

*Scotland County Board of Commissioners special meeting  
December 20, 2012, 507 West Covington Street, Laurinburg, NC*

**MINUTES  
Scotland County Board of Commissioners  
December 20, 2012 Special Meeting  
507 West Covington Street, Laurinburg NC**

At 3 p.m. Chairman Guy McCook called the special meeting to order. Commissioners in attendance: Chairman McCook, Vice Chair Carol McCall and Commissioners John Alford, John Cooley (*arrived at 3:05 p.m.*), Bob Davis and Whit Gibson. Commissioners not in attendance: Commissioner Clarence McPhatter. Staff in attendance: County Manager Kevin Patterson, County Attorney Edward Johnston, Finance Officer Charles Nichols and Clerk to the Board Ann W. Kurtzman. Commissioner Alford delivered the invocation.

Chairman McCook said the purpose of the special meeting is to thank the employees, the County's greatest asset, for their dedication, hard work and significant sacrifices they have made over the last several years. Chairman McCook said the Commissioners cannot fully compensate the employees for their commitment and dedication, but the governing body would like to bring forward the effort. He asked if a Commissioner would entertain a motion.

**Motion was made by Commissioner Davis and duly seconded by Commissioner Alford to approve an appropriation of \$37,000 of fund balance for the purpose of issuing a one-time bonus to all current County employees who are in a regularly scheduled, budgeted positions as of June 30, 2012. This bonus shall be a net \$100 for qualified full-time employees and net \$50 for qualified employees working at least 20 hours per week. The Commissioners are exempted from this bonus.**

*Discussion: Commissioner Davis said he wished the Commissioners could do more, but the bonus is a token of the Board's appreciation.*

*(Commissioner Cooley arrived at 3:05 p.m.)*

*Commissioner Alford said the Commissioners would want to do more but cannot at this time. Commissioner Alford said he is glad the Board can say thank you in this way.*

*Commissioner Gibson said he is concerned employees might see the bonus as an insult given what they have lost over the past several years. Commissioner Gibson said he understands the County has a responsibility to maintain the fund balance at 8 percent and he would not want to see the bonus appropriation negatively impact the possibility of fully reinstating employee salaries. Commissioner Gibson said he would want to work toward getting back what employees lost.*

*Chairman McCook said he understood the concerns but there remain uncertainties, the federal budget and local sales tax revenues, particularly as the Bennettsville WalMart might impact local sales tax. Chairman McCook said the \$37,000 appropriation is 1/10<sup>th</sup> of one per cent of the fund balance, which brings it from 9.8 per cent to 9.7 per cent. Chairman McCook said he would like to do more but felt the County would be hard-pressed to do so at this time.*

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*Commissioner Cooley said the County would like to be in a different position but the one-time bonus does acknowledge the appreciation the County has for its employees, and he hopes the employees look at the bonus in that matter.*

*Commissioner McCall said the bonus goes beyond the monetary value because it acknowledges the employees who continue to work in jobs that become increasingly harder and more demanding. Commissioner McCall said this kind of gesture is needed every year and not just this year*

**Vote: Motion unanimously approved.**

Chairman McCook said the bonus checks to employees would be distributed December 20 and 21.

**Motion was made by Commissioner Alford and duly seconded by Commissioner Cooley to adjourn. Vote: Motion unanimously approved. Meeting adjourned at 3:10 p.m.**

Ann W. Kurtzman  
Clerk to the Board

Guy McCook  
Chairman