

Minutes
Finance & Operations Meeting
Monday, August 15, 2022
5:30pm

The York County Finance & Operations Committee met on the above date for a Finance & Operations Committee Meeting at 5:30pm in the Government Center, 6 South Congress Street, York, SC. The following Council members were present: Council member Joel Hamilton, Council member Robert Winkler and Council member Allison Love. Also present were County Manager, David Hudspeth, Assistant County Manager, Michael Moore, Assistant County Manager, Kevin Madden, and Clerk to Council, Karen Brogdon.

Summary and Actions:

1. Motion was made by Council member Allison Love and seconded by Council member Joel Hamilton to recommend for consideration moving Margaret Parson-Willins from the Ex Officio seat to the District 5 seat on the Culture and Heritage Commission. Motion Carried.
2. Motion was made by Council member Allison Love and seconded by Council member Joel Hamilton to recommend for consideration by Council the appointment of Stacie Harrison to the Catawba Regional Workforce Investment Board. Motion Carried.

The Committee heard from Ashley Fay, Deputy Director of Human Resources and Trish Startup, Director of Special Projects regarding the maternity leave that is currently offered to County employees and their research in comparing with other Municipalities and Counties.

Ms. Fay and Ms. Startup reported that York County currently does not have a paid parental leave policy. Currently, York County uses FMLA and the use of accrued leave for any maternity/paternity used by employees that are eligible. Clover, Fort Mill, Tega Cay, and York utilize FMLA and the use of accrued leave. The City of Rock Hill utilizes a Paid Paternity/Paternal Leave Policy:

- Fathers or other non-birthing parents will receive up to 80 hours of paid leave per occurrence (birth) not to exceed 160 hours in a year. Paid leave is compensated at 100% of the employee's regular time weekly pay;
- Mothers will receive six weeks of paid leave (two weeks for parental and four weeks maternity). Paid leave is compensated at 100% of the employee's regular time weekly pay.

Anderson, Berkeley, Greenville, and Darlington Counties utilize FMLA and the ability to utilize accrued leave. Spartanburg County utilizes FMLA only. While Mecklenburg County in North Carolina utilizes a paid family leave policy: paid up to six weeks; however, must be qualified under FMLA and on approved FMLA leave.

Federal Employees utilize a Federal Employee Paid Leave Act which allows federal employees to utilize up to 12 weeks of paid parental leave. State Employees are allowed six weeks of paid leave after giving birth. Co-parents will get up to two weeks of paid time off.

The committee requested that staff compare with private companies as well as public entities and to research other health insurance companies to ensure that York County is receiving the best benefits possible for their employees.

Aaron Seigler provided a monthly financial report for April and May 2022. Mr. Seigler reported that as of May 2022 the Sheriff's Office continues to have significant vacancies at 9.9% and the general fund departments in May 2022 was 6.9%, which will create a surplus in FY22.

There being no additional matters to discuss a motion was made by Council member Joel Hamilton and seconded by Council member Allison Love to adjourn the meeting. Motion Carried.