

**COLUMBUS COUNTY BOARD OF COMMISSIONERS**  
**Personnel Policy Manual Workshop (Fourth)**  
**September 14, 2009**  
**6:30 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 holding a Columbus County Personnel Policy Manual Workshop.

**COMMISSIONERS PRESENT:**

James E. Prevatte **Chairman**  
 Ricky Bullard, **Vice Chairman** (Departed: 6:55 P.M.)  
 Amon E. McKenzie  
 Giles E. Byrd  
 Edwin Russ  
 Lynwood Norris  
 Ronald Gore

**APPOINTEES PRESENT:**

William S. Clark, **County Manager**  
 Mike Stephens, **County Attorney**  
 June B. Hall, **Clerk to Board**  
 Bobbie Faircloth, **Finance Officer**

**WORKSHOP CALLED to ORDER:**

At 6:30 P.M., Chairman Prevatte called the September 14, 2009 Columbus County Personnel Policy Manual Workshop to order.

**READINGS of PROCEDURE and TYPES of PROCEDURES:**

Chairman Prevatte stated the following:

1. Workshop meetings normally differ from regular board meetings in two respects as follows:  
 -the meeting is to inform the Board and permit discussion - no final action is taken; **and**  
 -the procedures are less formal than at a regular meeting, but such meetings are part of the decision-making process, deliberations are going on, and therefore, they constitute "official meetings"; **and**
2. The procedure we will follow tonight is to go over the amendments that were not resolved at the previous three (3) workshops.

**SUGGESTED POLICY AMENDMENTS:**

Chairman Prevatte presented the following amendments for discussion.

**POLICY AMENDMENTS**

<b>EXISTING POLICY</b>		<b>AMENDED POLICY</b>		<b>SUGGESTED AMENDMENT</b>	<b>9-01-09 SUGGESTED ACTION</b>	<b>9-14-2009 SUGGESTED ACTION</b>
<b>Pp #</b>	<b>POLICY #</b>	<b>Pp #</b>	<b>POLICY #</b>			
43	255	41	255	2.4 (Retirement Benefits)	<b>Return to this one.</b>	No General Consensus can be reached by the Board. Place on 09-21-2009 Agenda for Board Vote
72	400	<del>70</del> 69	400	20.1 (Bereavement Policy)	<b>Return to this one.</b>	One (1) day for listed immediate family members <b>Spouse: Husband, Wife</b> <b>Parent (Mother/Father):</b> Biological, Adoptive <b>Child (Daughter/Son):</b> Biological, Adoptive <b>Brother/Sister:</b> Biological, Adoptive <b>Grand/Great: Parent, Child</b>

Pp #	POLICY #	Pp #	POLICY #	SUGGESTED AMENDMENT	9-01-09 SUGGESTED ACTION	9-14-2009 SUGGESTED ACTION																					
80	400	78	400	Revised #33 - entirety	<b>Review Draft Information Presented</b>	Okay																					
107	610	106	3 610	No information listed (Grievance)	<b>Not Addressed</b>	All time frames should be ten (10) days																					
119	710	116	710	4.1.1, 4.1.2, 4.1.3.1, 4.1.4.1, 4.1.4.3, 4.1.4.4 (Per Diem Amount)	<b>Come Back to this one</b>	<table border="0"> <thead> <tr> <th></th> <th><u>In-State</u></th> <th><u>Out-of-State</u></th> </tr> </thead> <tbody> <tr> <td>Breakfast:</td> <td>\$7.75</td> <td>\$7.75</td> </tr> <tr> <td>Lunch:</td> <td>\$10.10</td> <td>\$10.10</td> </tr> <tr> <td>Dinner:</td> <td>\$17.30</td> <td>\$19.65</td> </tr> <tr> <td>Lodging:</td> <td>\$65.90</td> <td>\$78.05</td> </tr> <tr> <td>(actual, up to)</td> <td></td> <td></td> </tr> <tr> <td><b>TOTAL:</b></td> <td><b>\$101.05</b></td> <td><b>\$115.55</b></td> </tr> </tbody> </table> <p>(If lodging exceeds amount stated, must be approved prior to by County Manager.)</p>		<u>In-State</u>	<u>Out-of-State</u>	Breakfast:	\$7.75	\$7.75	Lunch:	\$10.10	\$10.10	Dinner:	\$17.30	\$19.65	Lodging:	\$65.90	\$78.05	(actual, up to)			<b>TOTAL:</b>	<b>\$101.05</b>	<b>\$115.55</b>
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**OTHER AREAS OF CONCERN:**

Chairman Prevatte opened the floor for any other areas of concern in the Columbus County Personnel Policy Manual. The following areas were discussed.

**1. Abuse of County Vehicles (Page 119):**

Commissioner Byrd stated the perception of County vehicles being driven home for lunch, under any circumstance, was not good in the eyes of the tax-paying citizens, and this practice should be eliminated.

After discussion among the Board members, it was the general consensus of the Board to not allow County vehicles to be driven home for lunch.

**2. Policy #240 Merit Pay Policy (Pages 62 - 63):**

Commissioner Gore stated this policy should be eliminated completely due to the possibility of complications resulting, and budget constraints.

After discussion was conducted among the Board members, it was the general consensus of the Board to eliminate this policy from the manual completely.

**ADJOURNMENT:**

At 8:29 P.M., Chairman Prevatte declared the Columbus County Personnel Policy Manual Workshop adjourned.

**APPROVED:**

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**JUNE B. HALL, Clerk to Board**

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**JAMES E. PREVATTE, Chairman**