed by the Finance department to ensure the expenditures have not and will not be reimbursed with bond proceeds and are eligible capital expenditures

- After the County has verified to the best of our ability that the information is accurate and eligible the funds are distributed to the school district. To date, \$63million of fees have been distributed to the school district.

Council Chair requested that all questions/responses from the Planning Commission are provided to Council as well.

Council received this as informational only. No action was taken.

There being no further discussion a motion was made by Council member Tom Audette and seconded by Council member Watts Huckabee to adjourn the meeting. Motion Carried.