

STATE OF SOUTH CAROLINA )  
 )  
COUNTY OF NEWBERRY )

FILED  
NEWBERRY COUNTY  
ORDINANCE NO. 01-01-2024  
2024 FEB 22 AM 8:59  
ELIZABETH P FOLK  
CLERK OF COURT

**AN ORDINANCE TO PROVIDE FOR THE DETERMINATION OF SALARIES FOR COUNTY APPOINTED OFFICIALS OTHER THAN THOSE APPOINTED BY COUNTY COUNCIL OR THE COUNTY ADMINISTRATOR, AND TO PROVIDE FOR THE REGULAR EVALUATION OF SALARIES FOR SUCH OFFICIALS.**

**WHEREAS**, Newberry County Council established a system of compensating appointed county officials who are appointed by authority other than County Council or the County Administrator (“Appointed Officials”) on November 18, 2015, with the passage of Ordinance No. 10-23-15; and

**WHEREAS**, Newberry County Council established a system of compensating the Auditor, Clerk of Court, Coroner, Probate Judge, Sheriff, and Treasurer (“Countywide Elected Officials”) on February 15, 2017, with the passage of Ordinance No. 01-01-17; and

**WHEREAS**, Newberry County Council now desires to amend the system of compensating Appointed Officials such that the salary progression schedule for Appointed Officials is consistent with the salary progression schedule for Countywide Elected Officials.

**NOW, THEREFORE BE IT ORDAINED** by the County Council of the County of Newberry, in Council duly assembled this 21<sup>st</sup> day of February 2024 as follows:

**Section 1. Salary Changes to Follow Annual Budget Cycle.**

Beginning with the annual operating budget for July 1, 2024, and continuing with each subsequent annual operating budget, County Council shall determine whether there will be changes in salaries for Appointed Officials, provided that such changes are not otherwise pre-determined by this Ordinance herein below. Any increases to salaries will be expressed as a percentage, which need not be the same for all Appointed Officials. Such percentages will be applied to the maximum salaries of Appointed Officials whose maximum salaries are listed in Section 2, below. However, the rate at which any state mandates increase salaries for Appointed Officials will be deducted from any percentage increase for Appointed Officials’ salaries that may be determined by County Council. Salary increases made pursuant to this Section will take effect on the first day of the County’s fiscal year, unless otherwise directed by County Council.

**Section 2. Maximum Salaries for Appointed Officials, Effective Date.**

For purposes of this Ordinance, the term “Maximum Salaries” shall pertain to the County portions of those salaries being paid to the Appointed Officials listed below, as of February 21, 2024, plus any increases above these amounts granted thereafter by County Council in accordance with Section 1, above. The indexed list of these Maximum Salaries will be maintained and updated in the Office of the County Administrator as directed by County Council, in accordance with those increases granted under Section 1, above, or as otherwise set forth herein or directed by County Council. The implementation of this Ordinance (effective date) shall be immediate.

| <u>Appointed Official</u>        | <u>Maximum Salary</u> | <u>First Indexing</u> |
|----------------------------------|-----------------------|-----------------------|
| Election / Registration Director | \$63,750.00           | July 1, 2024          |
| Magistrates*                     | \$72,328.00           | July 1, 2024          |
| Veterans Affairs Officer         | \$63,750.00           | July 1, 2024          |

\*Excludes Chief Magistrate supplement.

**Section 3. Salaries for Current Appointed Officials, Successors in Office, and Progression of Salaries.**

Appointed Officials serving on the date of the adoption of this Ordinance and their successors shall be paid as follows, in accordance with time of service. Appointed Officials with less than two years of service in their respective positions shall be paid a beginning salary equal to eighty percent (80%) of the corresponding current Maximum Salary established in Section 2, above. Salaries for Appointed Officials will be increased in two-year increments to represent an additional five percent (5%) of the indexed maximum listed in Section 2, above. Such officials shall be paid no less than 85% of the maximum at the beginning of their third (3<sup>rd</sup>) year of service, no less than 90% of the maximum at the beginning of their fifth (5<sup>th</sup>) year of service, no less than 95% of the maximum at the beginning of their seventh (7<sup>th</sup>) year of service, and 100% of the maximum at the beginning of their ninth (9<sup>th</sup>) year of service and for all years thereafter. Years of service need not be consecutive for progressive increases to apply, to the degree that successors have prior experience in that specific position; neither similar experience nor experience at a lesser position in the department shall apply.

**Section 4. Salaries for Magistrates.**

Other provisions of this Ordinance notwithstanding, Magistrates shall be compensated at a salary not less than the appropriate amount pursuant to Section 22-8-10 et. Seq. of the Code of Laws of South Carolina, 1976, as amended. Council, in its sole discretion, may elect to enhance the minimum salary pursuant to the established formula. Nothing in this Ordinance shall be construed as superseding the requirements of Section 22-8-10 et. Seq. of the Code of Laws of South Carolina, 1976, as amended.

**Section 5. Request to Council by Appointed Officials for Salary Increases.**

Nothing in this Ordinance shall prevent an Appointed Official from requesting of County Council a salary increase other than the one described in this Ordinance. Nothing in this Ordinance shall prevent County Council from granting a salary increase other than one described in this Ordinance.

**Section 6. Previous Methods of Considering Appointed Official Salary Increases Abolished.**

All ordinance and policy provisions previously in place that conflict with the provisions of this Ordinance are hereby repealed. Likewise, all previous procedures, discussions, or understandings related to the administration of salaries for those Appointed Officials listed in Section 2, above, that are in conflict with the provisions of this Ordinance are hereby declared null, void, and of no effect.

**Section 7. 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 and shall be enforced accordingly.

**NEWBERRY COUNTY COUNCIL**

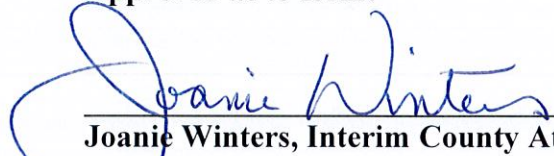
BY:   
**Todd Johnson, Chairman**

(SEAL)

**ATTEST:**

  
**Andrew Wigger, Clerk to Council**

**Approved as to form:**

  
**Joanie Winters, Interim County Attorney**

  
**Jeff Shaeker, County Administrator**

**1<sup>st</sup> Reading: January 17, 2024**  
**2<sup>nd</sup> Reading: February 7, 2024**  
**Public Hearing: February 7, 2024**  
**3<sup>rd</sup> Reading: February 21, 2024**