



**Clarendon County Special Called Council Meeting**  
**Monday, August 29, 2022**  
**6:00 PM**

**Council Chambers, 411 Sunset Drive, Manning, SC**

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**Those in attendance:**

Chairman Dwight L. Stewart, Jr.  
Councilman Billy G. Richardson  
Councilman Benton Blakely  
Deputy Administrator Ted Felder

Vice Chairman W.J. Frierson  
Councilman A.C. English  
Administrator David W. Epperson  
Clerk to Council, Dorothy M. Levy

**Press in attendance:** Ashley Miller, The Item

**Others in attendance included:**

Lynden Anthony	Meesha Witherspoon	Foster Sumpter	David Hilton
Jane Lambert	Connie Wise	Jeremy Ganes	Harold Wilson, Jr.
Duke Brunson	Patricia Pringle	Robert Pegram	Pat Coker
Thom Barrineau	Robert McFadden	Larry Johnson, Sr.	Tim Baxley
Jason Dennis	Robert Olsen	Willie Briggs	F. Lawson
George Frierson	Jacqueline Blackwell	And Other Clarendon County Residents	

Chairman Stewart called the meeting to order at 6:00 pm and Vice Chairman Frierson led the Invocation. The Pledge of Allegiance was recited in unison.

**1. Requests**

- a. Administrator Epperson presented Council with a Request to accept the Clarendon County Classification and Compensation Study that was done for Clarendon County.

Ms. Linda Lemon, HR Director, thanked all staff that helped with the survey and thanked all employees for completing the survey. Ms. Lemon continued by introducing Mr. Russell Campbell, Senior Vice President of Management Advisory Group International, Inc. (MAG). She stated that Mr. Campbell has over 20 years of public sector experience in Human Resources Management, Organizational Development, and Strategic Planning.

Mr. Campbell began his presentation by stating that MAG International, Inc. have a proven track record in providing in-depth management and human resource consulting services for over 25 years and have completed over 500 studies in 40 out of the 50 states. He continued by stating that they performed a Compensation/Classification study for all County positions. They identify potential pay compression issues and provide potential solutions as well as Develop competitive structure for all positions and Recommend changes to Compensation policies.

Mr. Campbell continued by stating that they use seven steps to complete the wage survey:

- Project Initiation
- Employee Communication
- Classification Plan Review/Development
- Market Salary Survey
- Pay Plan Development
- Preliminary Analysis Results/Recommendations

➤ Presentation of Final Results/Recommendations

He stated that MAG, Inc. uses a custom software because this study is about the value of the position and not the person working in that position. Clarendon County has 159 different jobs and its based-on Data Responsibility, Judgement, People Responsibility, Complexity of Work, Assets Responsibility, Impact of Decisions, Education, Equipment Usage, Physical Demands, Communications, Math, Unavoidable Hazards, Safety of Others, and Experience.

Mr. Campbell further stated that the salary study results show that the County positions surveyed lag the market. He stated that the lowest paying job in the County should pay \$11.72 per hour. He continued by stating that 240 positions out of 307 positions needs to be adjusted to the Minimum with an Annualized Costs of \$989,438. Mr. Campbell stated that 215 positions need an Equity Adjustment with a Cost of \$163,069 with a change in total payroll of 10.06%. He concluded his presentation by stating that in order to bring everyone up to the labor market would cost the county \$1,239,126.

- Chairman Stewart thanked Mr. Campbell for the thorough report, and he thanked Linda Lemon for bringing it to the attention of County Council.
- Vice Chairman Frierson thanked Mr. Campbell and he stated that he worked in Human Resources for 40 years and he knows what goes into a salary study.
- Councilman Blakely stated that we do not want to be a training camp for employees and after they are trained, they go and work for a different County.

Administrator Epperson stated that we will accept this as information and in order to make a change we will have to create an Ordinance and have three readings and a public hearing. He stated that we can have the first reading in October, the public hearing and second reading in November and the third and final reading in December with an effective date of January 1, 2023.

Vice Chairman Frierson stated that this study should help with retention and its skilled based.

- b. Deputy Administrator Felder presented Council with a request from the Summerton Action Council to authorize hospitality tax funding for the Briggs v. Elliott Historical Park Labor Day unveiling ceremony.
  - Administrator Epperson stated that the County allocated \$2,000 to \$2500 to the Summerton Action Council last year for their function.
  - Mr. Robert McFadden stated that last year's function has no comparison to the unveiling ceremony this year and we are using our own personal money to help cover the cost so \$2,500 is not enough.

On motion by Councilman Richardson and Seconded by Vice Chairman Frierson, Council voted Unanimous Approval authorizing \$2500 to the Summerton Action Council to assist with the Briggs v. Elliott Historical Park Labor Day unveiling ceremony.

## 2. Executive Session

On motion by Councilman Richardson and Seconded by Vice Chairman Frierson, Council voted Unanimous Approval to go into Executive Session for a Contractual Matter within the Water and Sewer Department.

The Executive Session began at 6:41 pm.

## 3. Open Session

On motion by Councilman Blakely and Seconded by Vice Chairman Frierson, Council voted Unanimous Approval to come out of Executive Session and back into Open Session. The Executive Session ended at 7:28 pm.

Chairman Stewart stated that in the Executive Session, Council received a briefing about a Contractual Matter within the Water and Sewer Department and action would be taken. He stated that County Council is directing Administrator Epperson to prepare an agreement to be presented to Barrineau Water and Sewer Department in reference to their request.

On motion by Councilman Richardson and Seconded by Vice Chairman Frierson, Council voted Unanimous Approval directing Administrator Epperson to prepare an agreement to be presented to Barrineau Water and Sewer Department in reference to their request.

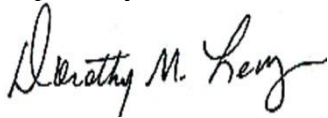
#### **4. Adjourn**

Chairman Stewart stated that we have exhausted our agenda and he asked for a motion to adjourn the Council Meeting.

On motion by Councilman Richardson and Seconded by Councilman Blakely, Council voted Unanimous Approval to adjourn the Special Called Council Meeting.

The Special Called Council Meeting adjourned at 7:30 pm.

Respectfully Submitted,



Dorothy M. Levy  
Clerk to Clarendon County Council, CCC