

MINUTES
FINANCE AND POLICY COMMITTEE MEETING
NOVEMBER 6, 2023, 6PM
CITY HALL - COUNCIL CHAMBERS 5 E. BUTLER ROAD
4th and Final Committee Meeting

Committee Members: Michael Reynolds (Chair), Carol King, Diane Kuzniar
Others present were Finance Director Holly Abercrombie, HR Director Mark Putnam and City Administrator Seth Duncan

1. Call to Order- Chairman Reynolds

2. Public Comment- None

3. Reading and Approval of Minutes

a. Finance Committee Minutes-October 2, 2023

Motion: Councilwoman Kuzniar made a motion to accept the minutes with Councilwoman King seconding.

Vote: The vote was unanimous (3-0).

4. Reports or Communications from City Officers

a. City Administrator Seth Duncan

City Administrator Duncan reminded committee tomorrow is Election Day. On Saturday morning at 11:00 a.m., the City will host a Veteran's Day Ceremony.

b. Finance Director Holly Abercrombie

Ms. Abercrombie reported budgets look good. The audit is being finalized.

c. HR Director Mark Putnam

Insurance open enrollment is happening this week.

Wednesday, December 13th is the date of the employee Christmas lunch at the Senior Center.

5. Unfinished Business- There is no unfinished business.

6. New Business

a. FLSA Policy Update- The City is operating under a FLSA policy adopted in 2011. Currently, comp time is accrued in lieu of overtime. This is a liability the City will have to pay. The policy is very cumbersome and has now been cut down with the help of our labor attorney. The new policy eliminates comp time. The police department will be working 86 straight hours and any hour overage will be paid overtime.

Motion: Councilwoman King made a motion to send this item to Council with a recommendation of approval with Councilwoman Kuzniar seconding.

No employees will hold over any comp time after the fiscal year. A few employees have asked that they be allowed to keep some comp time. This will be capped at 40 hours.

Vote: The vote was unanimous (3-0).

- b. City Holidays- The Committee is requested to consider adopting the City Holiday schedule for calendar year 2024 to include both Juneteenth and New Years Eve as new holidays and eliminating the floating holiday. Mr. Putnam said because of the new compensation plan, the City is attracting talent. Now we are looking at other benefits to not only attract but retain people. We will have 13 holidays if these two are adopted. We have not changed the holiday schedule for over a decade.

Councilwoman King said she is torn. When she was a State employee, they had a floating holiday. The State took the floating away and added two holidays - MLK Day and Confederate Memorial Day. She understands we are recruiting at a high level and are down to a small amount of officer vacancies. This is part of a recruiting package.

Councilwoman Kuzniar said she doesn't see a problem with adding either holiday. It should not make a difference because someone can take vacation time on a day of their choice. Councilman Reynolds said he likes the floating holiday, because it is flexible.

Mr. Duncan said the staff discussion initially was to add Juneteenth. Then the question was either a floating holiday or a fixed holiday. Some people forget they have a floating holiday until the end of the year. We could still keep the floating holiday. There was universal agreement to add Juneteenth.

Motion: Councilwoman Kuzniar made a motion to send this item to Council for discussion with Councilwoman King seconding.

Councilwoman King said her preference would be just to add Juneteenth and leave the rest of the schedule as is. She made a motion to amend the holiday schedule to include Juneteenth and preserve the floating holiday. Councilwoman Kuzniar seconded the motion to amend. The amendment was adopted unanimously.

Vote: The motion as amended was unanimous (3-0).

- c. GTA Funding Cost Share- The Greenville Transit Authority currently operates three routes in the Mauldin-Simpsonville Urbanized area, with two of these routes serving the City of Mauldin. Greenlink provides bus service to the City of Mauldin and City of Simpsonville via Route 501 and Route 601. Each route operates on a one-hour rotation, Monday through

Friday from 5:30am until 11:30pm, and Saturday from 8:30am until 6:30pm. Services from Greenville to Mauldin to Simpsonville have existed since 2012.

The current total annual cost to operate the Mauldin-Simpsonville routes cost approximately \$2 million with the federal government subsidizing approximately 75% of the cost. The balance of the cost has been paid from a combination of fares, and state funding, and by joint funding by the City of Greenville and Greenville County.

Beginning July 1, 2024, the City of Greenville will no longer subsidize Route 601 of the Simpsonville Connector which serves both Mauldin and Simpsonville. In order for the GTA to continue providing this route, GTA is requesting financial participation by both the City of Mauldin and City of Simpsonville. The GTA has requested that the City of Mauldin commit to provide \$54,000 and the City of Simpsonville provide \$47,000 for FY2025 operations. If the funding is not received, the routes will end June 30, 2024. Simpsonville believes this item will come before Council in January, 2024. There is funding available provided Simpsonville participates as well.

Motion: Councilwoman King made a motion to send this item to Council with the recommendation to fund the route in the amount of \$54,000 contingent upon Simpsonville funding their part as well. Councilwoman Kuzniar seconded the motion.

Vote: The vote was unanimous (3-0).

7. Public Comment- None

8. Committee Concerns- None

9. Adjournment- Councilwoman King adjourned the meeting at 7:47 p.m.

Respectfully Submitted,
Cindy Miller
Municipal Clerk