

Lee, Laurie

From: Tip Nicholson [tip.nicholson@gmail.com]
Sent: Monday, December 07, 2009 9:33 AM
To: Lee, Laurie
Subject: questions
Attachments: salaries for 5 highest employees last three years 2007 2008 2009.xlsx

Laurie,

I have attached an excel spreadsheet showing the % the board contributes to the 401K (5%). Also, the Christmas bonuses were included in the total salaries I submitted but I broke the amounts into a separate column on the spread sheet.

Our vacation policy is:

Statesville ABC Board employees may take vacation leave with pay after completion of the probationary period. Vacation earned will increase with your years of service as shown:

1 year -40 hours

2 year -80 hours

10 hours for each year worked there after for a maximum of 160 hours.

Employees can accumulate a maximum of 300 hours to be carried forward at the end of each calendar year. Any additional hours will be cancelled. Up to 40 hours of accumulated vacation leave in excess of 300 hours may be converted to sick leave effective at the end of each calendar year. Vacation leave must be taken in one half days increments. When you want to take vacation leave, you should ask your supervisor as far ahead of time as possible. Departmental procedures for requesting leave should be followed. An employee resigning from the Statesville ABC Boards service may be paid for up to 300 hours of annual vacation leave accumulated to the date of separation.

Our sick policy leave policy is:

Sick leave with pay is not a right which an employee may demand, but a privilege granted by the Statesville ABC Board for the benefit of an employee when sick. Sick leave must be taken in increments of 15 minutes. Sick leave may be granted to an employee for absence due to the following:

- Sickness or bodily injury; medical or dental appointments. The actual period of temporary disability caused by or contributed to by pregnancy, miscarriage, childbirth and recovery there from; exposure to a contagious disease when continuing to work might jeopardize the health of others: or to supplement Worker's Compensation Insurance.
- Sick leave may also be used for the death in an employee's immediate family, not to exceed three days for anyone occurrence except by special permission from the department head. Immediate family is deemed to include spouse, mother, father, guardian, children, sister, brother, grandparent, and grandchildren plus the various combination of half, step, in-law and adopted relationships that can be derived from those named.

If the reason for sick leave is a family and Medical Leave Act qualifying reason, then sick leave must be substituted for FMLA leave, so that both run concurrently. Notification of the desire to take sick leave should be submitted to your supervisor prior to the leave or not later than two hours after the beginning of a scheduled workday.

Sick Leave Clarifications (Adopted by the Statesville ABC Board this date: 3/28/02)

The Manager may require a physician's certificate or other acceptable proof that you are unable to work as a condition of approving sick leave. A doctor's certification that you are able to perform the essential functions of your job will be required before you are reinstated to your job after an absence of more than five working days. Sick leave is not allowable in any leave payments when an employee is separated from board service. Should an employee be separated before all of the sick leave taken has been earned deductions shall be made from the

final pay for overdrawn leave. Unused sick leave earned from another North Carolina governmental agency and/or entity will be accepted if the governmental entity was the immediate employer prior to employment with the Statesville ABC Board. The total number of days accepted has transferred will be added to the record after successful completion of the probationary period.

Manner of Accumulation

Each full-time employee working the basic workweek and who is in pay status at least half the pay period will earn sick leave at a rate of eight hours per month. The Manager may advance sick leave, not to exceed the amount that can be earned during the current calendar year, to an employee who has exhausted sick leave because of a major operation or illness. The Manager may approve the use of up to 100 sick leave hours per year to an employee who has exhausted vacation leave to care for a spouse, child or parent when they have a serious health condition under the FMLA.

Our holiday policy is:

Full time regular employees of the Statesville ABC Board whose regular day off falls on a holiday that is mandated by State ABC Commission or on an authorized holiday by the Statesville ABC Board shall receive another day off for that holiday. All holidays earned by an employee shall be taken within the fiscal year that it was earned or will be cancelled. An employee resigning from the Statesville ABC Boards service may be paid for Holiday leave accumulated to the date of separation.

Tip

Statesville ABC Board

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5 Highest Salaries Last Three Years

Employee	2007 6% NC Retirement Paid By Board	5% 401 K Paid By Board	
Bill Stamey	\$50,983.00	\$3,058.98	\$2,549.15
Gerald Peacock	\$42,933.00	\$2,575.98	\$2,146.65
Paulette Inscoe	\$30,692.00	\$1,841.52	\$1,534.60
Mike Privette	\$35,686.00	\$2,141.16	\$1,784.30
Buster Leatherwood	\$30,750.00	\$1,845.00	\$1,537.50

Employee	2008 6% NC Retirement Paid By Board	5% 401 K Paid By Board	
Bill Stamey	\$62,999.00	\$3,779.94	\$3,149.95
Gerald Peacock	\$53,203.00	\$3,192.18	\$2,660.15
Paulette Inscoe	\$40,994.00	\$2,459.64	\$2,049.70
Mike Privette	\$37,669.00	\$2,260.14	\$1,883.45
Buster Leatherwood	\$33,989.00	\$2,039.34	\$1,699.45

Employee	2009 6% NC Retirement Paid By Board	5% 401 K Paid By Board	
Tip Nicholson	\$68,900.00	\$4,134.00	\$3,445.00
Gerald Peacock	\$61,824.00	\$3,709.44	\$3,091.20
Paulette Inscoe	\$50,986.00	\$3,059.16	\$2,549.30
Mike Privette	\$41,525.00	\$2,491.50	\$2,076.25
Ron Tadlock	\$49,369.00	\$2,962.14	\$2,468.45

2007 Total Salary Plus NC & 401K	Christmas Bonus Amount (Included in salary)
\$56,591.13	\$961.94
\$47,655.63	\$810.06
\$34,068.12	\$579.09
\$39,611.46	\$673.32
\$34,132.50	\$580.19

2008 Total Salary Plus NC & 401K	Christmas Bonus Amount (Included in salary)
\$69,928.89	\$1,188.66
\$56,395.18	\$1,003.83
\$43,453.64	\$773.47
\$39,929.14	\$710.74
\$36,028.34	\$641.30

2009 Total Salary Plus NC & 401K	Christmas Bonus Amount (Included in salary)
\$73,034.00	\$1,300.00
\$65,533.44	\$1,166.49
\$54,045.16	\$962.00
\$44,016.50	\$783.49
\$52,331.14	\$931.49