

**COLUMBUS COUNTY BOARD OF COMMISSIONERS
SPECIAL CALLED MEETING (Resumed)**

June 28, 2006

6:00 P.M.

The Honorable Columbus County Commissioners met on the above stated date and at the above stated time in the Dempsey B. Herring Courthouse Annex Building located at 112 West Smith Street, Whiteville, North Carolina, for the purpose of resuming the Special Called Meeting, that was recessed on June 26, 2006.

COMMISSIONERS PRESENT:

Kipling Godwin, **Chairman**
David L. Dutton, Jr., **Vice Chairman**
Amon E. McKenzie
James E. Prevatte
Sammie Jacobs
Bill Memory
Lynwood Norris

APPOINTEES PRESENT:

Jimmy Varner, **Interim County Manager**
Steven W. Fowler, **County Attorney**
June B. Hall, **Clerk to Board**

APPOINTEE ABSENT:

Roxanne Coleman, **Finance Officer**

MEETING CALLED to ORDER:

At 6:00 P.M., Chairman Godwin called the meeting to order, and stated this meeting is being resumed from the June 26, 2006 Meeting that was recessed.

ITEMS FOR DISCUSSION:

ITEM #1: Southeastern Community College - Request for Approval of Certification of Local Budget Support Operating/Utility Annual Cost For Capital Improvement Project:

Chairman Godwin stated that Southeastern Community College has received State funds in the amount of \$3 Million for the purpose of building a Health and Human Services Building. As part of the North Carolina Community College System Tentative Approval For Capital Improvement, there is a Certification of Local Budget Support Operating/Utility Annual Cost For Capital Improvement Project Form (3-1 Attachment, Local Certification of Support). Southeastern Community College is requesting the Board of Commissioners to acknowledge the fact that this form has been received, and they are being made aware of the additional thirty-six thousand, nine hundred thirty-nine, and 00/100 (\$36,939.00) dollars that it will take for operating and utilities expenses. This form does not commit the Columbus County Commissioners to this amount of money. The 3-1 Attachment, Local Certification of Support is as follows.

**CERTIFICATION OF LOCAL BUDGET SUPPORT
OPERATING/UTILITY ANNUAL COST
FOR CAPITAL IMPROVEMENT PROJECT**

Date: May 16, 2006

College: Southeastern Community College

Contact Name: Betty Jo Sanders

Project Name: Health & Human Services Building

Project Completion Date: August 1, 2008

State Funds Authorized: \$3,000,000

Local Funds Authorized: \$0

Add'l Cost Identification	1st Year Operation FY 2008-2009	2nd Year Operation FY2009-2010	3rd Year Operation FY2010-2011	4th Year Operation FY2011-2012	5th Year Operation FY2012-2013	Average Add'l Annual Cost
Staffing (Hskpg & Facility Operator)	\$13,984	\$14,544	\$15,125	\$15,730	\$16,360	\$15,149
Plant Maintenance	\$611	\$635	\$660	\$688	\$715	\$662

Other Operating Cost:						
Electric	\$19,327	\$19,520	\$19,716	\$19,914	\$20,112	\$19,718
Fuel (Gas, Oil)	-0-	-0-	-0-	-0-	-0-	-0-
Water	\$588	\$591	\$597	\$600	\$603	\$596
Telecommunications	\$807	\$811	\$815	\$819	\$823	\$815

Total Average Annual cost (used in Section IX of the 3-1: \$36,939

I certify that the county has reviewed this information as a part of the approved process.

/s/ JIM VARNER, County Manager June 29, 2006

IX. CERTIFICATION AS TO AVAILABILITY OF LOCAL SUPPORT AND FUNDS:

County Financial Officer

I certify that I have examined this application (Project No. 1574) from Southeastern Community College and I hereby certify that the county will support this project for operation and maintenance costs and, if shown, county funds in the amount of \$0 are available for the planning and construction of this project.

Signed: JIM VARNER, Interim County Manager

(This Portion must be completed for New Construction Projects Only)

Based on an analysis (as per the attached spreadsheet) of the colleges annual operating and utility costs, it has been determined that the college will expend an additional \$36,939 per year in support of this new construction. I certify that this document has been reviewed, and that the information stated herein will be shared with the proper county officials to seek an appropriate adjustment to the college’s budget.

Signed: KIPLING GODWIN, Chairman, Columbus County Board of Commissioners

Commissioner Jacobs made a motion to acknowledge the fact that the Columbus County Board of Commissioners has seen the North Carolina Community College System Tentative Approval For Capital Improvement and authorize Section IX. Certification as to Availability of Local Support and Funds. This motion was seconded by Vice Chairman Dutton.

After discussion was conducted, a poll vote was taken with the following results:

AYES: Chairman Godwin, Vice Chairman Dutton, Commissioners Memory, Prevatte, Jacobs and Norris

NAYS: Commissioner McKenzie.

The motion passed on a six (6) to one (1) vote.

ITEM #2: Tax Department - Approval of Tax Refund to Carol Marley (Heir of Amanda Register):

Richard Gore, Columbus County Tax Administrator, requested Board approval of a tax refund being submitted to Carol Marley (Heir of Amanda Register), in the amount of four thousand, nine hundred seventeen, and 26/100 (\$4,917.26) dollars. Mr. Gore provided the following backup information:

June 20, 2006

To: Columbus County Board of Commissioners

From: Richard J. Gore, Tax Administrator

Subject: Amanda Register Heirs
Account #01-75580

Property #4325
29 Acres

Client: Carol Marley (Heir of Amanda Register)
514 Sardaro Ln
East Norriton PA 19401

For numerous years, the Columbus County Tax Department has shown up to ten (10) years delinquent tax on above subject property. Mrs. Carol Marley was identified and contacted in 2005 as an heir to property. She stated to our office that she would have a title search performed on property and would pay all taxes if the title opinion proved Amanda Register Heirs to be the rightful owners. Upon our agreement, a local attorney reported that his opinion of title was that subject property was still owned by above heirs. Immediately, Mrs. Marley paid up the back taxes. Shortly after the family hired a timber consultant to look at the property. He was confronted by a person who claimed ownership of subject property. This information came to the tax department which caused further investigation that revealed Clyde Blackmon obtained the property on March 9, 1965 through special court proceedings and recorded in Deed Book 243, Page 198. We reviewed the title search with the attorney and can understand how possible incorrect indexing of the Grantee, Grantor books could result in not finding the current owner. I feel that we should refund all monies paid by Mrs. Carol Marley on subject property which amounts to four thousand, nine hundred seventeen, and 26/100 (\$4,917.26) dollars, as pursuant to N.C.G.S. 105-381. We will discover the property and re-bill to Clyde Blackmon (Heirs) for five (5) years back, pursuant to N.C.G.S. 105-312, North Carolina Machinery Act.

After discussion was conducted, Commissioner Prevatte made a motion to approve the following tax refund to Carol Marley (Heir of Amanda Register), in the amount of four thousand, nine hundred seventeen, and 26/100 (\$4,917.26) dollars. The motion was seconded by Commissioner McKenzie, and unanimously carried.

**TAX REFUND (as submitted to the Governing Body Office from the Tax office):
June 28, 2006**

Refunds Name: Marley, Carol Amount: \$152.88
Value: \$19,600.00 Year 1996 Account # 01-75580 Bill # 61541 Total \$170.52
Refund the property value, the Brunswick Fire (13.72) and the Whiteville Rescue (3.92). The property is double listed in the name of Clyde Blackmon Heirs. Refund includes \$144.35 interest.
524 Saardaro Lane East Norriton PA 19401

Refunds Name: Marley, Carol Amount: \$296.77
Value: \$42,700.00 Year 1997 Account # 01-75580 Bill # 59771 Total \$335.20
Release the property value, the Brunswick Fire (29.89) and the Whiteville Rescue (8.54). The property is double listed in the name of Clyde Blackmon Heirs. Refund includes \$243.02 interest.
514 Sardaro Lane East Norriton PA 19401

Refunds Name: Marley, Carol Amount: \$296.77
Value: \$42,700.00 Year 1999 Account # 01-75580 Bill # 27187 Total \$335.20
Refund the property value, the Brunswick Fire (29.89) and the Whiteville Rescue (8.54) The property is double listed in the name of Clyde Blackmon Heirs. Refund includes \$187.71 interest.
514 Sardaro Lane East Norriton PA 19401

Refunds Name: Marley, Carol Amount: \$307.44
Value: \$42,700.00 Year 2000 Account # 01-75580 Bill # 8710 Total \$345.87
Refund the property value, the Brunswick Fire (29.89) and the Whiteville Rescue (8.54). The property is double listed in the name of Clyde Blackmon Heirs. Refund includes \$162.56 interest.
514 Sardaro Lane East Norriton PA 19401

Refunds Name: Marley, Carol Amount: \$333.06
Value: \$42,700.00 Year 2001 Account # 01-75580 Bill # 9454 Total \$371.49
Refund the property value, the Brunswick Fire (29.89) and the Whiteville Rescue (8.54). The property is double listed in the name of Clyde Blackmon Heirs. Refund includes \$141.17 interest.
514 Sardaro Lane East Norriton PA 19401

Refunds Name: Marley, Carol Amount: \$333.06
 Value: \$42,700.00 Year 2002 Account # 01-75580 Bill # 87476 Total \$371.49
 Refund the property value, the Brunswick Fire (29.89) and the Whiteville Rescue (8.54). The property is double listed in the name of Clyde Blackmon Heirs. Refund includes \$111.60 interest.
 514 Sardaro Lane East Norriton PA 19401

Refunds Name: Marley, Carol Amount: \$333.06
 Value: \$42,700.00 Year 2003 Account # 01-75580 Bill # 58178 Total \$371.49
 Refund the property value, the Brunswick Fire (29.89) and Whiteville Rescue (8.54). The property is double listed in the name of Clyde Blackmon Heirs. Refund includes \$77.90 interest.
 514 Sardaro Lane East Norriton PA 19401

Refunds Name: Marley, Carol Amount: \$333.06
 Value: \$42,700.00 Year 2004 Account # 01-75580 Bill # 14467 Total \$371.49
 Refund the property value, the Brunswick Fire (29.89) and the Whiteville Rescue (8.54). The property is double listed in the name of Clyde Blackmon Heirs. Refund includes \$44.20 interest.
 514 Sardaro Lane East Norriton PA 19401

Refunds Name: Marley, Carol Amount: \$515.38
 Value: \$2,005.00 Year 2005 Account # 01-75580 Bill # 18576 Total \$578.92
 Refund the property value, the Brunswick Fire (49.42) and the Whiteville Rescue (14.12). The property is double listed in the name of Clyde Blackmon Heirs.
 514 Sardaro Lane East Norriton PA 19401

Refunds Name: Marley, Carol Amount: \$296.77
 Value: \$42,700.00 Year 1998 Account # 01-75580 Bill # 64876 Total \$335.20
 Refund the property value, the Brunswick Fire (29.89) and Whiteville Rescue (8.54). The property is double listed in the name of Clyde Blackmon Heirs. Refund includes \$217.88 interest.
 514 Sardaro Lane East Norriton PA 19401

ITEM #3: Capital Project Ordinance - Williams Township School:

Chairman Godwin requested Board approval and adoption of the following Capital Project Ordinance for Williams Township School. In the process of the fiscal year close out, it was discovered the project manager had not prepared this document in 2004/2005, and the monies needed to be budgeted.

**COLUMBUS COUNTY
 WILLIAMS TOWNSHIP SCHOOL
 CAPITAL PROJECT ORDINANCE
 Adoption Date: June 28, 2006**

BE IT ORDAINED by the Board of Commissioners of the County of Columbus, North Carolina, that pursuant to Section 159-13.2 of the General Statutes of North Carolina, the Capital Project Ordinance is **HEREBY ADOPTED**:

SECTION 1. The project authorized is the Williams Township School.

SECTION 2. The project director is hereby directed to proceed with the construction of the Williams Township School.

SECTION 3. The following **revenues** are anticipated to be available to the County to complete the project:

ACCOUNT #	TITLE	AMOUNT
74-340-0000	Loan Proceeds, RBC	\$2,400,000
TOTAL:		\$2,400,000

SECTION 4: The following amounts are **appropriated** for the project:

ACCOUNT #	TITLE	AMOUNT
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74-700-0400	Engineer / Architect Fees	\$ 425,000
74-700-7300	Construction Cost	\$1,975,000
TOTAL:		\$2,400,000

SECTION 5: The Finance Officer is directed to report quarterly on the financial status of this project. She shall keep the Governing Body informed at each regular meeting of any unusual occurrences.

SECTION 6: Copies of the Capital Project Ordinance shall be made available to the Budget Officer and the Finance Officer for directions in carrying out this project.

ADOPTED this the 28th day of June 2006.

COLUMBUS COUNTY BOARD OF COMMISSIONERS:
/s/ **KIPLING GODWIN, Chairman**

ATTESTED BY:
/s/ **JUNE B. HALL, Clerk to Board**

Commissioner Memory made a motion to approve the Capital Project Ordinance for Williams Township School, seconded by Commissioner Prevatte. The motion unanimously carried.

ITEM #4: Letter of Endorsement for Columbus County Southeastern Genealogy Society and Columbus County Travel and Tourism Bureau - Erection of Welcome to Columbus County Signs:

Ervin Stocks, representative of the Columbus County Southeastern Genealogy Society, and Jennifer Long, Director of Columbus County Travel and Tourism Bureau, requested a Letter of Endorsement from the Board, for the erection of Welcome to Columbus County signs, which is a requirement of the North Carolina Department of Transportation.

Mr. Stocks stated the Columbus County Southeastern Genealogy Society has some funds and they would like to expend these funds toward the erection of Welcome to Columbus County signs. Upon discussion with Jennifer Long, I have discovered she already has four (4) large signs to place on the main roads leading into Columbus County. Our funds are not sufficient for these large signs, but we would like to erect some smaller signs on the secondary roads.

After discussion was conducted, Commissioner Norris made a motion to approve a Letter of Endorsement for Columbus County Southeastern Genealogy Society and Columbus County Travel and Tourism Bureau, to be forwarded to the North Carolina Department of Transportation, to erect Welcome to Columbus County signs. This motion was seconded by Vice Chairman Dutton, and unanimously carried.

Chairman Godwin requested that Mr. Ervin Stocks and Ms. Jennifer Long get together and prepare this Letter of Endorsement.

ITEM #5: Budget Amendments:

Commissioner Jacobs made a motion to approve the following Budget Amendments, seconded by Commissioner Norris. The motion unanimously carried.

TYPE	ACCOUNT	DETAILS	AMOUNT
Expenditure	10-613-9710	Gasoline Purchase CCIT	\$48,000
Revenue	10-348-3300	NC DOT Interagency Trans	\$48,000
Expenditure	10-650-3700	Sales Tax (Fuel)	\$11,300
	10-650-6000	Fuel Purchases	\$210,000

Revenue	10-35-1000	Aviation Fuel Sales	\$221,300
Expenditure	10-425-0200	Salaries	\$6,577
Revenue	10-399-0000	Fund Balance	\$6,577
Expenditure	10-610-6065	CP&L Energy	\$322
Revenue	10-348-1660	CP&L Energy	\$322
Expenditure	10-610-6065	CP&L Energy	\$221
Revenue	10-348-1660	CP&L Energy	\$221
Expenditure	10-480-5700	Miscellaneous Expenses	\$12.00
	10-480-3200	Office Supplies	(\$12.00)
	10-480-9200	Conveyance	\$51,322
Revenue	10-325-0200	Excise Tax - N.C. Dept	\$51,322
Expenditure	50-410-0601	Retirees Health Benefit	\$185
	50-410-4110	Administrative Salaries	(\$4,775)
	50-410-4130	Legal	(\$300)
	50-410-4150	Travel	(\$481)
	50-410-4160	Indirect Cost	\$21,107
	50-410-4170	Accounting & Auditing	(\$188)
	50-410-4190	Sundry	(\$1,089)
	50-410-4400	Maintenance Equipment	\$2,168
	50-410-4510	Insurance	(\$875)
	50-410-4540	Employees Benefits, FICA	(\$1,019)
	50-410-4590	Administrative Portable	(\$1,006)
Revenue	50-300-2826	Approp of Operating Revenue	\$13,727

ITEM #6: Proposed 2006 - 2007 Columbus County Operating Budget Discussion:

A. Power-Point Presentation of Columbus County Solid Waste Fee versus Tax Rate:

Chairman Godwin stated that Jim Varner, Interim County Manager, would like to present a power-point presentation on Columbus County Solid Waste Fee versus Tax Rate, based on information compiled by Richard Gore, Columbus County Tax Administrator. The outline of the power-point presentation is as follows:

- 1) Current county Tax Rate with Solid Waste Fee (value ranging from \$10,000 to \$200,000);
- 2) Proposed County Tax Rate at \$.83 - No Solid Waste Fee (value ranging from \$10,000 to \$200,000);
- 3) Current -vs- Proposed for County (value ranging from \$10,000 to \$200,000);
- 4) Samples of Tax Bills reflecting property values at \$30,000, \$80,000 and \$200,000 with the current \$.73 Tax Rate with the Solid Waste Fee, and samples reflecting the proposed \$.83 Tax Rate without the Solid Waste Fee;
- 5) Current county tax Rate with Solid Waste Fee, in city, (value ranging from \$10,000 to \$200,000);
- 6) Proposed County Tax Rate at \$.83 - No Solid Waste Fee, in City, (value ranging from \$10,000 to \$200,000);
- 7) Current -vs- Proposed for County, in City, (value ranging from \$10,000 to \$200,000);
- 8) Samples of Tax Bills reflecting property values at \$30,000, \$80,000 and \$200,000 with the current \$.73 Tax Rate with the Solid Waste Fee, and samples reflecting the proposed \$.83

- Tax Rate without the Solid Waste Fee, in city; **and**
- 9) Market Value -vs- Land Use at property values of \$35,500, \$76,000, \$167,100 and \$90,100.

Mr. Gore stated this method would provide a savings to eighty-five (85%) percent of the property owners in Columbus County, and only affect the other fifteen (15%) percent of the property owners by a small percentage.

Commissioner Memory expressed concerns relative to the impact it would have on the taxpayers living within city or town limits.

Commissioner Prevatte expressed concerns relative to the impact it would have on large farmers and landowners.

After lengthy discussion was conducted, it was the general consensus of the Board that this item needed more discovery and the public needed to be informed of how this would work.

B. Budget Information Provided by Jim Varner, Interim County Manager, for Budget Discussion:

The following information was provided to the Board for a Budget discussion.

**Budget Workshop
June 28, 2006
6:00 P.M.**

The budget is balanced with the current tax rate of 73 cents.

Items included in the budget:

- A \$3.00 rate increase for Water District II and III. (\$22.00 to \$25.00)
- A \$16.00 increase in solid waste fees to offset the approximate \$450,000 fuel surcharge. Rates will increase from \$177.00 to \$193.00 for county residents and \$90.38 to \$106.00 for municipalities. This is based on a 96% collection rate. **Current collection rate is 81%.**
- A \$3,931,665.00 fund balance appropriation is necessary to balance the budget.

Items not included in the budget:

- \$1.3 million for construction of the detention project. (Borrow from bank)
- \$1 million increase in Medicaid per state computation.

Additional Information:

- Property Taxes - Each penny generates approximately \$309,000.00. At the current 96% collection rate, that will generate approximately \$296,640.00.
- 5 cents will generate \$1,545,000.00. At a 96% collection rate that will be approximately \$1,483,200.00 that would not have to come from fund balance to balance the FY 2006/2007 budget.

Chairman Godwin asked Jim Varner, Interim County Manager, if he knew how much money was in Fund Balance at this time. Mr. Varner replied stating no he did not.

Vice Chairman Dutton recommended that an Interim Budget be adopted until we could find out how much money was in the Fund Balance. Commissioners Prevatte, McKenzie and Norris concurred with Vice Chairman Dutton.

Mr. Varner stated that an Interim Budget was an accounting nightmare.

Chairman Godwin stated the increase in solid waste fees that had been previously approved at a budget workshop was one hundred eighty and 00/100 (\$180.00) for county residents and ninety-three and 48/100 (\$93.48) dollars for municipalities. The stated increase on this list will have to be voted on by the Board.

After a lengthy discussion was conducted regarding the additional requested increase in the solid waste fees, Commissioner Jacobs made a motion to increase the solid waste fees from one hundred seventy-seven and 00/100 (\$177.00) to one hundred ninety-three and 00/100 (\$193.00) for county residents, and ninety and 48/100 (\$90.48) dollars to one hundred six and 00/100 (\$106.00) dollars for municipalities. This motion was seconded by Commissioner Memory.

After additional discussion was conducted, a poll vote was taken with the following results:

AYES: Chairman Godwin, Vice Chairman Dutton, Commissioners Memory, Prevatte, Jacobs, and Norris
NAYS: Commissioner McKenzie.

The motion passed on a six (6) to one (1) vote.

ITEM #7: Travel and Tourism - Request for Director's Salary and Budget Clarification:

Chairman Godwin stated there were members present from the Columbus County Travel and Tourism Board, and Bureau, present who would like clarification as to the Director's Salary and the establishment of the Budget for the Travel and Tourism Bureau.

Lengthy and in-depth discussion was conducted relative to the following:

- A. Who sets the Director's salary - County or Travel and Tourism Board?
- B. Is the Director a County employee or not?
- C. Should the Travel and Tourism Budget be a part of the County Budget?
- D. The rules and regulations that govern how these decisions are made;
- E. The sole source of the funds for Travel and Tourism; **and**
- F. Is the Director to be considered a County employee and receive County benefits, or be considered a non-county employee and not receive county benefits?

MOTION:

After additional discussion was conducted relative to this matter, Commissioner Norris made a motion to allow the Columbus County Attorney, Steven Fowler, the Interim County Manager, Jim Varner, the Chairman of the Columbus County Travel and Tourism Board, and the Travel and Tourism Director, Jennifer Long, to draft a contract to deal with these gray areas for clarification. This motion was seconded by Vice Chairman Dutton and unanimously carried.

MOTION:

After additional discussion was conducted relative to the salary amount for the Travel and Tourism Director, Commissioner Prevatte made a motion to leave the salary at the requested amount of thirty-six thousand and 00/100 (\$36,000.00) dollars, seconded by Commissioner McKenzie. The motion unanimously carried.

ITEM #8: Three (3) Budget Items Placed on Hold:

Chairman Godwin stated that three (3) Budget Items had been placed on hold and were yet to be decided. They are listed as follows.

A. Personnel - Staff Development \$20,000:

Jim Varner, Interim County Manager, stated the cost of developing staff was expensive and this was needed. After discussion was conducted, a poll vote was taken with a three (3) to two (2) vote to leave the twenty thousand and 00/100 (\$20,000) dollars for Staff Development in the Personnel Budget, with two (2) not voting.

B. Fire Marshal - Uniforms:

Chairman Godwin stated the Fire Marshal had informed him that he could live with the decreased amount of one thousand and 00/100 (\$1,000.00) dollars for uniforms.

C. Environmental Health - Departmental Supplies:

Chairman Godwin stated that Kimberly Smith, Health Director, had informed him she could live with the decreased amount of six thousand and 00/100 (\$6,000.00) dollars for departmental supplies.

ITEM #9: Department of Social Services - Set Aside Funds for Litigation:

Chairman Godwin stated it had been brought to his attention that a portion of the one hundred seventy-four thousand, three hundred sixty-one and 00/100 (\$174,361.000) dollars that was approved for eight (8) additional positions at the Columbus County Department of Social Services, should be set aside for the type of litigation, from a lawsuit, that we have just been made aware of.

Marva Scott, Social Services Director, stated the following, in summation:

1. The lawsuit that is being referenced has only completed one (1) phase, and has not been completely settled, and may not be settled for another one (1) to three (3) years;
2. The additional eight (8) positions I have requested is badly needed, and, if we don't pay now, we will pay later from the unavoidable mistakes made from employees being overloaded with work; **and**
3. This type of lawsuit could go either way, and is far from being settled.

Tamora Vereen, Adult Medicaid Lead Worker, stated the following:

1. I am the Lead Worker in Adult Medicaid;
2. We are very short staffed and overworked;
3. We are sixty (60) days behind in getting the information to the nursing homes for the elderly;
4. We are so overloaded with work that it is getting very close to the employees having nervous breakdowns; **and**
5. These working conditions need to change.

ITEM #10: Personnel - Restructuring of Pay Grade and Step Table:

Chairman Godwin stated the Personnel Committee had met and Virginia Taylor, Columbus County Personnel Director, was proposing the restructuring of the Pay Grade and Step Table. The purpose of this restructuring is as follows:

1. The proposed restructuring will drop the first six (6) steps off the table and add an additional eight (8) steps at the end;
2. This will increase the lower paid positions to have a higher entry level salary;
3. This will add steps at the end to accommodate those employees who have surpassed the highest step on the table;
4. At the present, we are having to pay those employees who are off the table with a separate check for the difference; **and**
5. There will be no additional increases for any employee if more than three (3%) percent.

Commissioner Memory stated the following in reference to this proposal:

1. Here we are with less than thirty-six (36) hours before we need to adopt a budget for the upcoming year;
2. This information should have been distributed to the Board back in May;
3. Does anyone have any idea how much money it will take to implement this restructuring?;
4. This needs more study and discovery before it is considered; **and**
5. I recommend that we postpone our decision on this matter until a later date, and staff can bring this information back to the Board next year.

After in-depth discussion was conducted, Commissioner Memory made a motion to postpone a decision on the proposed restructuring of the Columbus County Pay Grade and Step Table until

later, and staff to bring this information back to the Board next year. This motion was seconded by Commissioner McKenzie and unanimously carried.

ADJOURNMENT:

At 8:37 P.M., Commissioner Memory made a motion to adjourn, seconded by Commissioner McKenzie. The motion unanimously carried.

APPROVED:

JUNE B. HALL, Clerk to Board

KIPLING GODWIN, Chairman