



Executive Committee Beaufort County, SC

This meeting was held in person at the County Council Chambers, 100 Ribaut Road, Beaufort, and virtually through Zoom.

4:00PM OR AT THE CONCLUSION OF THE NATURAL RESOURCES COMMITTEE MEETING

Monday, October 10, 2022
4:00 PM

MINUTES

Watch the video stream available on the County's Website to hear the whole discussion or presentation on a specific topic or the complete meeting. <https://beaufortcountysc.new.swagit.com/videos/186240>

1. CALL TO ORDER

Committee Chairman Sommerville called the meeting to order at or around 4 PM.

PRESENT

Committee Chairman D. Paul Sommerville

Council Member Gerald Dawson

Council Member York Glover

Council Member Stu Rodman

Council Member Chris Hervocho

Council Member Alice Howard

Council Member Mark Lawson

Council Member Lawrence McElynn

Council Member Logan Cunningham

ABSENT

Council Member Joseph F. Passiment

Council Member Brian Flewelling

2. PLEDGE OF ALLEGIANCE

Committee Chairman Sommerville led the Pledge of Allegiance.

3. FOIA

Committee Chairman Sommerville noted that public notification of this meeting has been published, posted, and distributed in compliance with the South Carolina Freedom of Information Act.

4. APPROVAL OF AGENDA

Motion: It was moved by Council Member McElynn, seconded by Council Member Glover, to approve the agenda.

The Vote - The motion was approved without objection.

5. APPROVAL OF MINUTES

Motion: It was moved by Council Member Howard, seconded by Council Member Glover, to approve the minutes of August 15, 2022.

The Vote - The motion was approved without objection.

6. CITIZEN COMMENTS

No citizen comments.

7. DISCUSSION TO RATIFY AN AMENDMENT TO THE CREATION AGREEMENT FOR MEMBERSHIP AND REPRESENTATION TO THE LOWCOUNTRY COUNCIL OF GOVERNMENT BOARD TO INCREASE BEAUFORT COUNTY'S REPRESENTATION

Please view the video stream available on the County's website to view the entire discussion.

<https://beaufortcountysc.new.swagit.com/videos/186240?ts=179>

Committee Chairman Sommerville provided background information on the item.

Executive Director of the Lowcountry Council of Government (LCOG) Sabrena Graham briefed the Committee on how the substantial growth of Beaufort County warrants an increase in representation on the LCOG Board and the proposal to cap membership at eleven to avoid disproportionate representation among the counties.

Council Member McElynn and Ms. Graham discussed the representation of municipalities.

Council Member Rodman and Ms. Graham discussed the logic behind capping the amount of representation instead of distributing the seats based on population.

Council Member Dawson commented on fair representation considerations within the proposal.

Motion: It was moved by Council Member Dawson, seconded by Council Member Howard, to recommend ratifying an amendment to the Creation Agreement for Membership and Representation to the Lowcountry Council of Government Board to increase Beaufort County's representation.

The Vote - The motion was approved without objection.

8. RECOMMEND APPROVAL OF AN ORDINANCE TO AMEND CHAPTER 2, ARTICLE VI, DIVISION 3, SECTION 2-347 OF THE BEAUFORT COUNTY CODE OF ORDINANCES ESTABLISHING ENTRY LEVEL SALARIES FOR CERTAIN ELECTED OFFICIALS (EXCLUDING MEMBERS OF COUNTY COUNCIL)

Please view the video stream available on the County's website to view the entire discussion.

<https://beaufortcountysc.new.swagit.com/videos/186240?ts=684>

Scott Marshall briefed the Committee on the current starting salaries for entry-level positions of elected officials and comparisons to tier-one counties.

Council Member McElynn and Mr. Marshall discussed whether stipends were included in the analysis of salary data.

Council Member Cunningham asked about tier classification, and Mr. Marshall confirmed that Beaufort County falls within the tier-two classification.

Council Member Howard asked how the tier-one classification is defined.

Committee Chairman Sommerville and Council Member Rodman commented on the service population.

Council Member Cunningham commented on fair compensation for the cost of living.

Council Member McElynn commented on the accuracy of the salary data.

Council Member Glover commented on the starting salary for the Sherriff as compared to Richland County.

Council Member Rodman and Mr. Marshall discussed how the starting salary increase would be independent of other salary adjustments.

The Committee discussed the possibility of establishing a subcommittee to work with County staff to develop starting salary recommendations for elected positions. Council Members Hervochon, Rodman, and Howard volunteered to serve on the subcommittee.

Motion: It was moved by Council Member Cunningham, seconded by Council Member Glover, to establish a subcommittee consisting of Mr. Hervochon, Mr. Rodman, and Mrs. Howard to work with staff, specifically Mr. Marshall, to come back with recommendations for six positions at the November Executive Committee meeting.

The Vote - The motion was approved without objection.

9. **RECOMMEND APPROVAL OF A RESOLUTION TO APPROVE ARPA-FUNDED SIGN-ON BONUS POLICY (FISCAL IMPACT: \$500,000.00 from ARPA funds appropriated under Ordinance 2022/16)**

Please view the video stream available on the County's website to view the entire discussion.

<https://beaufortcountysc.new.swagit.com/videos/186240?ts=2032>

Scott Marshall discussed the human resources policy document included in the resolution, which outlines a program to provide a sign-on bonus for new employees in EMS, the Detention Center, and the Sherriff's Officer and a relocation assistance stipend.

Motion: It was moved by Council Member Rodman, seconded by Council Member Howard, to recommend approval of a resolution to approve ARPA-funding sign-on bonus policy.

Discussion: Council Member Glover asked about the thirty-mile radius component of the relocation assistance stipend.

Council Member Howard and Mr. Marshall discussed the program's clawback provision.

Council Member McElynn and Mr. Marshall discussed the possibility of a grace period and the requirements to receive the relocation stipend.

Council Member Dawson voiced concerns about using a stipend instead of reimbursement and the timeline of the clawback provision.

Motion to Amend: It was moved by Council Member Cunningham, seconded by Council Member McElynn, to change the program requirement that an employee remains employed with Beaufort County for one year to two years.

Council discussed an amendment to change the relocation stipend to expense reimbursement.

Council Member Dawson commented on retention and recruitment issues and his preference to expand the commitment to greater than two years.

The Vote - Voting Yea: Committee Chairman Sommerville, Council Member Glover, Council Member Hervochon, Council Member Howard, and Council Member Cunningham. Voting Nay: Council Member Dawson, Council Member Rodman, Council Member Lawson, and Council Member McElynn. The motion passed 5:4.

Motion to Amend: It was moved by Council Member McElynn, seconded by Council Member Cunningham, that receipts should be provided for the relocation bonus for a maximum of \$2,500.

Discussion: Council Member Rodman highlighted that relocation expenses might not be reflected in receipts and the administrative costs attached to expense tracking.

Mr. Marshall commented on the need to clarify what is allowed for reimbursement and the time limit for submitting reimbursements.

Council Member Howard echoed Council Member Rodman's reimbursement concerns.

The Vote - Voting Yea: Council Member Dawson, Council Member McElynn, and Council Member Cunningham. Voting Nay: Committee Chairman Sommerville, Council Member Glover, Council Member Rodman, Council Member Howard, and Council Member Lawson. Council Member Hervochon was not present for the vote. The motion failed 5:3.

Council Member Dawson motioned for an amendment to change the time an employee is required to stay employed with the County from two years to five years, but the motion died because of lack of a second.

The Vote - Voting Yea: Committee Chairman Sommerville, Council Member Glover, Council Member Rodman, Council Member Howard, Council Member Lawson, Council Member McElynn, and Council Member Cunningham. Voting Nay: Council Member Dawson. Council Member Hervochon was not present for the vote. The motion, as amended, passed 7:1.

10. RECOMMEND APPROVAL OF THE APPOINTMENT OF DARWIN CLEVELAND, OWNER OF ADVANCED FIBER OPTIC TECHNOLOGY AS THE BUSINESS REPRESENTATIVE FOR BEAUFORT COUNTY ON THE LOWCOUNTRY COUNCIL OF GOVERNMENT'S WORKFORCE DEVELOPMENT BOARD FOR A THREE-YEAR TERM EXPIRING 2025

Items 10, 11, and 12 were voted on as a package.

Motion: It was moved by Council Member Rodman, seconded by Council Member Glover, to recommend approval of the appointment of Darwin Cleveland, owner of Advanced Fiber Optic Technology, as the business representative for Beaufort County on the Lowcountry Council of Government's Workforce Development Board for a three-year term expiring in 2025.

The Vote - The motion was approved without objection.

11. RECOMMEND APPROVAL OF THE APPOINTMENT OF COLONEL QUANDARA GRANT, DIRECTOR OF THE BEAUFORT COUNTY DETENTION CENTER, TO SERVE AS THE LABOR REPRESENTATIVE FOR BEAUFORT COUNTY ON THE LOWCOUNTRY COUNCIL OF GOVERNMENT'S WORKFORCE DEVELOPMENT BOARD FOR A THREE-YEAR TERM EXPIRING 2025

Motion: It was moved by Council Member Rodman, seconded by Council Member Glover, to recommend approval of the appointment of Colonel Quandara Grant, Director of the Beaufort County Detention Center, to serve as the labor representative for Beaufort County on the Lowcountry Council of Government's Workforce Development Board for a three-year term expiring 2025.

The Vote - The motion was approved without objection.

12. RECOMMEND APPROVAL OF THE REAPPOINTMENT OF STEVE FOBES TO THE BEAUFORT COUNTY ECONOMIC DEVELOPMENT CORPORATION FOR A FOUR-YEAR TERM WITH AN EXPIRATION DATE OF 2026

Motion: It was moved by Council Member Rodman, seconded by Council Member Glover, to recommend approval of the reappointment of Steve Fobes to the Beaufort County Economic Development Corporation for a four-year term with an expiration date of 2026.

Discussion: Council Member Rodman asked staff to verify that Steve Fobes is the Town of Hilton Head's nominee for the Economic Development Corporation.

The Vote - The motion was approved without objection, subject to confirmation of Steve Fobes's reappointment by the Town of Hilton Head.

Council Member Dawson asked about the status of Mike Alsko's reappointment to the South Carolina Alliance Board.

13. ADJOURNMENT

Adjourned: at or around 5:02 PM.

Ratified: January 17, 2023