

ORIGINAL

ANDERSON COUNTY COUNCIL
ANDERSON, SOUTH CAROLINA

Called Meeting - June 19, 1989 - 5:00 p.m.

Linda N. Gilstrap, Clerk

M I N U T E S

A called meeting of the Anderson County Council was held on June 19, 1989 at 5:00 p.m. in the Anderson County Council Chambers - Room 109. Chairman James M. "Jimmy" Cox, Jr. presided.

PRESENT

James M. "Jimmy" Cox, Jr. - District #1
David L. Hooper - District #2
Harvie E. Banister - District #3
Elise C. Cahaly - District #4
Mike Holden - District #5
David Watson - County Administrator
David Standeffer - County Attorney
Linda N. Gilstrap - Clerk

Chairman Cox called the meeting to order and Mr. David Watson gave the invocation. Everyone stood and pledged allegiance to the flag.

Chairman Cox introduced Dr. Earnest Archer. Mr. Cox asked Dr. Archer to give Council an overview and highlight of the Archer Management Study. Dr. Archer explained the following five sections of the study: 1. Pay system, 2. Fringe benefits, 3. Policy manual, 4. Affirmative action plan, 5. Manpower analysis. He explained that three of the above five were complete with the remaining two to be complete within three weeks. He explained their findings with respect to the wage and salary compensation system. He explained step by step the process they went through to come to their findings. He told Council the amount needed to implement the minimum level and the middle level which would be \$260,580 and \$1,260,057 respectively which includes fringes. Dr. Archer explained alternatives to implementation such as seniority. Every employee who has been with the County three years would receive 100% of the recommended amount to mid-point and those with the County 2-1/2 years would receive 95%. The County could implement to mid-point in January and save 1/2 of the amount needed. Council discussed. Mr. Cox explained that money was set aside in the 1989-1990 budget for raises. Council agreed to hold the money in contingency for a couple months until some type of implementation plan has been worked out.

Mr. Banister moved to go into executive session at 6:00 p.m. to discuss personnel and Mr. Hooper seconded. Vote was unanimous.

Anderson County Council Meeting
June 19, 1989 - 5:00 p.m.

Mr. Hooper moved to come out of executive session back into regular session at 6:35 p.m. Ms. Cahaly seconded and vote was unanimous. Mr. Cox explained that personnel matters were discussed in executive session.

There being no further business, Council adjourned at 6:50 p.m.

Respectfully submitted,

Linda N. Gilstrap
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ANDERSON COUNTY COUNCIL