

DECEMBER 2013



# Scotland County, NC

A newsletter for the Scotland County community

## Long-time employees receive 75 percent of longevity

Employees with five years or more of service to the County received an end-of-year payment at 75 percent of longevity.

That means an employee with five years of service received \$150; 10 years \$243.75; 15 years, \$337.50; 20 years, \$431.25; and 25 years, \$525.

The decision by Commissioners to provide long-time employees with a payment at 75 percent of longevity was split with Chairman Guy McCook, Vice Chair Carol McCall and Commissioners John Alford and Whit Gibson voting for it and Commissioners John Cooley and Bob Davis voting against it.

Cooley and Davis said although they appreciate the loyalty of employees with lengthy service to the County, they believed an across-the-board payment to all employees would be the better method of acknowledgement.

Cooley added that he realized longevity is important, but encouragement to new employees also should be considered.

Gibson said, "The plan is not to tell the new employees they are not valuable but to indicate to the long-term employees how valuable they really are."

Gibson, however, said that until the longevity policy is reinstated, long-term employees should be rewarded for their commitment and loyalty since they stayed with the County through the tough times and the economic downturn.

McCall said the Commissioners appropriated \$30,000 in FY 2013/2014 for the purpose of restoring longevity in some fashion. An estimated \$22,000 in lapsed salaries was added to get the longevity to 75 percent.

Davis said he was not against the longevity proposal, but it should be distributed using the appropriated \$30,000 and not with added funds from lapsed salaries. Davis suggested the \$30,000 also could be distributed to all employees as a one-time, end-of-year bonus as was done in December 2012.

McCall pointed out that with the exception of two times in the past 20 years, it has not been a policy for the County to distribute end-of-the-year bonuses to all employees.

She added that rather than set a precedent, the governing board should look to reinstate longevity when economically possible.

In FY 2011/2012, the Board of Commissioners suspended the longevity policy due to budget constraints, and it has not yet been fully restored. There has never been a bonus policy.

The same year Commissioners suspended the longevity policy, they also reduced employee salary by 2.5 percent, the equivalent of six furlough days, and the 401K match from 3.75 percent to two percent. The reduction in salary was fully restored in FY 2013/2014, but the 401K match remains at two percent.

## Scotland Correctional group gives back to the community



**The Men's Service Club II presents a check to DSS. Pictured, left to right, Samuel Mason, Men's Club; Andrew Scott, Scotland Correctional Institution; April Snead and Kimberly McRae, DSS; Wallace Yarbrough and Joseph Cole, Men's Club; and Calvin Bethea, Men's Club Coordinator.**

Elderly and disabled residents of Scotland County have something to be thankful for at the holidays — the generosity of the Men's Service Club II at Scotland Correctional Institution.

Three club members, Samuel Mason, Joseph Cole and Wallace Yarbrough, presented a \$500 check on behalf of the club to DSS Adult Services Supervisor Kimberly McRae and DSS Program Administrator April Snead.

"We are grateful to the Men's Club for this gift because it will assist senior citizens and disabled of the County with medication, light bill, rent, those types of programs that DSS may not have the funding for to assist those who are in need," said McRae.

McRae explained that funding is always needed for this population. "The funds will be utilized, and it is extremely helpful."

The Men's Club specifically asked that the gift benefit the elderly and disabled.

Snead added, "At the holidays DSS receives calls from people who would like to sponsor families, and they always want to make sure those families have children, or they want to sponsor the foster children, and we are grateful for that."

[see Gift, back page](#)

## Methodist Men build first ramp



St. Luke United Methodist Men built a ramp for an elderly couple in North Laurinburg. An \$8,000 Home and Community Care Block Grant paid for the materials while the men's group provided the labor.

The grant will help pay for the construction of 10 to 12 ramps for seniors who qualify.

*Happy New Year!*

## Men's Club gift will help elderly, disabled

*continued from front page*

Snead said when the Men's Club approached DSS with a gift opportunity, the club took it in a different direction and wanted to help the elderly and disabled.

"People come in, and they don't have money for prescriptions, or other funding we've got has run out, and they still have needs," Snead explained.

"The Men's group has given us the okay to do whatever we think is appropriate whether it's for utilities, prescriptions or rental assistance."

Snead said this is the second time DSS has worked with one of the men's groups at Scotland Correctional. "We're really excited and hope we can keep that going in the future," said Snead.

McRae added, "We think this is a wonderful opportunity to get services out to the citizens of Scotland County, and it's very nice of the men's group to consider the adults and disabled."

The Men's Service Club II is a group of 15, of which Mason, Cole and Yarbrough are members. Funds raised and donated by the club stay within Scotland County to benefit its residents.

The three men are participants in the inmate work program and provide support to Public Buildings and Grounds staff.

## Our condolences to ...

**Carolyn Allen**, DSS, on the December 1 passing of her husband, James, Allen, Jr.; **Louise Williams**, Library, on the December 8 passing of her niece, Whitney Rush.

## the Birthday list for January

**1** Clarice Holmes (Elections); **2** Johnny Walker (Sheriff); **3** Debra Webb and Joan Walters (DSS) and Lakisha Williams (Parks and Recreation); **5** Doris Ann Donovan (Parks and Recreation), Ronald Ivey (Sheriff) and William Mullis (Public Works); **6** Deborah Tardif (DSS); **7** Larry Locklear (Transportation), Bruce Clark (EMS) and Wiley Luther (Sheriff); **8** Deanna Carlyle (EMS); **9** Bryan Knight (Jail) and Lindsey Villela (Elections); **11** Stacy Shannon (Transportation); **12** Tyrone McKoy (Sheriff); **16** Brandi Locklear (EMS) and Betty Crowley (Jail); **18** Jessica Conway (DSS); **20** Paul Lemmond (Sheriff); **21** Jonathan Edwards (Sheriff); **26** James Monroe (Sheriff); **27** Kimbrick Morris (EMS); **29** James Ellerbe (Public Works); **30** Willette Jones (DSS); **31** Nicole Yarbrough (DSS).

## 4-H ends year with numerous activities

Scotland County 4-H launched an in-school enrichment project that promotes professional development and science hands-on learning for Carver Middle School youth.

The classes focused on energy in November. Utilizing the *Heating a House* and an *Oven* curriculum to facilitate hands-on learning of heat transfer and energy transfer, youth employed simple materials to measure temperatures of a variety of spaces and elements, shared examples of energy conservation and recorded data to discuss how energy affects temperatures and heat.

In December, the youth continued with the lesson as they designed and built a house from everyday materials while maintaining a constant temperature and furthering the hands-on learning with baking cookies using the heated box.

Youth utilized thermometers and timers to discuss temperature, energy and heat so they would understand and practice energy conservation at home while increasing their knowledge with the ability to identify the changes of patterns and properties of energy and heat transfer.

In other 4-H news, volunteers attended the South Central Volunteer Leaders Association in Stanly County where they learned about new 4-H activities, projects and changes in 4-H. Adult and youth volunteers are encouraged to join 4-H as it plans for 2014.

Eligible 4-H Council members applied for attendance at the January 9 to 12 National Youth Summit on Health in Chevy Chase, MD. Youth at the summit will learn how to guide their peers and others to address health disparities and other health-related issues in their communities.

4-H Council meeting members also made 4-H friendship bracelets using hemp cord and varying colors of beads, each of which represents a part of 4-H. Clear represents clearer thinking (Head). Dark blue (Heart) is symbolic of loyalty. Yellow (Hands) is the color of sunshine and warmth. Green (Health) like the green clover represents life, growth, creativity and youth. The brown bead represents the whole earth, the color of the soil, the substance that gives everyone a strong footing to move forward. Purple is the color of royalty and the color placed on champions.

Scotland County 4-H Agent Angela Galloway said, "In 4-H, you can complete many projects as you learn the values this bracelet represents. The sky is the limit, and the sky blue bead represents the potential of 4-H members."

Scotland County 4-H hosted its 4-H Achievement Night December 10 to highlight several youth, volunteers and donors and recap 2013 in a video. Approximately 55 people attended the celebration.

## Senior Coordinator cuts ribbon to office



**Cutting the ribbon are, left to right, Patty Mayo, Doris Ann Donovan, Mike McGirt and Jeremy Peele.**

Senior Programs Coordinator Doris Ann Donovan moved to a private office at Scotland Place.

Public Buildings Carpenter Jeremy Peele built the office for about \$500.

Public Buildings Supervisor Mike McGirt said the project would have cost \$2,500 if it was contracted out.

Privacy is necessary when Donovan consults with seniors on Medicare, prescriptions and financial issues and Social Security.



**Carver Middle School students participate in hands-on learning of heat transfer and energy transfer.**