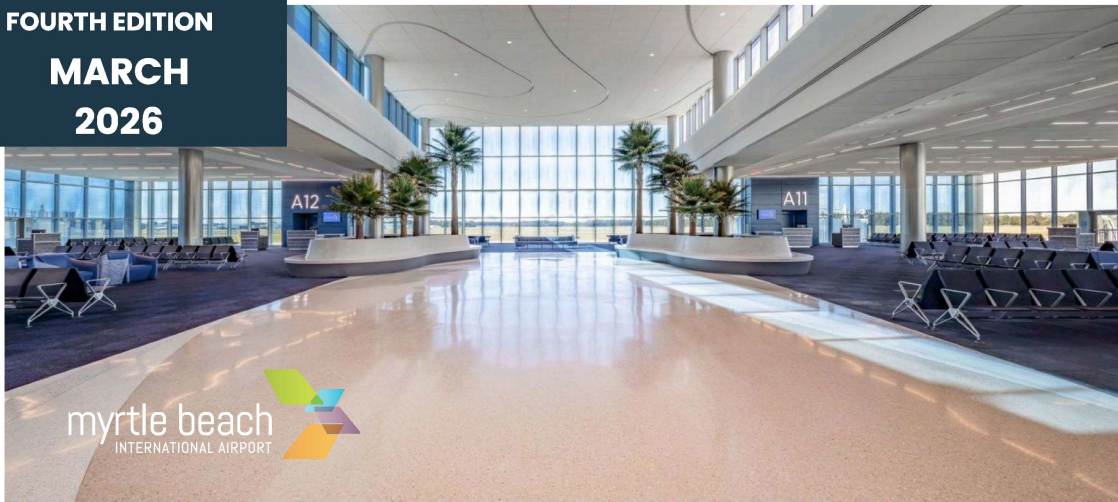




FOURTH EDITION
MARCH
2026

HR INSIGHTS EMPLOYEE NEWSLETTER



COMING SOON

ATTN: Supervisors & Managers:

It's that time of year again. Performance evaluations will begin soon. Evaluations are an important part of the continuous improvement of the County's performance and also serve to let employees know their contributions to that performance.

NEED ASSISTANCE?

A how-to video is available on the HC Cafe in the Forms and Tools tab.

If you need further assistance with evaluations, contact HR at your convenience.

Myrtle Beach International Airport Terminal Expansion Completed

Horry County recently celebrated the completion of the \$93.5 million, 50,000-square-foot expansion of Concourse A at Myrtle Beach International Airport. The project was completed in just 17 months — finishing approximately six weeks ahead of schedule and about \$4.5 million under budget. Originally budgeted at \$98 million, remaining funds will support continued improvements in other areas of the airport.

The redesigned terminal enhances the overall travel experience with new flooring, updated signage, modernized restrooms, additional concessions, and refreshed seating areas. Large electrochromic windows automatically tint throughout the day to improve comfort and energy efficiency, while expanded ceiling windows allow natural light to brighten the concourse. The space also incorporates preserved palm features that reflect the natural beauty of Myrtle Beach.

Travelers will benefit from updated facilities, including a family restroom, a mother's room, and an ADA-compliant restroom equipped with an adult changing table. Improvements extend beyond the new expansion, with upgraded flooring, restrooms, and furniture throughout existing gates.

EMPLOYEES OF THE QUARTER



Help us congratulate our Employee of the Quarter winners. It is an honor to be nominated for Employee of the Quarter, and we are grateful for all of our nominees and winners. They are all truly exceptional individuals.

Winners include:

Willia (Horry County Police Department) -
Public Safety Division

Tyrone (Maintenance) - Infrastructure &
Regulation Division

Lee (Horry County Memorial Libraries) -
Administration Division



SAFETY SPOTLIGHT!

Space Heater Safety!

If you're staying warm at work with a space heater, keep in mind that space heaters are only permitted from **November 1 through March 31**. In addition, space heaters:

- May not be used in any space with a thermostat or temperature sensor.
- Must have a UL, ETL, or CSA listing label, include an automatic shutoff if tipped over, and be in good condition.
- Must be plugged directly into a wall outlet (not an extension cord) and in a well-ventilated area.
- May not be placed under desks, in exit pathways, or in high-traffic areas.
- Must be turned off and unplugged when not in use and at the end of each business day.

Dog Bite Prevention for Field Workers

Employees working in the field—such as police officers, inspectors, and appraisers—face a higher risk of dog bites. Any dog may react defensively when startled, stressed, or protecting its space. Keep the following tips in mind to help prevent dog bites:

- Never assume a dog is friendly, even if the owner says it is.
- Ask owners to properly restrain dogs before approaching a property.
- Watch for warning signs such as growling, stiff posture, raised hackles, or avoidance.
- Avoid turning your back or making sudden movements.
- If a dog appears aggressive or unpredictable, remove yourself calmly and reassess the situation.

EXCELLENCE IN ACTION

Ryan Betcher, the Assistant Director of Airports for the Horry County Department of Airports, was named one of the 50 most influential people of the Grand Strand for 2025.

Since 2014, Ryan has helped guide the growth and operations of the County's aviation system, including Myrtle Beach International Airport.



Congratulations, Ryan!



Congratulations, Heather and Desiree!

Congratulations to Heather Davis and Desiree Jackson from the Planning & Zoning Department for earning certifications from the American Institute of Certified Planners (AICP). This designation affirms their education, experience, ethical commitment, and competence in the field of planning.

As the Deputy Director of Planning & Zoning, Davis is responsible for development review, enforcement and zoning. Jackson is also a key team member assisting with zoning ordinance rewrites and contributing in any way that she can to making Horry County a great place to live.

HR QUIZ CORNER

Answers on page 5

1. In the H.O.R.R.Y. Way Core Values, what does the letter "Y" stand for?

- A. Flexibility
- B. Integrity
- C. Humility
- D. Quality

2. Community Relations, Employee Relations & Internal Trust, Growth & Quality of Life, and Fiscal Responsibility are all key focus areas of our Strategic Plan.

- A. True
- B. False

4. Within how many work days must an employee file a written Employee Grievance Appeal?

- A. 45 Work Days
- B. 20 Work Days
- C. 10 Work Days

TEAM HORRY HEALTH HUB

**Effective
January
2026**

New Pharmacy Benefits Manager

Beginning January 1, 2026, CVS Caremark has replaced Express Scripts as the pharmacy benefits manager for the State Health Plan.

All subscribers should have received a new prescription benefits ID card. Covered dependents will use the card issued in the subscriber's name.

The card will include important information pharmacists will need to process claims. Your network pharmacy must have your updated benefits information on file as of January 1, 2026.

If you have questions, contact Human Resources at 843-915-5230 or email humanresources@horrycountysc.gov.



UPCOMING WELLNESS EVENTS

Step Challenge- April 1-April 30

(Check HC Cafe for more info)

'2025 Maintain No Gain'

We are excited to share that this year was, once again, a record-breaking success for TeamHorry during our Maintain, No Gain Holiday Challenge. We kicked off the challenge with an incredible 1,168 employees stepping up to participate. Of those, 985 completed the final weigh-in which showed a strong demonstration of commitment, accountability, and team spirit throughout the program.

Even more impressive, 86% of participants successfully maintained or lost two pounds or more. Altogether, TeamHorry achieved an extraordinary milestone, shedding a combined total of 3,970 pounds. This achievement reflects not only individual dedication, but also the power of a supportive culture focused on health, wellness, and shared goals.

UPCOMING HRA Events

Gov & Justice Building:

April 23rd
May 27th
June 18th

Horry County EOC:

April 7th
May 12th
May 13th

Myrtle Beach Int'l Airport:

April 9th
May 14th

I&R Complex Operations Building:

May 28th

J. Reuben Long Detention:

June 9th
June 10th
June 11th
June 17th

To schedule HRA: Please access the HC Café---
Employee Wellness-----HRA (located at the
top)---HRA Registration

2026 Horry County Leadership & Development Program Graduation



Horry County Government held a graduation ceremony for the 2026 class for the Leadership & Development Program, put on by our Human Resources department.

This program has spanned the last year and a half, with the class learning more about all the functions of Horry County Government they might not often be exposed to in their daily work from the respective departments where they work. During their time in this program, the class reads several leadership-focused books—with discussions led by current Horry County leaders; tours facilities across Horry County; works together on group projects; takes part in skills-based trainings and generally increases interconnectivity across our county government, bettering their leadership skill sets that provide residents and guests with a higher level of public service.

The County's senior leadership joined our Human Resources team in offering remarks to the group on the importance of the hard work they've put in, and how it can be applied to the work that remains for the rest of their careers.

NEW OFFICE LOCATION

Public Information Office &
FOIA Services Have Moved



211 Beaty St.
Conway, SC 29526

While the physical location to file in-person Freedom of Information Act requests has changed, our mailing address has not.



P.O. Box 1236
Conway, SC 29526



QUIZ CORNER ANSWERS

- (1) D. Quality
- (2) A. True
- (3) B. 20 Work Days

Have questions you would like answered on Quiz Corner?

*Submit them at
askhr@horrycountysc.gov*