

# **RICHLAND COUNTY COUNCIL ADMINISTRATION AND FINANCE COMMITTEE**

Kit Smith, Chair  
District 5

Mike Montgomery  
District 8

Paul Livingston  
District 4

Joseph McEachern  
District 7

Valerie Hutchinson  
District 9

*December 20, 2005  
Immediately Following D&S*

**Richland County Council Chambers  
County Administration Building  
2020 Hampton Street**

## **Call to Order**

**Approval of Minutes** – November 29, 2005: Regular Session Meeting [Pages 3 – 5]

## **Adoption of Agenda**

### **I. Items for Action**

#### **A. Budget Amendment to Provide Certain Exemptions to the Road Maintenance Fee**

[Pages 6 – 10]

#### **B. Award of Waste Tire Hauling and Recycling Contract to Whitaker Container Service**

[Pages 11 – 12]

#### **C. Disposal Contract Award to Loveless & Loveless Inc. for Construction, Demolition, & Land Clearing Debris**

[Pages 13 – 14]

#### **D. Transfer of Property Interest at the Richland County Landfill Site**

[Pages 15 – 24]

##### **1. Ordinance Authorizing a Quit-Claim Deed to William P. Vinson**

##### **2. Acceptance of Easement, Right-of-Way Deed, and Encroachment Permit (Effective Upon 3<sup>rd</sup> Reading Approval of Ordinance)**

## **II. Items for Discussion / Information**

**A. Update on the Property Assessment Process**

**B. Classification and Compensation Plan Update**  
[Pages 25 – 37]

## **III. Items Pending Analysis**

**A. Ordinance to Establish a Bond Review Committee**

**B. Creation of Detention Center Commission**

## **Adjournment**

Staffed by: Joe Cronin

**MINUTES OF**



**RICHLAND COUNTY COUNCIL  
ADMINISTRATION AND FINANCE COMMITTEE  
TUESDAY, NOVEMBER 29, 2005  
6:00 PM**

*In accordance with the Freedom of Information Act, a copy of the agenda was sent to radio and TV stations, newspapers, persons requesting notification, and was posted on the bulletin board located in the lobby of the County Administration Building.*

=====

**MEMBERS PRESENT**

Chair: Kit Smith  
Member: Paul Livingston  
Member: Joseph McEachern  
Member: Valerie Hutchinson  
Member: Mike Montgomery

**ALSO PRESENT:** Damon Jeter, Milton Pope, Monique Walters, Michelle Onley, Larry Smith, Tony McDonald, Ashley Jacobs, Roxanne Matthews, Joe Cronin, Chief Harrell, Michael Criss, Kendall Johnson, Susan Britt, Stephany Snowden, Jennifer Dowden, Amelia Linder, Donny Phipps, Sherry Wright-Moore, John Cloyd

**CALL TO ORDER**

The meeting started at approximately 6:04 p.m.

**APPROVAL OF MINUTES**

**October 25, 2005 (Regular Session)** – Ms. Hutchinson moved, seconded by Mr. McEachern, to approve the minutes as submitted. The vote in favor was unanimous.

**ADOPTION OF AGENDA**

Ms. Smith stated that the December 6, 2005 Public Hearing Companion Resolution Regarding Bond Issuance needed to be added to the agenda.

Mr. Livingston moved, seconded by Ms. Hutchinson, to adopt the agenda as amended. The vote in favor was unanimous.

## ITEMS FOR ACTION

### **Ordinance to Establish a Bond Review Committee**

Mr. Livingston moved, seconded by Mr. Montgomery, to hold this item in committee and work with staff to bring back a recommendation for a bond review ordinance. The vote in favor was unanimous.

### **Funding for the Newly Appointed Medical Examiner for Richland County**

A discussion took place between Council and legal.

Mr. Montgomery moved, seconded by Mr. McEachern, to forward this item to Council with a recommendation for first reading approval to an ordinance creating a medical examiner position that would serve under the direction of the Coroner and within the county government. [The ordinance and a letter to the Legislative Delegation and other interested parties are to be drafted by staff.] The vote in favor was unanimous.

### **Richland County Neighborhood Council**

Mr. Pope briefed the committee on the history of the Neighborhood Council.

Mr. Montgomery moved, seconded by Mr. McEachern, to forward to Council the staff's recommendation with an addendum to evaluate the program after 12 months. A discussion took place. The vote in favor was unanimous.

### **Resolution Stating the County's Position on State Tax Reform Initiatives**

Mr. John Cloyd briefed the committee regarding this issue. A discussion took place.

Mr. McEachern moved, seconded by Mr. Montgomery to hold this item in committee. A discussion took place.

Mr. McEachern withdrew his motion.

Mr. McEachern moved, seconded by Mr. Livingston, to forward this item to Council with a recommendation for approval. The vote in favor was unanimous.

### **Reallocation of Funds for Pay Increase in the Sheriff's Department**

Mr. Montgomery moved, seconded by Mr. McEachern, to forward this item to Council with a recommendation for approval, but with a caution that the administration of the offices of the Council retains authority to approve reclassification because of long-term budget impacts. The vote in favor was unanimous.

**Companion Resolution to Public Hearing to be held on December 6, 2005 regarding Bond Issuance**

Mr. Montgomery moved, seconded by Mr. Livingston, to forward this item to Council with a recommendation that the item be added to the December 6, 2005 public hearing agenda. The vote in favor was unanimous.

**ITEMS PENDING ANALYSIS**

**Creation of Detention Center Commission** – This item is still being analyzed.

**ADJOURNMENT** – The meeting adjourned at approximately 6:37.

Submitted by,

Kit Smith, Chair

The minutes were transcribed by Michelle M. Onley

## Richland County Council Request of Action

**Subject:** Budget Amendment to Provide Certain Exemptions to the Road Maintenance Fee

### A. Purpose

Council is asked to pass a budget amendment that would provide certain exemptions to the County's Road Maintenance Fee.

### B. Background / Discussion

Pursuant to Ordinance Number 043-01HR, the Road Maintenance Fee is a \$15.00 fee that has been included on motor vehicle tax notices since January 2002. The proceeds from these fees are deposited into the County Road Maintenance Fund and are used specifically for the maintenance and improvement of the County road system.

During the motion period of the Council meeting on December 6, 2005, Councilman Joe McEachern asked the Administration and Finance Committee to consider the possibility of providing exemptions to the Road Maintenance Fee for elderly and handicapped citizens.

Consistent with Mr. McEachern's request, a budget amendment has been drafted by the Legal Department (attached.) The amendment, if passed by Council, would exempt citizens over the age of eighty (80) and those who are handicapped from having to pay the County's Road Maintenance Fee beginning in January 2006.

### C. Financial Impact

A financial impact analysis is currently being undertaken by the Budget Department. A final report will be made available to members of Council prior to the committee meeting.

### D. Alternatives

1. Approve the budget amendment providing exemptions to the Road Maintenance Fee for citizens who are handicapped or over the age of eighty.
2. Do not approve the budget amendment providing exemptions to the Road Maintenance Fee for citizens who are handicapped or over the age of eighty.

### E. Recommendation

This is a policy decision that is at the request of Council.

**Recommended by:** Staff

**Department:** Administration

**Date:** December 9, 2005

## F. Reviews

### Finance

Reviewed by (Budget Dir.): Daniel Driggers Date: 12/12/05

Recommend Council approval

Recommend Council denial

Comments regarding recommendation: This is a policy decision for Council. We will provide a financial impact analysis at the committee meeting.

### Legal

Reviewed by: Amelia R. Linder

Date: 12/13/05

Recommend Council approval

Recommend Council denial

Comments regarding recommendation: Both alternatives are legally sufficient. This request is at the discretion of County Council.

### Administration

Reviewed by: Tony McDonald

Date: 12/15/05

Recommend Council approval

Recommend Council denial

Comments regarding recommendation: The financial impact is being developed and will be provided to the Committee at its meeting next week. It is difficult to make a recommendation at this time due to the fact that the financial information is not yet available. It should be noted, however, that any reduction in Road Maintenance Fee revenue resulting from the proposed exemptions will have to be made up by alternative revenue sources, such as property taxes, or by reducing the budget of the Road Maintenance Division. Also, exempting one group will likely lead to other groups requesting exemptions as well, and the County will be placed in the position of having to make judgment calls as to which exemptions are reasonable and which are not.

## Memorandum

**From:** HARRY HUNTLEY  
**Sent:** Thursday, December 15, 2005 3:47 PM  
**To:** MILTON POPE  
**Cc:** ANGIE MCINCHOK; DANIEL DRIGGERS  
**Subject:** Road Fee

There are a large number of vehicle owners who pay the road fee but no taxes. They are exempt for various reasons. In 2005 we will receive about \$260,000 in road fees on vehicles on which no taxes are paid. The breakdown is as follows:

Disabled Veterans	24,000
POW, Medal of Honor, Purple Heart	24,000
Soldiers and Sailors (Active Military)	80,000
Wheelchair	22,000
Buses	30,000
Heavy Trucks	35,000
Other exemptions	<u>45,000</u>
<b>TOTAL</b>	<b>\$260,000</b>

As for the elderly (80 years +), this has to be estimated using Census data. There are approximately 9,500 people in Richland County over 80 years old (per the 2000 Census). A conservative estimate would be that they own 6,000 cars. At \$15 each, this would be another **\$90,000**.

Another category not addressed is disabled. We have 17,500 Homestead Exemption recipients in Richland County. About 5,000 of these qualify due to being totally disabled or blind. This is not the same as the Wheelchair category above, although there may be some overlap. If this represents 5,000 vehicles, this generates about **\$75,000**.

This fee has been collected since January 2002 with very little problem, particularly considering that it has generated over \$12,000,000 during that time. I would advise Council to move cautiously if they continue down this road. SC Code Section 12-37-220 is filled with property tax exemptions that have been added to over the years.

Please let me know if you need any additional information.

Harry A. Huntley, CPA  
Richland County Auditor  
(phone) 803-576-2613  
(fax) 803-576-2606



STATE OF SOUTH CAROLINA  
COUNTY COUNCIL FOR RICHLAND COUNTY  
ORDINANCE NO. \_\_\_-06HR

AN ORDINANCE AMENDING THE FISCAL YEAR 2005-2006 ANNUAL BUDGET (ORDINANCE NUMBER 053-05HR), SECTION 4, SO AS TO PROVIDE CERTAIN EXEMPTIONS TO THE ROAD MAINTENANCE FEE, WHICH HAS BEEN INCLUDED ON MOTOR VEHICLE TAX NOTICES SINCE JANUARY 2002 PURSUANT TO ORDINANCE NUMBER 043-01HR.

Pursuant to the authority granted by the Constitution and the General Assembly of the State of South Carolina, BE IT ENACTED BY THE COUNTY COUNCIL FOR RICHLAND COUNTY:

SECTION I. The Fiscal Year 2005-2006 Annual Budget (Ordinance Number 053-05HR), Section 4, is hereby amended to read as follows:

SECTION 4. A road maintenance fee of \$15.00 on each motorized vehicle licensed in Richland County shall be included on motor vehicle tax notices beginning in January 2002; provided, however, citizens over the age of eighty (80) and those who are handicapped are exempt from having to pay such fee beginning in January 2006. The proceeds will go into the County Road Maintenance Fund and shall be used specifically for the maintenance and improvement of the County road system. Any interest earned on these funds shall accrue to this account. Any contracted attorney's fees incurred, as a result of litigation involving the road maintenance fee shall reduce the interest accrual. All other fees previously approved by the County Council, either through budget ordinances or ordinances apart from the budget, will remain in effect unless and until the County Council votes to amend those fees.

As used in this section:

(1) "Handicapped" means a person who:

- (a) has an obvious physical disability that impairs the ability to walk or requires the use of a wheelchair, braces, walkers, or crutches;
- (b) has lost the use of one or both legs;
- (c) suffers from lung disease to such an extent that he is unable to walk without the aid of a respirator;
- (d) is disabled by an impairment in mobility; or
- (e) is determined by the Social Security Administration or the Veterans Administration to be totally and permanently disabled.

(2) A licensed physician shall certify that the total and permanent disability substantially impairs the ability to walk, unless the applicant is an agency or organization complying with Section 56-3-1910 of the South Carolina Code of Laws, 1976, as amended.

SECTION II. Severability. If any section, subsection, or clause of this ordinance shall be deemed to be unconstitutional or otherwise invalid, the validity of the remaining sections, subsections, and clauses shall not be affected thereby.

SECTION III. Conflicting Ordinances Repealed. All ordinances or parts of ordinances in conflict with the provisions of this ordinance are hereby repealed.

SECTION IV. Effective Date. This ordinance shall be enforced from and after \_\_\_\_\_, 2006.

RICHLAND COUNTY COUNCIL

BY: \_\_\_\_\_  
Anthony G. Mizzell, Chair

ATTEST THIS THE \_\_\_\_ DAY

OF \_\_\_\_\_, 2006

\_\_\_\_\_  
Michielle R. Cannon-Finch  
Clerk of Council

RICHLAND COUNTY ATTORNEY'S OFFICE

\_\_\_\_\_  
Approved As To LEGAL Form Only  
No Opinion Rendered As To Content

First Reading:  
Second Reading:  
Public Hearing:  
Third Reading:

## Richland County Council Request of Action

**Subject:** Waste Tire Hauling and Recycling Contract Award to Whitaker Container Service

### A. Purpose

County Council is requested to approve the contract negotiations/extension for Whitaker Container Service for the hauling and recycling of waste tires.

### B. Background / Discussion

The Procurement Department advertised for bids from companies registered with the South Carolina Department of Health & Environmental Control for proposals to haul and recycle waste tires for Richland County. Whitaker Container Service, Richland County's current vendor for this service, was the only responsive bidder.

Whitaker Container Service Requested the following fee schedule:

To transport and recycle waste tire to include passenger & truck tires the rate is \$112.50/ton.

A fuel subsidy of 2% was requested for every 10 cents increase in diesel prices above \$2.50/gallon.

The existing contract rate which has expired is \$97.50/ton which Whitaker Container Service has maintained for the last five years.

### C. Financial Impact

This contract will require an additional \$9,000.00 over the previous contract; however, this will not require any additional funding as the County has not received the anticipated number of waste tires this year.

### D. Alternatives

1. Approve the five year contract with Whitaker Container Service for transportation and recycling of waste tires.
2. Do not approve the five year contract with Whitaker Container Service for transportation and recycling of waste tires.

### E. Recommendation

Alternative 1 is recommended.

**Recommended by:** Bobby Banks, PE

**Department:** Public Works

**Date:** 12/9/05

## F. Reviews

### Finance

Reviewed by (Budget Dir.): Daniel Driggers

Date: 12/12/05

✓ Recommend Council approval

Recommend Council denial

Comments regarding recommendation:

### Procurement

Reviewed by: Rodolfo Callwood

Date: 12/14/05

✓ Recommend Council approval

Recommend Council denial

Comments regarding recommendation:

### Legal

Reviewed by: Amelia Linder

Date: 12/15/05

✓ Recommend Council approval

Recommend Council denial

Comments regarding recommendation:

### Administration

Reviewed by: Tony McDonald

Date: 12/16/05

✓ Recommend Council approval

Recommend Council denial

Comments regarding recommendation: Recommend approval of the award of a contract to Whitaker Container Service under the terms outlined above.

## Richland County Council Request of Action

**Subject:** Disposal Contract Award for Construction, Demolition, & Land Clearing Debris to Loveless & Loveless Inc.

### A. Purpose

County Council is requested to approve the contract negotiations/extension for Loveless & Loveless for disposal of Construction, Demolition and Land clearing debris (C&D) collected by the curbside collection program and at the Lower Richland Drop Off Center.

### B. Background / Discussion

The Procurement Department advertised for proposals from area C&D Landfills to provide disposal services for construction, demolition, and land clearing debris which is collected in the County's curbside collection program and the Lower Richland Drop Off Center. The most cost effective proposal was submitted by Loveless & Loveless, Inc. The fee schedule in their proposal is listed below.

The fee schedule is as follows:

First Year:	\$11.25/ton
Second Year:	\$11.55/ton
Third Year:	\$11.86/ton
Fourth Year:	\$12.18/ton
Fifth Year:	\$12.50/ton

The existing contract rate which has expired is \$11.00/ton.

### C. Financial Impact

The contract listed above allows for approximately an increase of 2.5% each year. The implementation of the first year rate can be implemented without a request for additional funding in this budget year (FY2006). However, preceding years will require increased funding to account for the contract increases and the additional waste produced by the growth of the County

### D. Alternatives

1. Approve the five year contract with Loveless & Loveless for disposal of C&D waste generated from the curbside collection program and the Lower Richland Drop-Off Center.
2. Do not approve the five year contract with Loveless & Loveless for disposal of C&D waste generated from the curbside collection program and the Lower Richland Drop-

Off Center. However, if not approved this may impact hauling contracts for the curbside collection program and the Lower Richland Drop-Off Center.

### **E. Recommendation**

Alternative 1 is recommended.

**Recommended by:** Bobby Banks, PE      **Department:** Public Works      **Date:** 12/9/05

### **F. Reviews**

#### **Finance**

Reviewed by (Budget Dir.): Daniel Driggers      Date: 12/14/05

✓ Recommend Council approval       Recommend Council denial

Comments regarding recommendation: As stated in the financial impact section, Funds are available in current year but subsequent year will require additional funds.

#### **Procurement**

Reviewed by: Rodolfo Callwood      Date: 12/14/05

✓ Recommend Council approval       Recommend Council denial

Comments regarding recommendation:

#### **Legal**

Reviewed by: Amelia Linder      Date: 12/15/05

✓ Recommend Council approval       Recommend Council denial

Comments regarding recommendation:

#### **Administration**

Reviewed by: Tony McDonald      Date: 12/16/05

✓ Recommend Council approval       Recommend Council denial

Comments regarding recommendation: Recommend approval of the proposed contract as outlined above.

## Richland County Council Request of Action

**Subject:** Transfer of Property Interest at the Richland County Landfill Site to William Patrick Vinson

### **A. Purpose**

County Council is requested to approve the transfer of interest in property along the Northeast portion of the Richland County Landfill Site to resolve a property boundary dispute. Specifically, Council is requested to approve an ordinance granting a quit-claim deed to Mr. William P. Vinson, and to accept an easement from Mr. Vinson to access two methane monitoring wells on the property.

### **B. Background / Discussion**

After installation of two methane monitoring wells in 2004 on the Northeast boundary of the landfill property, Richland County Landfill staff was approached by William Patrick Vinson about the installation of wells occurring on his property. Richland County explained that according to a boundary survey of the landfill property which was completed in September 2004, the wells were located on Richland County property. Mr. Vinson disputed this statement citing a survey from 1952.

Richland County staff continued to meet with Mr. Vinson to resolve this issue. After multiple discussions with Mr. Vinson, the resolution was developed to initiate a quit-claim deed transfer in exchange for an Easement from Mr. Vinson to allow Richland County to access the monitoring wells already installed on the disputed property.

The purpose of the transfer is to resolve a property boundary dispute in which Richland County has no real interest other than to access its methane monitoring wells for monitoring and maintenance. Richland County would have indemnification and access to its wells through the easement agreed to by Mr. Vinson.

County Council is requested to approve the execution of the deed contingent upon Richland County receiving the signed Easement from Mr. Vinson.

A copy of the deed and easement developed by the Richland County Legal Department are attached for Council's review.

### **C. Financial Impact**

There is no financial impact to Richland County. The property in dispute is approximately 0.46 acres and is located near electrical lines.

### **D. Alternatives**

1. Approve the execution of the deed contingent upon the receipt of the signed Easement from Mr. Vinson.

2. Do not approve the execution of the deed contingent upon the receipt of the signed Easement from Mr. Vinson.

#### **E. Recommendation**

Alternative 1 is recommended.

**Recommended by:** Bobby Banks, PE      **Department:** Public Works      **Date:** 12/9/05

#### **F. Reviews**

##### **Finance**

Reviewed by (Budget Dir.): Daniel Driggers      Date: 12/12/05  
 Recommend Council approval       Recommend Council denial  
Comments regarding recommendation:

##### **Legal**

Reviewed by: Amelia R. Linder      Date: 12/13/05  
 Recommend Council approval       Recommend Council denial  
Comments regarding recommendation: Both alternatives are legally sufficient. This request is at the discretion of County Council.

##### **Administration**

Reviewed by: Tony McDonald      Date: 12/14/05  
 Recommend Council approval       Recommend Council denial  
Comments regarding recommendation: Approval of the quit claim deed will resolve the outstanding property boundary dispute while continuing to allow Richland County personnel access to the landfill monitoring wells for operation and maintenance.



STATE OF SOUTH CAROLINA  
COUNTY COUNCIL FOR RICHLAND COUNTY  
ORDINANCE NO. \_\_\_\_-06HR

AN ORDINANCE AUTHORIZING QUIT CLAIM DEED TO WILLIAM PATRICK VINSON FOR A CERTAIN PARCEL OF LAND LOCATED IN RICHLAND COUNTY, APPROXIMATELY SEVEN (7) MILES NORTHWEST OF THE CITY OF COLUMBIA, BEING DESCRIBED AS A TRIANGULAR CROSSHATCHED AREA OF 0.46 ACRES MORE OR LESS, AND BEING A PORTION OF RICHLAND COUNTY TMS # 06600-02-14.

Pursuant to the authority by the Constitution of the State of South Carolina and the General Assembly of the State of South Carolina, BE IT ENACTED BY RICHLAND COUNTY COUNCIL:

SECTION I. The County of Richland and its employees and agents are hereby authorized to grant a quit claim deed to William Patrick Vinson for a certain parcel of land, as specifically described in the "Quit Claim Deed", which is attached hereto and incorporated herein.

SECTION II. Severability. If any section, subsection, or clause of this ordinance shall be deemed unconstitutional or otherwise invalid, the validity of the remaining sections, subsections, and clauses shall not be affected thereby.

SECTION III. Conflicting Ordinances. All ordinances or parts of ordinances in conflict with the provisions of this ordinance are hereby repealed.

SECTION IV. Effective Date. This ordinance shall be enforced from and after \_\_\_\_\_, 2006.

RICHLAND COUNTY COUNCIL

By: \_\_\_\_\_  
Anthony G. Mizzell, Chair

Attest this \_\_\_\_\_ day of  
\_\_\_\_\_, 2006.

\_\_\_\_\_  
Michielle R. Cannon-Finch  
Clerk of Council

RICHLAND COUNTY ATTORNEY'S OFFICE

\_\_\_\_\_  
Approved As To LEGAL Form Only.  
No Opinion Rendered As To Content

First Reading:  
Second Reading:  
Public Hearing:  
Third reading:

**STATE OF SOUTH CAROLINA )**  
**)**  
**COUNTY OF RICHLAND                          )**

**QUIT CLAIM DEED**  
*(Non-Abstracted Title to Real Estate)*

**KNOW ALL MEN BY THESE PRESENTS**, that **Richland County, South Carolina**, (the “Grantor”) for and in consideration of the sum of Five and 00/100s (\$5.00) Dollars and other valuable consideration paid by William Patrick Vinson (the “Grantee”), the receipt whereof is hereby acknowledged, has granted, bargained, sold and released, and by these presents does grant, bargain, sell and release unto the said Grantee, William Patrick Vinson, his successors and assigns forever, subject to any and all existing reservations, easements, encroachments, restrictions, covenants, zoning, governmental regulations, land use regulations, rights-of-way and conditions of this deed that may appear on record or on the premises, the following described real property:

All that certain piece, parcel, or lot of land, situate, lying and being in the County of Richland, State of South Carolina, approximately seven (7) miles northwest of the City of Columbia, being described as a triangular crosshatched area of 0.46 acres more or less, shown as a part of the southwestern portion of Tract “C,” bearing Tax Map Number 6600-02-14, commencing at Grid Tie Point No. 106 bearing North 69°29’19” E for a distance of 1278.20’ to Grid Tie Point No. 105, from thence bearing South 20°58’13” E for a distance of 31.06’ to Grid Tie Point No. 104, from thence bearing South 70°52’49” W for a distance of 1278.83’ to point of origin Grid Tie Point No. 106, all as shown in a Boundary Survey for William Patrick Vinson by Mark E. Mills, S.C.P.L.S. #10779, dated February 23, 2005, and recorded on \_\_\_\_\_ in the Office of the Register of Deeds for Richland County in Book \_\_\_\_\_ at Page \_\_\_\_\_.

Said property being generally bounded as follows: on the North by the remainder of Tract “C” on said boundary survey; on the West by lands now or formerly of Divex, Inc.; on the East by lands now or formerly of William P. Vinson, Jr.; and on the South by lands now or formerly of Richland County, South Carolina.

This being a portion of the identical property conveyed to Richland County, its Successors and Assigns, by deed of William E. Caughman, Jr., and B. D. Caughman, of the County of Richland, and Marion R. Caughman, of the County of Orangeburg, dated July 15, 1974, and recorded July 15, 1974, in the Office of the R.O.D. for Richland County, South Carolina in Deed Book 322 at Page 272.

Tax Map Reference: 6600-02-14

**MAILING ADDRESS OF GRANTEE:**

William P. Vinson  
7323 Monticello Road  
Columbia, South Carolina 29203

Together with all and singular the rights, hereditaments, members and appurtenances to said premises belonging or in anywise incident or appertaining.

To have and to hold all and singular the premises before mentioned unto the grantee, and the grantee's heirs, personal representatives and assigns forever.

And, the grantor does hereby bind the grantor and the grantor's heirs and personal representatives to warrant and forever defend all and singular the said premises unto the grantee and the grantee's heirs, and personal representatives against the grantor and the grantor's heirs lawfully claiming, or to claim, any part thereof.

The grantee, by acceptance of this deed, acknowledges that the purposes of the conveyance and acceptance by the grantee of the property herein above-described are to resolve any dispute that may exist as to the accuracy of those portions of earlier recorded titles to real estate referencing the property conveyed herein and to reserve in favor of grantor an easement, right-of-way and encroachment right through and along the identical property conveyed herein for the purpose of grantor's accessing, servicing and maintaining its methane monitoring wells located in and around the property as more particularly shown on a Richland County Landfill Overall Topographic Map prepared by Wilbur Smith Associates, Project No. 392502, dated September 7, 2004, a copy of which is available for inspection during regular Richland County business hours at the Richland County Department of Public Works, 400 Powell Road, Columbia, SC 29203; said easement, right-of-way and encroachment right to exist in favor of Richland County for as long as is needed to carry out the purposes thereof relative to Richland County's methane monitoring wells.

Grantee agrees and binds its heirs, successors and assigns to hold harmless Richland County, its successors and assigns, from liability, damages, losses, costs, expenses, demands, claims, suits, actions and causes of action on account of illness, personal injury or death to persons or damage to property or other loss or liability arising from or in connection with the construction, maintenance, repair, removal, use or the fulfillment of any purpose or condition directly or indirectly connected with Richland County's methane monitoring wells contemplated herein and agrees to indemnify Richland County for any and all liability incurred or injury or damage sustained by reason of past, present or future such encroachment.

Any reference in this instrument to the plural shall include the singular and vice versa. Any reference to one gender shall include the others, including the neuter. Such words of inheritance shall be applicable as are required by the gender of the grantee.

WITNESS the grantor's hand and seal this \_\_\_\_ day of \_\_\_\_\_, 2005.

SIGNED, SEALED AND DELIVERED  
IN THE PRESENCE OF:

RICHLAND COUNTY, SOUTH CAROLINA:

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
(SEAL)  
Anthony G. Mizzell, Chair  
Richland County Council

STATE OF SOUTH CAROLINA  
COUNTY OF RICHLAND

**PROBATE (Grantor)**

PERSONALLY appeared the undersigned witness who made oath that he/she saw the within named grantor sign, seal and as the grantor's act and deed deliver the within deed and that deponent with the other witness whose name is subscribed above witnessed the execution thereof.

SWORN to before me this \_\_\_ day of \_\_\_\_\_, 2005.

\_\_\_\_\_(L.S.)  
Witness

\_\_\_\_\_  
Notary Public of South Carolina  
My Commission Expires:

WITNESS the grantee's hand and seal this \_\_\_ day of \_\_\_\_\_, 2005.

SIGNED, SEALED AND DELIVERED  
IN THE PRESENCE OF

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_(SEAL)  
William P. Vinson

STATE OF SOUTH CAROLINA  
COUNTY OF RICHLAND

**PROBATE (Grantee)**

PERSONALLY appeared the undersigned witness who made oath that he/she saw the within named grantee sign, seal and as the grantee's act and deed acknowledge the within deed and conditions and that deponent with the other witness whose name is subscribed above witnessed the execution, acknowledgement, and acceptance thereof.

SWORN to before me this \_\_\_ day of \_\_\_\_\_, 2005.

\_\_\_\_\_(L.S.)  
Witness

\_\_\_\_\_  
Notary Public of South Carolina  
My Commission Expires:

STATE OF SOUTH CAROLINA )  
 )  
COUNTY OF RICHLAND )

**EASEMENT, RIGHT OF WAY DEED,  
AND ENCROACHMENT PERMIT**

**KNOW ALL MEN BY THESE PRESENTS**, that **William Patrick Vinson** (the “Grantor”) for and in consideration of the sum of Five and 00/100s (\$5.00) Dollars and other valuable consideration paid by Richland County, South Carolina (the “Grantee”), the receipt whereof is hereby acknowledged, has granted and does hereby grant unto the said Grantee, Richland County, South Carolina, its successors and assigns forever, an easement, right-of-way and a permit to encroach within the metes and bounds and property description set forth herein for the purpose of grantee’s accessing, servicing and maintaining its methane monitoring wells located in and around the property as more particularly shown on a Richland County Landfill Overall Topographic Map prepared by Wilbur Smith Associates, Project No. 392502, dated September 7, 2004, a copy of which is available for inspection during regular Richland County business hours at the Richland County Department of Public Works, 400 Powell Road, Columbia, South Carolina 29203; said easement, right-of-way and encroachment right to exist in favor of Richland County for as long as is needed to carry out the purposes thereof relative to Richland County’s methane monitoring wells, said easement and right-of-way and encroachment permit area to run through and along the property grantor owns or in which grantor has an interest, situate, lying and being more particularly described as:

All that certain piece, parcel, or lot of land, situate, lying and being in the County of Richland, State of South Carolina, approximately seven (7) miles northwest of the City of Columbia, being described as a triangular crosshatched area of 0.46 acres more or less, shown as a part of the southwestern portion of Tract “C,” bearing Tax Map Number 6600-02-14, commencing at Grid Tie Point No. 106 bearing North 69°29’19” E for a distance of 1278.20’ to Grid Tie Point No. 105, from thence bearing South 20°58’13” E for a distance of 31.06’ to Grid Tie Point No. 104, from thence bearing South 70°52’49” W for a distance of 1278.83’ to point of origin Grid Tie Point No. 106, all as shown in a Boundary Survey for William Patrick Vinson by Mark E. Mills, S.C.P.L.S. #10779, dated February 23, 2005, and recorded on \_\_\_\_\_ in the Office of the Register of Deeds for Richland County in Book \_\_\_\_\_ at Page \_\_\_\_\_.

Said property being generally bounded as follows: on the North by the remainder of Tract “C” on said boundary survey; on the West by lands now or formerly of Divex, Inc.; on the East by lands now or formerly of William P. Vinson, Jr.; and on the South by lands now or formerly of Richland County, South Carolina.

This being a portion of the identical property conveyed to William Patrick Vinson by deed of Richland County, South Carolina, dated \_\_\_\_\_, and recorded \_\_\_\_\_, in the Office of the R.O.D. for Richland County, South Carolina in Deed Book \_\_\_\_\_ at Page \_\_\_\_\_.

Tax Map Reference: 6600-02-14

TO HAVE AND TO HOLD the aforesaid rights to the grantee, its successors and assigns, as aforesaid.

And the grantor agrees to warrant and forever defend the above grantee rights against himself or his heirs and against any other person lawfully claiming or to claim the same or any part thereof.

**MAILING ADDRESS OF GRANTEE:**

Richland County, South Carolina  
Attention: Administrator  
2020 Hampton Street, Suite 4058  
Post Office Box 192  
Columbia, South Carolina 29202

Grantor agrees and binds its heirs, successors and assigns to hold harmless Richland County, its successors and assigns, from liability, damages, losses, costs, expenses, demands, claims, suits, actions and causes of action on account of illness, personal injury or death to persons or damage to property or other loss or liability arising from or in connection with the construction, maintenance, repair, removal, use or the fulfillment of any purpose or condition directly or indirectly connected with Richland County's methane monitoring wells contemplated herein and agrees to indemnify Richland County for any and all liability incurred or injury or damage sustained by reason of past, present or future such encroachment.

Any reference in this instrument to the plural shall include the singular and vice versa. Any reference to one gender shall include the others, including the neuter. Such words of inheritance shall be applicable as are required by the gender of the grantee.

WITNESS the grantor's hand and seal this \_\_\_\_ day of \_\_\_\_\_, 2005.

SIGNED, SEALED AND DELIVERED  
IN THE PRESENCE OF:

\_\_\_\_\_  
  
\_\_\_\_\_

\_\_\_\_\_(SEAL)  
William Patrick Vinson

STATE OF SOUTH CAROLINA  
COUNTY OF RICHLAND

**PROBATE (Grantor)**

PERSONALLY appeared the undersigned witness who made oath that he/she saw the within named grantor sign, seal and as the grantor's act and deed deliver the within easement, right of way deed and encroachment permit and the conditions therein within deed and that deponent with the other witness whose name is subscribed above witnessed the execution thereof.

SWORN to before me this \_\_\_ day of \_\_\_\_\_, 2005.

\_\_\_\_\_  
Witness (L.S.)

\_\_\_\_\_  
Notary Public of South Carolina  
My Commission Expires:

WITNESS the grantee's hand and seal this \_\_\_ day of \_\_\_\_\_, 2005.

SIGNED, SEALED AND DELIVERED    RICHLAND COUNTY, SOUTH CAROLINA  
IN THE PRESENCE OF

\_\_\_\_\_  
By: \_\_\_\_\_ (SEAL)  
Its: \_\_\_\_\_

STATE OF SOUTH CAROLINA  
COUNTY OF RICHLAND

**PROBATE (Grantee)**

PERSONALLY appeared the undersigned witness who made oath that he/she saw the within named grantee sign, seal and as the grantee's act and deed acknowledge the within easement, right of way deed and encroachment permit and the conditions therein and that deponent with the other witness whose name is subscribed above witnessed the execution, acknowledgement, and acceptance thereof.

SWORN to before me this \_\_\_ day of \_\_\_\_\_, 2005.

\_\_\_\_\_  
Witness (L.S.)

\_\_\_\_\_  
Notary Public of South Carolina  
My Commission Expires:



**Item for Information / Discussion.**

**Richland County Council Request for Review and Discussion**

**Subject:** Classification and Compensation Plan

**A. Purpose**

Review the County's Classification and Compensation Plan – Mr. McEachern moved, seconded by Ms. Hutchinson, to refer the Classification and Compensation Plan – with emphasis on the jail – to the A&F Committee for the December 20<sup>th</sup> meeting. The vote in favor was unanimous. Mr. McEachern asked that Staff include the RCSD.

**B. Background / Discussion**

- Richland County last implemented a comprehensive County-wide Classification and Compensation Plan Study in 1997.
- Over the past five years, Human Resources has received numerous questions, concerns, and complaints from employees, supervisors, department heads, Elected Officials, and Appointed Officials about the minimum pay rates for County jobs below the market.
- Many Department Heads, Elected Officials, and Appointed Officials have cited the fact that neighboring Lexington County's minimum pay rates for many jobs is several thousand dollars above the same Richland County job. And that an employee would not have to relocate to work for Lexington County.
- Most local governments the size of Richland County conduct a Study every two to three years.
- Richland County's minimum pay rates are far less competitive than minimum pay rate for the same jobs with Charleston County, Lexington County, and the City of Columbia for most County jobs.
- The SCAC 2005 Wage and Salary Report clearly illustrates many County jobs, including the ASGDC and RCSD, have minimum pay rates several thousand dollars less than counties in Group 1 (counties with population greater than 100,000), such as Lexington County and Charleston County. For some jobs, Richland County's minimum pay rates are lower than much smaller counties such as Barnwell County and Jasper County.
- Richland County has implemented several projects to increase employee pay rates for some jobs in several departments since 1997 and to restructure the pay grades, pay ranges, and some employee pay rates in the Information Technology Department several years ago. These pay increase projects have tended to focus on the pay rates of employees in a specific department and/or some jobs within a department and not the minimum pay rate or all County jobs.
- The minimum pay rates for Richland County jobs were on the average 17% below the minimum pay rates for the same jobs in Charleston County (job title comparison), based on an analysis [not a Study] done by a consultant in 2003. The cost estimate was \$1.5 million, just to bring the pay rate of all employees up to the projected minimum pay rate. The consultant also recommended Richland County conduct a more comprehensive review of the County Classification and Compensation Plan.

- The minimum pay rate for Richland County jobs were on the average 22% below the same jobs in Lexington County (job title comparison), based on an analysis [not a Study] done by Human Resources in 2005. The cost estimate was \$2.25 million, just to bring the pay rate of all employees up to the projected minimum pay rate.
- The result of increasing the pay rates for some employees will reduce the implementation cost of the Classification and Compensation Study. Because, while the minimum pay rate is below market, the pay rate of the employee is closer to market rate as a result of the increase. In addition, the pay rates for employees who have earned PEP pay increases over the years and therefore moved their pay rate closer to being competitive with the market.
- The result of the County not implementing a Study since 1997, implementation of projects to increase employee pay rates working in some jobs, increased the number of requests for starting pay rates above the minimum pay rate for the job, increased the number of requests for unique departmental pay plans, created some internal equity concerns and significantly increased the number of requests for job reclassifications.
- The County anticipates having the Classification and Compensation Study completed and a comprehensive Classification and Compensation Plan proposal from the consultant for all departments and jobs along with cost projections in time to include in the FY 2006/2007 Budget, for Council's consideration.
- The County's health insurance plan has been a positive tool for recruiting some applicants and retaining some employees, even with the below market minimum pay rates for most Richland County jobs.
- Human Resources used the 2005 cost estimate percentage (22%) and aged it by 3% contemplating a 2006 implementation, which resulted in 25% being used for this cost projection.

### **C. Benefits of Implementing Classification and Compensation Study**

- Attract Qualified Applicants
- Retain Qualified Employees
- Legal Compliance and Fairness
- Improve Employee Morale and Reduce Concern and Complaints About Pay Issues

### **D. Classification and Compensation Study Objectives and Steps**

Some Objective examples include:

1. Classification & Compensation Plan Easy to Understand
2. Reduce the Number of Reclassifications
3. Reduce the Number of Starting Pay Above Minimum of the Pay Range
4. Consistency Across County Departments
5. Transparency in Study Process
6. Communication with Department Heads and Employees
7. Receive Input from Department Heads and Employees
8. Legal Compliance (i.e. FLSA and ADA) and Correct Incorrect Classifications
9. Rigorous Job Evaluation Process
10. Recognize Diversity of Departments and Employees

Below is a list of tasks identified as being important for a Classification and Compensation Study:

1. Decide on the County’s Compensation Philosophy
2. Notify Department Heads about the Study
3. Notify Employees About Study
4. Develop JCQ to be Used
5. Perform Job Analyses
6. Review Job Analysis
7. Overview Meetings
8. Employee Meetings
9. JCQ Meetings
10. Collect JCQs
11. Review JCQs
12. Collect Labor Market Data
13. Identity Richland County Benchmark Jobs
14. Analyze Richland County Benchmark Jobs vs. Peers
15. Employees Communications
16. Desk Audits as and if Necessary
17. Develop Appeals Process
18. Provide Employees the Opportunity to Appeal

**E. Financial Impact**

The overall cost projection, by Human Resources is a minimum of \$2.8 to \$3 million to bring employee pay rates to the minimum projected pay rate for the respective job.

To bring employee pay rates up for the Detention Center and Sheriff’s Department specifically would result in a financial impact as follows:

Location	Current Pay Rate	Cost to Increase to New Proposed Minimum	Pay Rate with Proposed Increase
Alvin S. Glenn Detention Center	\$8,843,186	<b>\$875,219</b>	\$9,718,405
Richland County Sheriff’s Department	\$15,957,229	<b>\$842,577</b>	\$16,799,805

In reviewing and considering these cost projections, Human Resources requests County Council keep in mind the following important points;

1. Human Resources cost projections are not based on a comprehensive Classification and Compensation Study at this point.
2. Comparison was based on a single employer, Lexington County vs. a peer group.
3. Job content data matching was not done. A single percentage (25%) was used, vs. an individual job by job analysis.
4. Employee PEP increases for 2005 had not been added to the data Human Resources used for this projection. That will reduce implementation costs slightly.
5. No wage compression has been factored into these projections.

**F. Alternatives**

1. Fund and Implement Classification and Compensation Study.
2. Fund and Implement Classification and Compensation Study in Phases.
3. Nether Fund Nor Implement Classification and Compensation Study.

**G. Recommendation**

1. Fund and Implement Classification and Compensation Study.

South Carolina Association of Counties  
**ANNUAL WAGE AND SALARY SURVEY REPORT**  
 Survey Group: 1

Job Title: UNIFORM PATROL SHIFT COMMANDER/SUPV

Job Code: 521

County	Hours	Staff Totals	Pay Range		Actual or Mid-Point	Percent Spread
			Minimum	Maximum		
AIKEN	40.0	7	37,218	52,105	44,661	39%
BERKELEY	42.5	15	32,000	51,200	41,600	60%
CHARLESTON	40.0	8	41,558	61,610	51,584	48%
FLORENCE	40.0	10	36,377	54,105	45,241	48%
GREENVILLE	40.0	5	38,586	67,297	52,941	74%
LEXINGTON	40.0	2	<u>50,420</u>	70,588	60,504	40%
PICKENS	40.0	5	34,217	51,325	42,771	49%
RICHLAND	42.5	28	<u>30,400</u>	51,192	40,796	68%
SPARTANBURG	43.0	33	34,688	51,807	43,247	49%
SUMTER	40.0	11	30,169	42,268	36,218	40%
YORK	40.0	6	36,865	51,596	44,230	39%
LOWEST REPORTED SALARIES:			30,169	42,268	36,218	
HIGHEST REPORTED SALARIES:			50,420	70,588	60,504	
ARITHMETIC AVERAGE:			36,590	55,008	45,799	50%

*\$20,920  
65.86%*

Job Title: UNIFORM PATROL ASST SHIFT COMMANDER/SUPV

Job Code: 522

County	Hours	Staff Totals	Pay Range		Actual or Mid-Point	Percent Spread
			Minimum	Maximum		
AIKEN	40.0	7	33,081	46,313	39,697	39%
BEAUFORT	42.8	26	33,377	46,728	40,052	40%
BERKELEY	42.5	21	30,000	48,000	39,000	60%
CHARLESTON	40.0	6	37,378	62,836	50,107	68%
FLORENCE	40.0	5	30,860	45,829	38,344	48%
GREENVILLE	40.0	16	33,381	50,887	42,134	52%
LEXINGTON	43.0	3	<u>48,875</u>	68,425	58,650	40%
PICKENS	40.0	5	30,403	45,603	38,003	49%
RICHLAND	42.5	29	<u>28,365</u>	47,760	38,062	68%
SPARTANBURG	43.0	46	31,464	46,991	39,227	49%
SUMTER	40.0	22	27,838	38,922	33,380	39%
LOWEST REPORTED SALARIES:			27,838	38,922	33,380	
HIGHEST REPORTED SALARIES:			48,875	68,425	58,650	
ARITHMETIC AVERAGE:			33,183	49,844	41,514	50%

*\$20,510  
72.31%*

**South Carolina Association of Counties  
ANNUAL WAGE AND SALARY SURVEY REPORT**

Survey Group: 1

Job Title: **UNIFORM PATROL OFFICER II**

Job Code: **527**

County	Hours	Staff Totals	Pay Range		Actual or Mid-Point	Percent Spread
			Minimum	Maximum		
AIKEN	40.0	43	27,564	44,383	35,973	61%
ANDERSON	37.5	35	25,639	40,998	33,318	59%
BEAUFORT	42.8	51	30,752	43,053	36,902	40%
BERKELEY	42.5	23	28,000	44,800	36,400	60%
CHARLESTON	40.0	34	32,094	48,568	40,331	51%
FLORENCE	40.0	4	28,102	41,690	34,896	48%
GREENVILLE	40.0	208	26,441	44,249	35,345	67%
LEXINGTON	43.0	30	<u>34,972</u>	48,961	41,966	40%
PICKENS	40.0	11	27,859	41,789	34,824	50%
RICHLAND	42.5	26	<u>26,329</u>	44,335	35,332	68%
SPARTANBURG	43.0	67	27,180	40,592	33,886	49%
SUMTER	40.0	23	25,506	36,487	30,996	43%
YORK	40.0	26	27,800	38,920	33,360	40%
LOWEST REPORTED SALARIES:			25,506	36,487	30,996	
HIGHEST REPORTED SALARIES:			34,972	48,961	41,966	
ARITHMETIC AVERAGE:			28,326	42,986	35,656	52%

*#8,643  
32.88%*

Job Title: **UNIFORM PATROL OFFICER I**

Job Code: **528**

County	Hours	Staff Totals	Pay Range		Actual or Mid-Point	Percent Spread
			Minimum	Maximum		
ANDERSON	37.5	44	24,653	39,411	32,032	59%
BEAUFORT	42.8	31	29,439	41,215	35,327	40%
BERKELEY	42.5	30	24,000	38,400	31,200	60%
CHARLESTON	40.0	79	31,592	47,711	39,651	51%
FLORENCE	40.0	45	25,343	37,554	31,448	48%
GREENVILLE	40.0	23	25,424	44,249	34,836	74%
HORRY	42.8	128	27,337	41,006	34,171	50%
LEXINGTON	43.0	68	<u>30,337</u>	46,798	38,567	54%
PICKENS	40.0	34	25,316	37,975	31,645	50%
RICHLAND	42.5	175	<u>24,294</u>	40,907	32,600	68%
SPARTANBURG	43.0	26	25,885	38,659	32,272	49%
SUMTER	40.0	47	24,333	32,231	28,282	32%
YORK	40.0	40	26,507	37,110	31,808	40%
LOWEST REPORTED SALARIES:			24,000	32,231	28,282	
HIGHEST REPORTED SALARIES:			31,592	47,711	39,651	
ARITHMETIC AVERAGE:			26,496	40,248	33,372	51%

*#6,043  
24.87%*

**South Carolina Association of Counties**  
**ANNUAL WAGE AND SALARY SURVEY REPORT**  
 Survey Group: 1

Job Title: **DETENTION CENTER SHIFT SUPERVISOR**

Job Code: **544**

County	Hours	Staff Totals	Pay Range		Actual or Mid-Point	Percent Spread
			Minimum	Maximum		
ANDERSON	37.5	4	29,994	47,949	38,971	59%
BEAUFORT	40.0	5	34,691	48,567	41,629	39%
BERKELEY	40.0	7	30,000	48,000	39,000	60%
CHARLESTON	42.0	5	41,558	62,836	52,197	51%
FLORENCE	40.0	3	36,377	54,105	45,241	48%
GREENVILLE	40.0	19	33,381	50,887	42,134	52%
HORRY	42.8	6	36,047	54,072	45,059	50%
LEXINGTON	43.0	3	<u>41,151</u>	57,611	49,381	39%
PICKENS	40.0	3	30,403	45,603	38,003	49%
RICHLAND	42.5	21	<u>26,329</u>	44,335	35,332	68%
SPARTANBURG	43.0	3	36,423	54,396	45,409	49%
SUMTER	40.0	13	30,169	42,268	36,218	40%
YORK	40.0	3	35,561	49,786	42,673	40%
LOWEST REPORTED SALARIES:			26,329	42,268	35,332	
HIGHEST REPORTED SALARIES:			41,558	62,836	52,197	
ARITHMETIC AVERAGE:			34,006	50,801	42,403	49%

*414,822  
56.30%*

Job Title: **DETENTION CENTER ASST SHIFT SUPERVISOR**

Job Code: **545**

County	Hours	Staff Totals	Pay Range		Actual or Mid-Point	Percent Spread
			Minimum	Maximum		
BEAUFORT	40.0	8	33,377	46,728	40,052	40%
BERKELEY	40.0	6	28,000	44,800	36,400	60%
CHARLESTON	42.0	19	32,094	48,568	40,331	51%
FLORENCE	40.0	4	30,860	45,829	38,344	48%
GREENVILLE	40.0	30	28,176	44,249	36,212	57%
HORRY	42.8	6	32,315	48,472	40,393	49%
LEXINGTON	43.0	9	34,972	48,961	41,966	40%
SPARTANBURG	43.0	9	34,688	51,807	43,247	49%
YORK	40.0	1	31,681	44,353	38,017	39%
LOWEST REPORTED SALARIES:			28,000	44,249	36,212	
HIGHEST REPORTED SALARIES:			34,972	51,807	43,247	
ARITHMETIC AVERAGE:			31,795	47,085	39,440	48%

**South Carolina Association of Counties  
ANNUAL WAGE AND SALARY SURVEY REPORT**

Survey Group: 1

Job Title: **DETENTION OFFICER II**

Job Code: **548**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
AIKEN	40.0	41	23,428	34,728	29,078	48%
ANDERSON	37.5	22	24,653	39,411	32,032	59%
BEAUFORT	40.0	15	30,752	43,053	36,902	40%
BERKELEY	40.0	21	24,000	38,400	31,200	60%
CHARLESTON	42.0	225	26,575	40,153	33,364	51%
GREENVILLE	40.0	146	24,706	38,478	31,592	55%
HORRY	42.8	90	26,094	39,141	32,617	50%
LEXINGTON	43.0	4	33,427	46,798	40,112	40%
PICKENS	40.0	5	24,045	36,068	30,056	50%
SPARTANBURG	43.0	71	27,180	42,622	34,901	56%
YORK	40.0	17	25,214	35,299	30,256	39%
LOWEST REPORTED SALARIES:			23,428	34,728	29,078	
HIGHEST REPORTED SALARIES:			33,427	46,798	40,112	
ARITHMETIC AVERAGE:			26,370	39,468	32,919	49%

Job Title: **DETENTION OFFICER I**

Job Code: **549**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
ANDERSON	37.5	7	23,704	37,895	30,799	59%
BEAUFORT	40.0	21	29,439	41,215	35,327	40%
BERKELEY	40.0		22,000	35,200	28,600	60%
FLORENCE	48.0	50	25,343	37,554	31,448	48%
GREENVILLE	40.0	11	23,756	38,478	31,117	61%
LEXINGTON	43.0	74	<u>28,793</u>	40,310	34,551	39%
PICKENS	40.0	13	21,502	32,253	26,877	50%
RICHLAND	42.5	240	<u>22,259</u>	37,479	29,869	68%
SPARTANBURG	43.0	42	25,885	38,659	32,272	49%
SUMTER	37.5	56	24,333	32,231	28,282	32%
YORK	40.0	33	23,920	33,488	28,704	40%
LOWEST REPORTED SALARIES:			21,502	32,231	26,877	
HIGHEST REPORTED SALARIES:			29,439	41,215	35,327	
ARITHMETIC AVERAGE:			24,630	36,796	30,713	49%

*\$6534  
29.35%*

Job Title: **ANIMAL CONTROL DIRECTOR**

Job Code: **550**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
BEAUFORT	40.0	1	41,257	57,760	49,508	40%
PICKENS	40.0	1	36,759	55,139	45,949	50%
RICHLAND	37.5	1	38,972	72,748	55,860	86%
YORK	40.0	1	36,854	51,596	44,225	40%
LOWEST REPORTED SALARIES:			36,759	51,596	44,225	
HIGHEST REPORTED SALARIES:			41,257	72,748	55,860	
ARITHMETIC AVERAGE:			38,460	59,310	48,885	54%



**South Carolina Association of Counties  
ANNUAL WAGE AND SALARY SURVEY REPORT**

Survey Group: 4

Job Title: **CHIEF DEPUTY SHERIFF**

Job Code: **501**

County	Hours	Staff Totals	Pay Range		Actual or Mid-Point	Percent Spread
			Minimum	Maximum		
ALLENDALE	40.0	1	20,500	30,000	25,250	46%
BAMBERG	40.0	10	27,376	38,332	32,854	40%
BARNWELL	40.0	1	36,010	50,414	43,212	40%
EDGEFIELD	40.0	1			33,571	
HAMPTON	43.0	1	37,950	56,925	47,437	50%
JASPER	43.0	1	41,034	52,527	46,780	28%
LEE	40.0	1	33,000	39,000	36,000	18%
MCCORMICK	43.0	1	28,411	39,775	34,093	39%
SALUDA	43.0	1	29,508	45,983	37,745	55%
LOWEST REPORTED SALARIES:			20,500	30,000	25,250	
HIGHEST REPORTED SALARIES:			41,034	56,925	47,437	
ARITHMETIC AVERAGE:			31,723	44,119	37,438	39%

Job Title: **ADMINISTRATIVE OFFICER (LAW ENFORCEMENT)**

Job Code: **502**

County	Hours	Staff Totals	Pay Range		Actual or Mid-Point	Percent Spread
			Minimum	Maximum		
ALLENDALE	40.0	1	18,000	23,000	20,500	27%
BARNWELL	40.0	1	22,354	31,296	26,825	40%
HAMPTON	43.0	1	35,660	53,490	44,575	50%
LEE	40.0	1	31,000	35,000	33,000	12%
LOWEST REPORTED SALARIES:			18,000	23,000	20,500	
HIGHEST REPORTED SALARIES:			35,660	53,490	44,575	
ARITHMETIC AVERAGE:			26,753	35,696	31,225	32%

Job Title: **TRAINING OFFICER (LAW ENFORCEMENT)**

Job Code: **504**

County	Hours	Staff Totals	Pay Range		Actual or Mid-Point	Percent Spread
			Minimum	Maximum		
BARNWELL	40.0	1	33,493	46,889	40,191	39%
CALHOUN	40.0	1			27,531	
HAMPTON	43.0	1	27,642	41,463	34,552	50%
JASPER	43.0	1	30,894	39,547	35,220	28%
SALUDA	43.0	1	28,367	44,203	36,285	55%
LOWEST REPORTED SALARIES:			27,642	39,547	27,531	
HIGHEST REPORTED SALARIES:			33,493	46,889	40,191	
ARITHMETIC AVERAGE:			30,099	43,025	34,755	43%

**South Carolina Association of Counties**  
**ANNUAL WAGE AND SALARY SURVEY REPORT**  
 Survey Group: 4

Job Title: **UNIFORM PATROL COMMANDER/TRAINING OFFCR**

Job Code: **519**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
CALHOUN	40.0	14	20,000	31,338	25,669	56%
HAMPTON	43.0	1	32,223	48,334	40,278	49%
LEE	40.0	1	24,000	32,000	28,000	33%
SALUDA	43.0	1	26,090	40,658	33,374	55%
LOWEST REPORTED SALARIES:			20,000	31,338	25,669	
HIGHEST REPORTED SALARIES:			32,223	48,334	40,278	
ARITHMETIC AVERAGE:			25,578	38,082	31,830	48%

Job Title: **UNIFORM PATROL COMMANDER**

Job Code: **520**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
JASPER	43.0	1	30,894	39,547	35,220	28%
LOWEST REPORTED SALARIES:			30,894	39,547	35,220	
HIGHEST REPORTED SALARIES:			30,894	39,547	35,220	
ARITHMETIC AVERAGE:			30,894	39,547	35,220	28%

Job Title: **UNIFORM PATROL SHIFT COMMANDER/SUPV**

Job Code: **521**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
BARNWELL	40.0	5	28,736	40,230	34,483	39%
EDGEFIELD	40.0	4			31,077	
HAMPTON	43.0	1	29,932	44,898	37,415	50%
JASPER	43.0	3	28,122	35,999	32,060	28%
LEE	40.0	1	24,000	32,000	28,000	33%
LOWEST REPORTED SALARIES:			24,000	32,000	28,000	
HIGHEST REPORTED SALARIES:			29,932	44,898	37,415	
ARITHMETIC AVERAGE:			27,697	38,281	32,607	37%

Job Title: **UNIFORM PATROL ASST SHIFT COMMANDER/SUPV**

Job Code: **522**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
HAMPTON	43.0	1	27,642	41,463	34,552	50%
JASPER	43.0	1	24,442	31,288	27,865	28%
LEE	40.0	1	24,000	32,000	28,000	33%
SALUDA	43.0	2	24,952	38,884	31,918	55%
LOWEST REPORTED SALARIES:			24,000	31,288	27,865	
HIGHEST REPORTED SALARIES:			27,642	41,463	34,552	
ARITHMETIC AVERAGE:			25,259	35,908	30,583	41%

**South Carolina Association of Counties**  
**ANNUAL WAGE AND SALARY SURVEY REPORT**  
 Survey Group: 4

Job Title: **UNIFORM PATROL OFFICER II**

Job Code: **527**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
EDGEFIELD	40.0	13	22,602	34,623	28,612	53%
HAMPTON	43.0	2	25,350	38,025	31,687	50%
JASPER	43.0	11	24,442	31,288	27,865	28%
LEE	40.0	1	24,000	32,000	28,000	33%
MCCORMICK	43.0	11	22,982	32,174	27,578	39%
SALUDA	43.0	6	23,814	37,111	30,462	55%
LOWEST REPORTED SALARIES:			22,602	31,288	27,578	
HIGHEST REPORTED SALARIES:			25,350	38,025	31,687	
ARITHMETIC AVERAGE:			23,865	34,203	29,034	43%

Job Title: **UNIFORM PATROL OFFICER I**

Job Code: **528**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
ALLENDALE	40.0	6	19,500	25,000	22,250	28%
BARNWELL	40.0	11	26,192	36,669	31,430	40%
HAMPTON	43.0	5	23,060	34,590	28,825	50%
JASPER	43.0	4	24,442	31,288	27,865	28%
LEE	40.0	14	20,000	30,000	25,000	50%
SALUDA	43.0	7	22,675	35,336	29,005	55%
LOWEST REPORTED SALARIES:			19,500	25,000	22,250	
HIGHEST REPORTED SALARIES:			26,192	36,669	31,430	
ARITHMETIC AVERAGE:			22,644	32,147	27,395	41%

Job Title: **CHIEF OF DETECTIVES**

Job Code: **530**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
EDGEFIELD	40.0	1			32,936	
HAMPTON	43.0	1	32,223	48,334	40,278	49%
JASPER	43.0	1	30,894	39,547	35,220	28%
LEE	40.0	1	32,000	38,000	35,000	18%
LOWEST REPORTED SALARIES:			30,894	38,000	32,936	
HIGHEST REPORTED SALARIES:			32,223	48,334	40,278	
ARITHMETIC AVERAGE:			31,705	41,960	35,858	31%

**South Carolina Association of Counties**  
**ANNUAL WAGE AND SALARY SURVEY REPORT**  
 Survey Group: 4

Job Title: **SENIOR DETECTIVE**

Job Code: **531**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
BARNWELL	40.0	1			39,003	
EDGEFIELD	40.0	1			37,115	
HAMPTON	43.0	1	29,932	44,898	37,415	50%
JASPER	43.0	1	28,122	35,999	32,060	28%
LEE	40.0	1	26,000	32,000	29,000	23%
LOWEST REPORTED SALARIES:			26,000	32,000	29,000	
HIGHEST REPORTED SALARIES:			29,932	44,898	39,003	
ARITHMETIC AVERAGE:			28,018	37,632	34,918	33%

Job Title: **DETECTIVE**

Job Code: **532**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
BARNWELL	40.0	3	29,152	32,607	30,879	11%
CALHOUN	40.0	1			30,000	
EDGEFIELD	40.0	2			31,077	
HAMPTON	43.0	1	27,642	41,463	34,552	50%
JASPER	43.0	2	26,834	34,350	30,592	28%
LEE	40.0	1	24,000	31,000	27,500	29%
SALUDA	43.0	1	28,367	44,203	36,285	55%
LOWEST REPORTED SALARIES:			24,000	31,000	27,500	
HIGHEST REPORTED SALARIES:			29,152	44,203	36,285	
ARITHMETIC AVERAGE:			27,199	36,724	31,555	34%

Job Title: **NARCOTICS INVESTIGATOR**

Job Code: **535**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
ALLENDALE	40.0	1	19,500	25,000	22,250	28%
CALHOUN	40.0	1			31,935	
EDGEFIELD	40.0	1			31,077	
HAMPTON	43.0	2	29,932	44,898	37,415	50%
LEE	40.0	2	25,000	35,000	30,000	40%
SALUDA	43.0	1			32,129	
LOWEST REPORTED SALARIES:			19,500	25,000	22,250	
HIGHEST REPORTED SALARIES:			29,932	44,898	37,415	
ARITHMETIC AVERAGE:			24,810	34,966	30,801	39%

**South Carolina Association of Counties**  
**ANNUAL WAGE AND SALARY SURVEY REPORT**  
 Survey Group: 4

Job Title: **DETENTION OFFICER II**

Job Code: **548**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
BAMBERG	40.0	2	18,717	26,050	22,383	39%
EDGEFIELD	40.0	12	18,929	25,438	22,183	34%
HAMPTON	40.0	5	20,768	31,153	25,960	50%
JASPER	43.0	4	21,259	27,213	24,236	28%
MCCORMICK	43.0	10	16,467	23,055	19,761	40%
SALUDA	43.0	16	19,259	30,892	25,075	60%
LOWEST REPORTED SALARIES:			16,467	23,055	19,761	
HIGHEST REPORTED SALARIES:			21,259	31,153	25,960	
ARITHMETIC AVERAGE:			19,233	27,300	23,266	41%

Job Title: **DETENTION OFFICER I**

Job Code: **549**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
ALLENDALE	35.0	16	18,500	25,000	21,750	35%
BAMBERG	40.0	10	17,389	24,346	20,867	40%
BARNWELL	40.0	28	24,497	34,296	29,396	40%
HAMPTON	40.0	3	19,628	29,443	24,535	50%
JASPER	43.0	4	21,259	27,213	24,236	28%
LOWEST REPORTED SALARIES:			17,389	24,346	20,867	
HIGHEST REPORTED SALARIES:			24,497	34,296	29,396	
ARITHMETIC AVERAGE:			20,254	28,059	24,156	38%

Job Title: **ANIMAL CONTROL SUPERVISOR**

Job Code: **552**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
BARNWELL	40.0	1	24,497	34,296	29,396	40%
LOWEST REPORTED SALARIES:			24,497	34,296	29,396	
HIGHEST REPORTED SALARIES:			24,497	34,296	29,396	
ARITHMETIC AVERAGE:			24,497	34,296	29,396	40%

Job Title: **ANIMAL CONTROL OFFICER**

Job Code: **554**

<u>County</u>	<u>Hours</u>	<u>Staff Totals</u>	<u>Pay Range</u>		<u>Actual or Mid-Point</u>	<u>Percent Spread</u>
			<u>Minimum</u>	<u>Maximum</u>		
ALLENDALE	35.0	1	17,358	22,220	19,789	28%
CALHOUN	40.0	2			26,048	
EDGEFIELD	40.0	1	23,978	29,490	26,734	22%
LOWEST REPORTED SALARIES:			17,358	22,220	19,789	
HIGHEST REPORTED SALARIES:			23,978	29,490	26,734	
ARITHMETIC AVERAGE:			20,668	25,855	24,190	25%