



Executive Committee Beaufort County, SC

This meeting will be 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**

AGENDA

COMMITTEE MEMBERS:

**PAUL SOMMERVILLE, CHAIRMAN
ALICE HOWARD
MARK LAWSON**

**LAWRENCE MCELYNN
STU RODMAN**

1. CALL TO ORDER
2. PLEDGE OF ALLEGIANCE
3. 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
5. APPROVAL OF MINUTES - AUGUST 15, 2022
6. **CITIZEN COMMENTS - (ANYONE who wishes to speak during the Citizen Comment portion of the meeting will limit their comments to no longer than three (3) minutes (a total of 15 minutes) and will address Council in a respectful manner appropriate to the decorum of the meeting, refraining from the use of profane, abusive, or obscene language)**

AGENDA ITEMS

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 - SABRENA GRAHAM, EXECUTIVE DIRECTOR, LCOG
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)
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*)

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
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
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.

TO WATCH COMMITTEE OR COUNTY COUNCIL MEETINGS OR FOR A COMPLETE LIST OF AGENDAS AND BACKUP PACKAGES, PLEASE VISIT:

<https://beaufortcountysc.gov/council/council-committee-meetings/index.html>



Executive Committee Beaufort County, SC

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

Monday, August 15, 2022
1:00 PM

MINUTES

Watch the video stream available on the County's website to hear the Committee's full discussion of a specific topic or the complete meeting. <https://beaufortcountysc.new.swagit.com/videos/178856>

1. CALL TO ORDER

Vice-Chairman Sommerville called the meeting to order at 1:00 PM.

PRESENT

Committee Chairman D. Paul Sommerville
Council Member Joseph F. Passiment
Council Member York Glover
Council Member Stu Rodman
Council Member Alice Howard
Council Member Lawrence McElynn

ABSENT

Council Member Gerald Dawson
Council Member Brian Flewelling
Council Member Chris Hervocho
Council Member Mark Lawson
Council Member Logan Cunningham

2. PLEDGE OF ALLEGIANCE

Committee Chairman Sommerville led the Pledge of Allegiance.

3. FOIA

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

4. APPROVAL OF AGENDA

Motion to Amend: It was moved by Council Member Passiment, Seconded by Council Member Rodman, to add an agenda item number 8, which would be a recommendation to the County Council to amend Section 2-28 of Ordinance 2020/27, which is setting the salaries of County Council for the upcoming year.

The Vote - The motion to amend was approved without objection.

Motion: It was moved by Council Member Passiment, Seconded by Council Member McElynn, to approve the agenda as amended.

The Vote - The motion to approve the agenda as amended was approved without objection.

5. APPROVAL OF MINUTES

Motion: It was moved by Council Member Passiment, Seconded by Council Member Howard, to approve the minutes from May 2, 2022.

The Vote - The motion was approved without objection.

6. CITIZEN COMMENTS

No citizen comments.

7. DISCUSSION OF AN ORDINANCE THAT ACCEPTS THE TRANSFER OF THE CONDUCT OF MUNICIPAL ELECTIONS FROM THE CITY OF BEAUFORT TO THE BOARD OF VOTER REGISTRATION AND ELECTIONS OF BEAUFORT COUNTY.

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

<https://beaufortcountysc.new.swagit.com/videos/178856?ts=248>

Committee Chairman Sommerville summarized how municipal elections are conducted in Beaufort County and the City of Beaufort's plan to divest itself of the responsibility to certify elections.

Mayor Stephen Murray discussed the City of Beaufort's previous deferral of election administration duties to Beaufort County's Board of Voter Registration and Elections and the benefits of ending the duplicative certification process for elections.

Committee Chairman Sommerville discussed the Town of Hilton Head Island's divestment from the responsibility of conducting and certifying elections and the efforts to pass a state statute to divest election responsibilities from municipalities.

Motion: It was moved by Council Member Glover, Seconded by Council Member Howard, to approve the discussion of an ordinance that accepts the transfer of the conduct of municipal elections from the City of Beaufort to the Board of Voter Registration and Elections of Beaufort County.

Discussion: Council Member McElynn and Mayor Murray discussed the maintenance and cost of election voting equipment and the support provided by Beaufort City Council and the County's Board of Voter Registration and Elections for the transfer of election certification responsibilities.

The Vote - The motion was approved without objection.

8. DISCUSSION OF A RECOMMENDATION TO COUNTY COUNCIL TO AMEND SECTION 2-28 OF ORDINANCE 2020/27, WHICH SETS THE SALARIES OF COUNTY COUNCIL FOR THE UPCOMING YEAR.

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

<https://beaufortcountysc.new.swagit.com/videos/178856?ts=927>

Motion: It was moved by Council Member Passiment, Seconded by Council Member McElynn, to authorize the Executive Committee to forward to County Council for the first reading of an ordinance to set the salaries for the County Council based upon amending Section 2-28 of Beaufort County's current ordinance.

Discussion: County Administrator Greenway discussed a possible amendment to the motion to review the salaries of all elected officials.

Motion to Amend: It was moved by Council Member Glover, Seconded by Council Member Howard, to amend the previous motion to include all constitutional officers in the salary review.

The Vote – The motion to amend was approved without objection.

Discussion: Council Member Passiment discussed the need for two separate ordinances, as elected officials are treated somewhat differently than Council members.

Council Members McElynn and Passiment discussed whether an adjustment to the base salary or clarification of the previous ordinance would be the best course of action.

The Vote – The motion as amended was approved without objection.

9. ADJOURNMENT

The meeting adjourned at 1:23 PM.

Ratified:

MEMORANDUM

To: Beaufort County Council
From: Sabrena Graham, Executive Director
Subject: **Amendment to Creation Agreement -Article II Membership and Representation**
Date: September 19, 2022

An amendment to the LCOG Board's policy on Membership and Representation is presented for ratification. The purpose of this amendment is to maintain fair representation among the member counties and municipalities therein and a manageable size board.

The members remain the counties and incorporated municipalities within the jurisdiction of the Lowcountry Region. Member representation will continue to be determined based on population according to the most recent census. The 2020 Census reports a population of 273,073 individuals for the Lowcountry Region. Almost 70% of the population 187,117 is in Beaufort County alone, 38,604 in Colleton, 18,561 in Hampton and 28,791 in Jasper.

The Council will now be composed of 29 representatives of which 11 from Beaufort County and 6 each from Colleton, Hampton and Jasper Counties. Member counties may have at least one or up to five county elected representatives based on their population. The minority group representative and non-elected official representative remains for each county. Incorporated municipalities with a population of 1,501 or more shall have one elected official appointed to the Council. Municipalities with a population of 1,500 or less may appoint one advisory representative.

The original creation agreement includes an article to address amendments. It states:

Article VII – Amendments

The Council may from time to time propose amendments to this Agreement. Any such amendment shall become effective only upon ratification by the governing bodies of the political subdivisions which include at least 66 2/3 percent of the population within the area of jurisdiction who are eligible to appoint voting members to The Council under the terms of this Agreement.

The LCOG Board voted to approve this amendment at the August 25, 2022, board meeting.

This memo serves as the official notice that the LCOG Board seeks ratification of this amendment from the County Councils of our four-member counties.

Lowcountry Council of Governments

PO Box 98 | 634 Campground Road
Yemassee, South Carolina 29945
Main: 843.473.3990 Aging: 843.473.3991 Fax: 843.726.5165
www.lowcountrycog.org

Draft

Amended Article II – Membership and Representation

Section 1. Membership of the Council: The counties and incorporated municipalities in The Council’s area of jurisdiction which have ratified this agreement shall be members.

Section 2. Representation of Members: Members shall be entitled to representation on The Council by elected officials and appointed representatives as follows:

- a. The Council shall be composed of 29 representatives of which eleven (11) shall be from Beaufort County, six (6) each from Colleton, Hampton, and Jasper Counties.
- b. There must be at least one minority group representative and one representative who is not an elected official from each member county and/or the participating municipality therein.
- c. Member counties with a population of less than 20,001 according to the most recent census of population by the U.S. Bureau of Census, shall be represented by at least one (1) elected official.
- d. Member counties with a population of 20,001 to 40,000 according to the most recent census of population by the U.S. Bureau of Census, shall be represented by up to three (3) elected officials.
- e. Member counties with a population of 40,001 to 60,000 according to the most recent census of population by the U.S. Bureau of Census, shall be represented by up to four (4) elected officials.
- f. Member counties with a population of more than 60,000 shall be represented by up to five (5) elected officials.
- g. Each member county shall include among its appointed representatives on The Council elected municipal officials at least equal in number to the number of incorporated municipalities located within the respective county having a population of 1,501 or more according to the most recent census of population by the US Bureau of Census.
- h. An incorporated municipality with a population of 1,500 or less may appoint one (1) advisory representative to The Council from its governing body; however, such representative shall not be eligible to vote on Council’s matters or to hold a Council office. Such municipalities are not required to participate in the financial support of The Council.

Lowcountry Council of Governments

- i. Should the possibility of change occur in the preceding factors on membership representation, as a result of population shift, the above shall be reviewed.

Section 3. Appointments: Representatives on The Council may be appointed by the County Governing Bodies of the respective counties provided, however, that a municipality which participates financially by payment of its full per capita share of the expenses of the Council shall be entitled to appoint its representative to the Council.

Section 4. Terms: The terms of representatives to The Council who hold elective public office, including the advisory representative of municipalities shall be co-terminus with their terms of office. Initial terms of representatives who do not hold elective office shall initially serve for a term of two years, or until replaced or reappointed by their respective appointing body.

If any County shall cease to participate in the fiscal support of The Council, the terms of office of all its, and its municipality, representatives shall thereupon expire. Any additional incorporated municipality which attains a population of 1,501 or more, according to the most recent census of population by the U.S. Bureau of the Census, shall be eligible to participate in The Council by notifying The Council of its intention to participate. The member County shall include among its appointed representatives to The Council an elected municipal member. If any participating municipality is dissolved as an incorporated municipality or consolidates with another municipality, such municipality shall thereupon cease to participate, and the terms of its representatives shall expire.

Section 5. Vacancies: If a vacancy in The Council representation of a member shall occur by reason of death, resignation, change of residence or any other cause, it shall be filled for the duration of the unexpired term in the same manner as the original appointment.

Section 6. Representation, General: No representative shall receive any compensation for his services on The Council, but any representative may be reimbursed from the funds of The Council for any expenses incurred in connection with authorized activities on behalf of The Council. Council representatives may also be members of a local planning council or boards.



BEAUFORT COUNTY COUNCIL AGENDA ITEM SUMMARY

ITEM TITLE:
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)
MEETING NAME AND DATE:
Executive Committee, October 10, 2022
PRESENTER INFORMATION:
Scott Marshall, Director, Employee Services
ITEM BACKGROUND:
Council has asked staff to bring forward information which will allow it to review existing entry level salaries for Beaufort County officials and to compare them with Tier 1 Counties throughout the state.
PROJECT / ITEM NARRATIVE:
See above
FISCAL IMPACT:
If Council chooses to increase entry level salaries for elected officials the financial impact will be the difference between existing entry level salaries and the amended entry level salaries for newly elected officials. The offices which are currently up for election, and which will be affected by any amendment, are the Auditor and Probate Judge.
STAFF RECOMMENDATIONS TO COUNCIL:
Staff has no recommendation.
OPTIONS FOR COUNCIL MOTION:
Motion to amend some, all, or none of the current entry level salaries of elected officials (other than members of County Council).

ORDINANCE 2022 / _____

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)

(Stricken through language removed/underlined language added)

WHEREAS, Beaufort County previously established, by Ordinance, a Salary Administration Program which , among other things, entry level salaries for certain elected officials; and

WHEREAS, County Council last revisited these salaries several years ago and Council now believes times and circumstances have changed which warrant a review and amendment of these salaries.

NOW, THEREFORE, BEAUFORT COUNTY COUNCIL hereby amends Chapter 2, Article VI, Division 3, Section 2-347 of its Code of Ordinances as set forth below.

On this _____ day of _____, 2018.

BEAUFORT COUNTY COUNCIL

Joseph Passiment, Chairman

TTEST:

Sarah Brock
Clerk to Council

DIVISION 3. - ELECTED AND APPOINTED OFFICIALS

Sec. 2-346. - Salary Administration Program created.

There is created a Salary Administration Program for compensating elected and appointed officials, other than magistrates and members of the council, and to establish entry level salaries for the following elected and appointed positions.

- (1) Auditor.
- (2) Clerk of court.
- (3) Coroner.
- (4) Probate judge.
- (5) Sheriff.
- (6) Treasurer.
- (7) Master-in-equity.

(Code 1982, § 2-66; Ord. No. 98-20, § 1(A), 10-12-1998; [Ord. No. 2004/36, § 1\(A\), 10-25-2004](#); [Ord. No. 2007/32, § 1\(A\), 8-13-2007](#); [Ord. No. 2015/7, 4-13-2015](#).)

Sec. 2-347. - Entry level salary.

(a) *Salary.* The entry level salary for elected and appointed official designated below is established as follows:

- (1) *Auditor:* ~~\$59,915.00~~, _____ which excludes any other stipend paid by the county and/or state.
- (2) *Clerk of court:* ~~\$79,837.00~~, _____ which excludes any other stipend paid by the county and/or state.
- (3) *Coroner:* ~~\$70,367.00~~, _____ which excludes any other stipend paid by the county and/or state.
- (4) *Probate judge:* ~~\$100,067.00~~, _____ which excludes any other stipend paid by the county and/or state.
- (5) *Sheriff:* ~~\$102,380.00~~, _____ which excludes any other stipend paid by the county and/or state.
- (6) *Treasurer:* ~~\$64,327.00~~, _____ which excludes any other stipend paid by the county and/or state.
- (7) *Master-in-equity:* Set pursuant to S.C. Code Ann. § 14-11-30, which excludes any other stipend paid by the county and/or state.

The above entry level salaries were established using the average salaries of peer counties in the tier 1 classification as determined by population in the South Carolina Association of Counties Annual Salary Survey for each position, or the current Beaufort County salary, whichever is greater.

(b) *Cost of living.* At each instance of a cost of living allowance (COLA) pay increase awarded by the Beaufort County Council, after the enactment date of this ordinance [~~September 2007~~], the entry level salary of each elected or appointed office listed in subsection (a) above will be increased accordingly.

(Code 1982, § 2-69; Ord. No. 98-20, § 1(B), 10-12-1998; Res. of 7-26-1999; [Ord. No. 2004/36, § 1\(D\), 10-25-2004](#); [Ord. No. 2007/32, § 1\(D, E\), 8-13-2007](#); [Ord. No. 2015/7, 4-13-2015](#).)

Sec. 2-348. - Incorporation of state payments.

Any salary and/or stipend received from the state by any elected and appointed official will be incorporated into the overall compensation plan as an addition to the county-paid salary.

(Code 1982, § 2-70; Ord. No. 98-20, § 1(C), 10-12-1998; [Ord. No. 2004/36, § 1\(E\), 10-25-2004](#); [Ord. No. 2007/32, § 1\(F\), 8-13-2007](#); [Ord. No. 2015/7, 4-13-2015](#).)

Sec. 2-349. - County and/or state salary adjustments.

- (a) Each elected and appointed official shall receive the county's annual cost of living adjustment.
- (b) Elected or appointed officials will receive mandated state salary adjustments or council-approved salary adjustments, whichever is the greater of the two.

(Code 1982, § 2-71; Ord. No. 98-20, § 1(D), (F), 10-12-1998; Ord. No. 2004/36, § 1(F), 10-25-2004; [Ord. No. 2007/32, § 1\(G\), 8-13-2007](#); [Ord. No. 2015/7, 4-13-2015](#).)

Sec. 2-350. - Reelection or reappointment.

An elected or appointed official, who is reelected and/or reappointed to his/her same office, without a break in service, will receive a five percent increase at the beginning of his/her new term of office.

(Code 1982, § 2-67; Ord. No. 98-20, § 1(E), 10-12-1998; [Ord. No. 2004/36, § 1\(B\), 10-25-2004](#); [Ord. No. 2007/32, § 1\(B\), 8-13-2007](#); [Ord. No. 2015/7, 4-13-2015](#).)

Sec. 2-351. - Pay for performance program.

Elected and/or appointed officials will not be eligible for the county pay for performance program.

(Code 1982, § 2-72; Ord. No. 98-20, § 1(G), 10-12-1998)

Sec. 2-352. - Appointment to unexpired term.

A person who is appointed to fill an unexpired term of an official will, in accordance with state law, be compensated at the same salary of the person who was holding the office for the remainder of that unexpired term of office. If the appointee is subsequently elected or reappointed to the same office, his/her salary will revert to the entry-level salary of that particular office shown in section 2-347, when his/her elected term of office becomes effective, plus a five-percent election increase.

(Code 1982, § 2-68; Ord. No. 98-20, § 1(H), 10-12-1998; [Ord. No. 2004/36, § 1\(C\), 10-25-2004](#); [Ord. No. 2007/32, § 1\(C\), 8-13-2007](#); [Ord. No. 2015/7, 4-13-2015](#).)

Sec. 2-353. – Magistrate Salaries and Compensation.

Magistrate salaries and compensation shall be determined solely by, and in accordance with, South Carolina Code of Laws §22-8-10 et seq. and shall not be affected by the aforesaid provisions of this Division.

Secs. 2-354 – 2-400. Reserved.

Office	Incumbent	Installation Date	Incumbent Salary	Base Pay in Governing Legislation-2015	3% County COLA in FY16	3.25% State COLA in FY17	3% County COLA in FY20	2.5% State Adjustment in FY22	5% County COLA in FY22	3% State COLA in FY23	Probate 2.5% effective July 2022
Auditor	James "Jim" Beckert (8426)	7/1/2015	\$97,573.00	\$59,915	\$61,712.45	\$63,718.10	\$65,629.64	67270.38	\$70,633.90	\$72,783.82	
Clerk of Court	Jerrri Roseneau (6955)	8/10/2009	\$116,979.00	\$79,837	\$82,232.11	\$84,904.65	\$87,451.79		\$91,824.38	\$94,579.11	
Coroner	David Ott (6881)	1/5/2021	\$83,366.00	\$70,367	\$72,478.01	\$74,833.54	\$77,078.54		\$80,932.47	\$83,360.45	
Probate Judge	Kenneth Fulp (3596)	1/4/1999	\$130,707.00	\$100,067	\$103,069.01	\$106,418.75	\$109,611.31		\$115,091.88		\$117,969.18
Sheriff	Phennis "PJ" Tanner (3599)	1/5/1999	\$161,158.00	\$102,380	\$105,451.40	\$108,878.57	\$112,144.92		\$117,752.16	\$121,284.72	
Treasurer	Maria Walls (7349)	7/1/2015	\$103,105.00	\$64,327	\$66,256.81	\$68,410.15	\$70,462.46	72224.02	\$75,835.22	\$78,110.28	
County Council Chair			\$29,859.70	\$28,990			\$29,859.70		\$31,352.69		
County Council Vice-Chair			\$28,842.06	\$28,002			\$28,842.06		\$30,284.16		
County Council Member			\$27,797.64	\$26,988			\$27,797.64		\$29,187.52		
Master-in-equity	Marvin Dukes (6299)	6/21/2007	\$185,931.00	\$182,389							
Magistrate	Lashonda Scott (8518)	6/22/2015	\$95,884.00								

Information below was obtained using entry level salary data provided to SC Election Commission to determine filing fees minus any applicable state supplements.
 Beaufort County numbers have been adjusted to represent entry level salaries prior to FY22 Beaufort County COLA and FY23 State COLA in order to facilitate like comparisons of entry level salaries.

	Beaufort	Anderson	Berkeley	Charleston	Greenville	Horry	Lexington	Richland	Spartanburg	York		
Council Chair	\$29,860	\$8,930	\$185,400	\$26,124	\$37,338	\$25,750	\$23,321	\$17,777	\$24,205	\$21,537		
Council Vice-Chair	\$28,842	\$8,930	\$13,982	\$20,737	\$32,671	\$15,966	\$21,793	\$17,777	\$20,085	\$18,756		
Council Member	\$27,798	\$8,930	\$13,982	\$20,737	\$31,115	\$15,966	\$20,266	\$17,777	\$20,085	\$18,756		
Auditor	\$65,630	\$66,097	\$67,500	\$116,048	\$119,348	\$93,441	\$55,519	\$107,387	\$99,614	\$101,716		
Treasurer	\$70,462	\$69,265	\$67,500	\$129,921	\$119,348	\$93,441	\$63,854	\$115,542	\$93,385	x		
Clerk of Court	\$87,452	\$82,260	\$111,812	\$141,045	\$132,954	\$106,539	\$78,268	\$128,813	\$92,237	\$79,889		
Sheriff	\$112,145	\$114,579	\$159,135	\$166,421	\$150,000	\$133,268	\$123,299	\$183,756	\$178,733	\$118,507		
Probate Judge	\$109,611	\$118,665	\$107,494	\$167,294	\$203,258	\$138,657	\$103,128	\$140,825	\$163,711	\$103,395		
Coroner	\$77,079	\$60,249	\$85,125	\$120,619	\$119,935	\$85,988	\$90,066	\$131,616	\$81,345	\$76,530		
General Fund Budget FY22	\$134,850,000	\$89,752,950	\$102,837,227	\$245,200,588	\$193,029,749	\$175,946,699	\$160,723,857	\$176,400,000	\$119,947,000	\$134,438,789		
2020 Census Population	187,117	203,718	229,861	408,235	525,534	351,029	293,991	416,147	327,997	282,090		
Form of Government	Council-Administrator	Council-Administrator	Council-Supervisor	Council-Administrator	Council-Administrator	Council-Administrator	Council-Administrator	Council-Administrator	Council-Administrator	Council-Administrator	Council-Manager	
County	Council Chair	Council Vice-Chair	Council Member	Auditor	Treasurer	Clerk of Court	Sheriff	Probate Judge	Coroner	General Fund Budget FY22	2020 Census Population	Form of Government
Beaufort	\$29,860	\$28,842	\$27,798	\$65,630	\$70,462	\$87,452	\$112,145	\$109,611	\$77,079	\$134,850,000	187,117	Council-Administrator
Anderson	\$8,930	\$8,930	\$8,930	\$66,097	\$69,265	\$82,260	\$114,579	\$118,665	\$60,249	\$89,752,950	203,718	Council-Administrator
Berkeley	N/A	\$13,982	\$13,982	\$67,500	\$67,500	\$111,812	\$159,135	\$107,494	\$85,125	\$102,837,227	229,861	Council-Supervisor
Charleston	\$26,124	\$20,737	\$20,737	\$116,048	\$129,921	\$141,045	\$166,421	\$167,294	\$120,619	\$245,200,588	408,235	Council-Administrator
Greenville	\$37,338	\$32,671	\$31,115	\$119,348	\$119,348	\$132,954	\$150,000	\$203,258	\$119,935	\$193,029,749	525,534	Council-Administrator
Horry	\$25,750	\$15,966	\$15,966	\$93,441	\$93,441	\$106,539	\$133,268	\$138,657	\$85,988	\$175,946,699	351,029	Council-Administrator
Lexington	\$23,321	\$21,793	\$20,266	\$55,519	\$63,854	\$78,268	\$123,299	\$103,128	\$90,066	\$160,723,857	293,991	Council-Administrator
Richland	\$17,777	\$17,777	\$17,777	\$107,387	\$115,542	\$128,813	\$183,756	\$140,825	\$131,616	\$176,400,000	416,147	Council-Administrator
Spartanburg	\$24,205	\$20,085	\$20,085	\$99,614	\$93,385	\$92,237	\$178,733	\$163,711	\$81,345	\$119,947,000	327,997	Council-Administrator
York	\$21,537	\$18,756	\$18,756	\$101,716	x	\$79,889	\$118,507	\$103,395	\$76,530	\$134,438,789	282,090	Council-Manager
Mean Values	\$23,871	\$19,954	\$19,541	\$89,230	\$91,413	\$104,127	\$143,984	\$135,604	\$92,855	\$153,312,686	322,572	
Median Values	\$24,205	\$19,421	\$19,421	\$96,528	\$93,385	\$99,388	\$141,634	\$128,661	\$85,556	\$147,786,929	310,994	
Beaufort County Relativity	Mean	Median	Highest	Lowest	Raw Rank	Notes						
Population	58.0%	60.2%	35.6%	100.0%	10th of 10							
General Fund	88.0%	91.2%	55.0%	150.2%	5th of 10							
Council Chair	125.1%	123.4%	80.0%	334.4%	2nd of 9	Berkely County Supervisor is an elected CAO						
Council Vice Chair	144.5%	148.5%	88.3%	323.0%	2nd of 10							
Council Member	142.3%	143.1%	89.3%	311.3%	2nd of 10							
Auditor	73.6%	68.0%	55.0%	118.2%	9th of 10							
Treasurer	77.1%	75.5%	54.2%	104.4%	6th of 9	York County - No data reported						
Clerk of Court	84.0%	88.0%	62.0%	111.7%	7th of 10							
Sheriff	77.9%	79.2%	61.0%	100.0%	10th of 10							
Probate Judge	80.8%	85.2%	65.5%	106.3%	7th of 10							
Coroner	83.0%	90.1%	58.6%	127.9%	8th of 10							

Elected Official Starting Pay Comparison - Group 1 Counties plus Beaufort

Item 8.

Information below was obtained using entry level salary data provided to SC Election Commission to determine filing fees minus any applicable state supplements.
 Beaufort County numbers have been adjusted to represent entry level salaries prior to FY22 Beaufort County COLA and FY23 State COLA in order to facilitate like comparisons of entry level salaries.

County	Beaufort	Anderson	Berkeley	Charleston	Greenville	Horry	Lexington	Richland	Spartanburg	York		
Form of Government	Council-Administrator	Council-Administrator	Council-Supervisor	Council-Administrator	Council-Administrator	Council-Administrator	Council-Administrator	Council-Administrator	Council-Administrator	Council-Manager		
2020 Census Population	187,117	203,718	229,861	408,235	525,534	351,029	293,991	416,147	327,997	282,090		
General Fund Budget FY22	\$134,850,000	\$89,752,950	\$102,837,227	\$245,200,588	\$193,029,749	\$175,946,699	\$160,723,857	\$176,400,000	\$119,947,000	\$134,438,789		
Council Chair	\$29,860	\$8,930	\$185,400	\$26,124	\$37,338	\$25,750	\$23,321	\$17,777	\$24,205	\$21,537		
Council Vice-Chair	\$28,842	\$8,930	\$13,982	\$20,737	\$32,671	\$15,966	\$21,793	\$17,777	\$20,085	\$18,756		
Council Member	\$27,798	\$8,930	\$13,982	\$20,737	\$31,115	\$15,966	\$20,266	\$17,777	\$20,085	\$18,756		
Auditor	\$65,630	\$66,097	\$67,500	\$116,048	\$119,348	\$93,441	\$55,519	\$107,387	\$99,614	\$101,716		
Treasurer	\$70,462	\$69,265	\$67,500	\$129,921	\$119,348	\$93,441	\$63,854	\$115,542	\$93,385	x		
Clerk of Court	\$87,452	\$82,260	\$111,812	\$141,045	\$132,954	\$106,539	\$78,268	\$128,813	\$92,237	\$79,889		
Sheriff	\$112,145	\$114,579	\$159,135	\$166,421	\$150,000	\$133,268	\$123,299	\$183,756	\$178,733	\$118,507		
Probate Judge	\$109,611	\$118,665	\$107,494	\$167,294	\$203,258	\$138,657	\$103,128	\$140,825	\$163,711	\$103,395		
Coroner	\$77,079	\$60,249	\$85,125	\$120,619	\$119,935	\$85,988	\$90,066	\$131,616	\$81,345	\$76,530		
<i>Deduction Amounts for State Supplements</i>												
Auditor	\$21,993											
Treasurer	\$21,993											
Clerk of Court	\$1,575											
Probate Judge	\$1,575											
Sheriff	\$1,575											
Coroner	\$1,575											
Register of Deeds	\$1,575											
County	Form of Government	2020 Census Population	General Fund Budget	Council Chair	Council Vice-Chair	Council Member	Auditor	Treasurer	Clerk of Court	Sheriff	Probate Judge	Coroner
Richland	Council-Administrator	416,147	\$176,400,000	\$17,777	\$17,777	\$17,777	\$107,387	\$115,542	\$128,813	\$183,756	\$140,825	\$131,616
Charleston	Council-Administrator	408,235	\$245,200,588	\$26,124	\$20,737	\$20,737	\$116,048	\$129,921	\$141,045	\$166,421	\$167,294	\$120,619
Greenville	Council-Administrator	525,534	\$193,029,749	\$37,338	\$32,671	\$31,115	\$119,348	\$119,348	\$132,954	\$150,000	\$203,258	\$119,935
Lexington	Council-Administrator	293,991	\$160,723,857	\$23,321	\$21,793	\$20,266	\$55,519	\$63,854	\$78,268	\$123,299	\$103,128	\$90,066
Horry	Council-Administrator	351,029	\$175,946,699	\$25,750	\$15,966	\$15,966	\$93,441	\$93,441	\$106,539	\$133,268	\$138,657	\$85,988
Berkeley	Council-Supervisor	229,861	\$102,837,227	\$185,400	\$13,982	\$13,982	\$67,500	\$67,500	\$111,812	\$159,135	\$107,494	\$85,125
Spartanburg	Council-Administrator	327,997	\$119,947,000	\$24,205	\$20,085	\$20,085	\$99,614	\$93,385	\$92,237	\$178,733	\$163,711	\$81,345
Beaufort	Council-Administrator	187,117	\$134,850,000	\$29,860	\$28,842	\$27,798	\$65,630	\$70,462	\$87,452	\$112,145	\$109,611	\$77,079
York	Council-Manager	282,090	\$134,438,789	\$21,537	\$18,756	\$18,756	\$101,716	x	\$79,889	\$118,507	\$103,395	\$76,530
Anderson	Council-Administrator	203,718	\$89,752,950	\$8,930	\$8,930	\$8,930	\$66,097	\$69,265	\$82,260	\$114,579	\$118,665	\$60,249

Elected Official Starting Pay Comparison - Group 1 Counties plus Beaufort

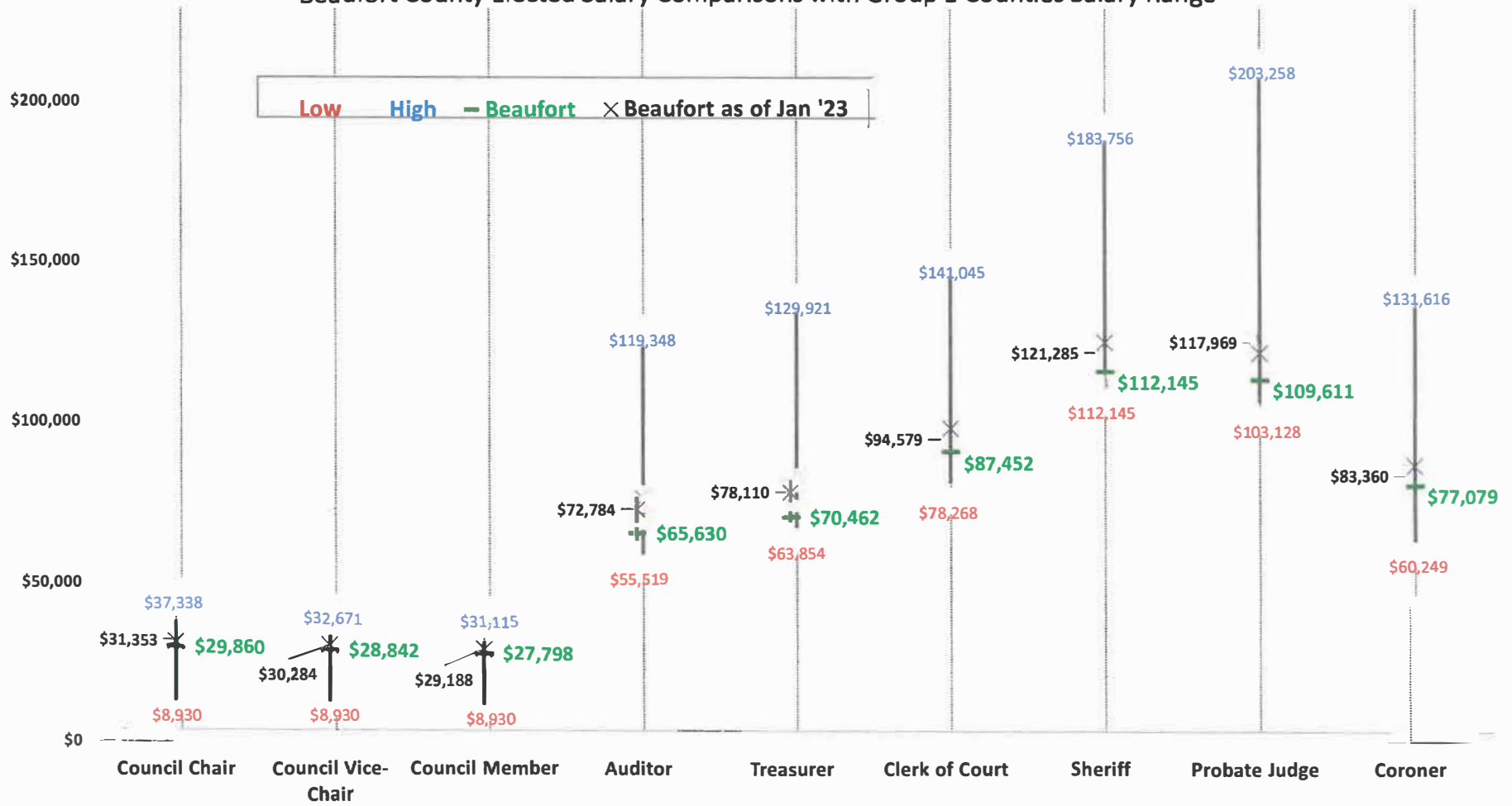
Item 8.

The data below is from the latest SCAC Salary Survey (2022) and is not a true comparison due to variations in reporting Min, Mid, Max, and Actual/Midpoint. Not all counties report data in the same way for this survey.

County	Form of Government	2020 Census Population	General Fund Budget FY22	Council Chair	Council Vice-Chair	Council Member	Auditor	Treasurer	Clerk of Court	Sheriff	Probate Judge	Coroner
Beaufort	Council-Administrator	187,117	\$134,850,000	\$31,352.69	\$30,284.16	\$29,187.52	\$72,783.82	\$78,110.28	\$94,579.11	\$121,284.72	\$117,969.18	\$83,360.45
Anderson	Council-Administrator	203,718	\$89,752,950	\$8,930.00	\$8,930.00	\$8,930.00	\$69,572.00	\$72,803.00	\$90,077.00	\$117,000.00	x	\$50,743.00
Berkeley	Council-Supervisor	229,861	\$102,837,227	\$180,000.00	\$13,244.00	\$12,858.00	\$87,000.00	\$87,000.00	\$108,555.00	\$154,500.00	\$104,363.00	\$82,645.00
Charleston	Council-Administrator	408,235	\$245,200,588	\$26,124.00	\$20,737.00	\$20,737.00	\$87,193.00	\$87,193.00	\$102,897.00	\$121,409.00	\$106,870.00	\$95,430.00
Greenville	Council-Administrator	525,534	\$193,029,749	\$37,338.00	\$32,671.00	\$31,115.00	\$116,436.00	\$116,436.00	\$132,278.00	\$176,351.00	\$203,257.00	\$122,973.00
Horry	Council-Administrator	351,029	\$175,946,699	\$25,720.00	\$15,966.00	\$15,966.00	\$103,769.00	\$109,199.00	\$121,564.00	\$139,558.00	\$75,427.00	\$114,863.00
Lexington	Council-Administrator	293,991	\$160,723,857	\$23,321.00	\$21,793.00	\$20,266.00	x	x	x	x	x	x
Richland	Council-Administrator	416,147	\$176,400,000	\$17,777.00	\$17,777.00	\$17,777.00	\$107,923.00	\$116,078.00	\$139,396.00	\$198,852.00	\$140,825.00	\$135,646.00
Spartanburg	Council-Administrator	327,997	\$119,947,000	\$24,205.00	\$20,085.00	\$20,085.00	\$99,614.00	\$93,385.00	\$96,579.00	\$185,670.00	\$165,286.00	\$85,360.00
York	Council-Manager	282,090	\$134,438,789	\$21,537.00	\$18,756.00	\$18,756.00	\$101,716.00	x	\$79,889.00	\$118,507.00	\$103,395.00	\$76,530.00

Red font indicates Minimum Pay provided is equal to Maximum Pay provided

Beaufort County Elected Salary Comparisons with Group 1 Counties Salary Range





BEAUFORT COUNTY COUNCIL AGENDA ITEM SUMMARY

ITEM TITLE:
Resolution to Approve ARPA-Funded Sign-On Bonus Policy
MEETING NAME AND DATE:
Executive Committee – October 10, 2022
PRESENTER INFORMATION:
Scott Marshall, Human Resources Director 10 Minutes
ITEM BACKGROUND:
December 6, 2021 – Executive Committee of County Council approved the expenditure of \$500,000.00 to create incentives for Human Resources to utilize in recruitment efforts through stipends, signing bonuses and other incentives to hire and keep employees. Beaufort County Ordinance 2022/016 appropriated such expenditures to create incentives for staffing critical public safety positions.
PROJECT / ITEM NARRATIVE:
Staff is requesting County Council adopt a Resolution establishing a policy to provide sign-on and relocation bonuses to fill critical public safety positions in the Detention Center, EMS and the Sheriff's Office. This policy will provide a means to execute Council's prior appropriation of \$500,000.00 in ARPA funds for such a purpose. The policy will provide new employees in the above departments with a total sign-on bonus of \$2,500.00, payable in two installments: one upon hire and the other after completing the probationary period of employment. The policy also allows for a \$2,500.00 relocation bonus for eligible new hires. There are claw back provisions for employees who voluntarily separate prior to serving for one year. There is also a provision that prevents any single employee from receiving multiple bonuses. As drafted, this policy will expire after the \$500,000.00 in ARPA funds are expended, or December 31, 2024, whichever is sooner.
FISCAL IMPACT:
\$500,000.00 from ARPA funds appropriated under Ordinance 2022/16
STAFF RECOMMENDATIONS TO COUNCIL:
Approval as submitted
OPTIONS FOR COUNCIL MOTION:
Motion to approve/deny Resolution to Approve ARPA-Funded Sign-On Bonus Policy If approved, move forward to Council for Adoption on October 24, 2022.

RESOLUTION NO 2022-_____

**A RESOLUTION TO APPROVE AMERICAN RESCUE PLAN ACT-FUNDED
PUBLIC SAFETY RECRUITMENT INITIATIVES**

WHEREAS, the Federal government has allocated funding to each state (the “Funds”) under the American Rescue Plan Act (the “Act”); and

WHEREAS, Beaufort County has received \$37,17,446 under the Act; and

WHEREAS, the Federal government has provided guidance on eligible uses of the Funds and within specified time frames for expenditure of the Funds; and

WHEREAS, Beaufort County seeks to expend the Funds according to these provisions; and

WHEREAS, one of the eligible uses of Funds received under the Act is restoring and bolstering public sector capacity and workforce for public safety positions; and

WHEREAS, the Beaufort County Detention Center, Emergency Medical Services Department and the Sheriff’s Office continue to experience chronic staffing vacancies in critical public safety positions; and

WHEREAS, on December 6, 2021, the Executive Committee of County Council voted to authorize the expenditure of \$500,000 to create incentives for Human Resources to utilize in recruitment efforts through stipends, signing bonuses and other incentives to hire and keep employees; and

WHEREAS, Beaufort County Ordinance 2022/16 appropriated such expenditures to include personnel expenditures in the amount of \$3,557,446, which is inclusive of \$500,000 to create incentives for staffing critical public safety positions; and

WHEREAS, County Council wishes to adopt this policy which will facilitate the expenditure of these Funds for such a purpose.

NOW, THEREFORE, be it resolved by County Council, in a meeting duly assembled, that the County Administrator is authorized to carry out the policies and procedures as detailed in *Beaufort County Human Resources Policy Document 2022-4, ARPA-Funded Public Safety Recruitment Incentives*, attached hereto as Exhibit “A.”

IT IS SO RESOLVED.

Adopted this ____ day of _____, 2022.

COUNTY COUNCIL OF BEAUFORT COUNTY

BY: _____
Joseph Passiment, Chairman

ATTEST:

Sarah Brock,
Clerk to Council

Beaufort County Human Resources Policy Document 2022-4

ARPA-Funded Public Safety Recruitment Incentives

- I. **Purpose of Policy.** The purpose of this policy is to define and direct a process for providing monetary recruitment incentives made possible by funding through the American Rescue Plan Act. It is intended to be a tool to help fill long-standing vacancies in critical public safety positions.
- II. **Applicability of Policy.** This policy is applicable to all positions within the Emergency Medical Services Department, the Detention Center and the Beaufort County Sheriff's Office.
- III. **Terms.**
 - A. **Sign-On Bonus (SOB).** A monetary award provided as an incentive for accepting employment. For the purpose of this policy, the SOB amount is \$5,000.00.
 - B. **Relocation Assistance Stipend (RAS).** A monetary award associated with a change of residence in conjunction with accepting employment. For the purpose of this policy, the RAS amount is \$2,500.00.
 - C. **Hire Date.** The Hire Date is the date upon which the employee initially reports for work. Ordinarily this is the date the employee attends Employee Orientation and signs all initial hire paperwork.
- IV. **Eligibility Requirements.**
 - A. **To be eligible for the SOB,** an employee:
 1. Must pass all pre-employment screening requirements and complete the employee onboarding process; and
 2. Must not have previously received an SOB from Beaufort County.
 3. Additionally, an employee of Beaufort County on the effective date of this policy who separates from employment after the effective date of the policy, is not eligible for the SOB any earlier than one year following separation of employment.
 - B. **To be eligible for the SOB with accompanying RAS,** in addition to the requirements in paragraph IV. A., an employee:
 1. Must not live within a 30-mile radius of the Beaufort County Robert Smalls Government Complex located at 100 Ribaut Road, Beaufort, South Carolina at the time of application for employment.
 2. Must relocate to an address within Beaufort County, from which they will commute to and from work upon commencement of employment.
 3. Must establish Beaufort County residency within six (6) months of Hire Date.
 4. Provide proper documentation in the form of a lease agreement, mortgage, utility bill, etc. for verification of relocation to a Beaufort County address.
- V. **Program Implementation.**
 - A. **Responsibility.** Administrative oversight and execution of this policy is the responsibility of the Human Resources Department who will author all forms, contracts and other procedures which may be necessary to implement this policy.
 - B. **Effective Date.** This policy is effective upon the first day of the first month following County Council's formal approval by Resolution.

Beaufort County Human Resources Policy Document 2022-4

C. Distribution of Funds.

1. The \$5,000.00 SOB will be paid in two gross installments of \$2,500.00 each and will be subject to mandatory withholdings.
 - a. The first installment of \$2,500.00 will be paid as soon as practicable following Hire Date.
 - b. The remaining \$2,500.00 will be paid upon completion of the employee's probationary period of employment.
2. The \$2,500.00 RAS will be paid following the employee's Hire Date and verification of Beaufort County residency and is also subject to any mandatory withholdings.
3. Employee Responsibility.
 - a. Repayment of Bonus(es).
 - i. Voluntary Separation of Employment. An employee accepting an SOB or an SOB with accompanying RAS is expected to remain in the employ of Beaufort County for a period of not less than one year following the Hire Date. If an employee who is in receipt of an SOB or an SOB with RAS voluntarily resigns with a separation of employment effective date within one year of the Hire Date, then the employee must return a pro-rated portion of those bonus(es). Recoupment of the separated employee's financial obligation shall follow established procedures for outstanding debt to the County owed by an employee at time of separation.

The pro-rated, remaining financial obligation owed by the employee is calculated as follows:

Total Amount of SOB/RAS received divided by 12, multiplied by the number of full calendar months remaining between Date of Hire and date of separation from employment.

For example, Employee John Doe has a hire date of March 15 and received the first \$2,500 of his SOB, with no accompanying RAS. He resigns with a separation of employment date of September 15. There are five full calendar months remaining in Mr. Doe's financial commitment. In this case, the factor of \$208.33 ($\$2,500/12$) would be multiplied by five (5) calendar months resulting in a remaining financial obligation to Beaufort County in the amount of \$1,041.66 ($\$208.33 \times 5 = \$1,041.66$).

- ii. Involuntary Separation of Employment. When employment is terminated involuntarily either by discharge at the will of Beaufort County or by the death of the employee, the employee, or the employee's estate, will not incur a financial obligation as a result of receiving an SOB or an SOB with accompanying RAS.

VI. **Program Termination.** Unless otherwise revised by an accompanying County Council budget amendment, this policy will remain in effect until:

- A. **Funds for this program, in the amount of \$500,000.00, have been fully expended;** or
- B. **December 31, 2024,** whichever is sooner.

ORDINANCE 2022/ 16

AN ORDINANCE TO AMEND BEAUFORT COUNTY ORDINANCE 2021/ 30 FOR THE FISCAL YEAR 2021-22 BEAUFORT COUNTY BUDGET TO PROVIDE FOR ADDITIONAL REVENUES AND APPROPRIATIONS FROM THE AMERICAN RESCUE PLAN ACT

WHEREAS, on June 30, 2021, Beaufort County Council adopted Ordinance No. 2021/30 which sets the County's FY 2021-2022 budget and associated expenditures; and

WHEREAS, the Federal government has allocated funding to each state (the "Funds") under the American Rescue Plan Act (the "Act"); and

WHEREAS, Beaufort County received \$37,317,446 under the Act; and

WHEREAS, the Federal government has provided guidance on eligible uses of the Funds and within specified time frames for expenditure of the Funds; and

WHEREAS, Beaufort County seeks to expend the Funds according to these provisions; and

WHEREAS, Beaufort County identified numerous categories for appropriate expenditure of the Funds; and

WHEREAS, Beaufort County acknowledges some of the expenditures may need to be revised based on feasibility studies and the availability of items; and

WHEREAS, in the interest of good accounting practices and transparency in the budget process it is beneficial and necessary to amend the budget to reflect the receipt and appropriation of the Funds;

NOW, THEREFORE be it ordained by Beaufort County Council, in meeting duly assembled, that the FY 2021-2022 Beaufort County Budget Ordinance (Ordinance 2021/30) is hereby amended as follows:

1. Beaufort County adopts a multi-year budget for the Funds in the amount of \$37,317,446 to be expended through fiscal year 2027 according to expenditure categories identified in Exhibit "A".
2. The County Administrator is authorized to make revisions between categories as projects or capital outlays become infeasible, unavailable or it otherwise is beneficial to change.

DONE this 28th day of March 2022.

COUNTY COUNCIL OF BEAUFORT COUNTY

By: Joseph Passiment
Joseph Passiment, Chairman

ATTEST:

Sarah W. Brock
Sarah Brock, Clerk to Council

First Reading: February 28, 2022 Vote: 10/0
Second Reading: March 14, 2022 Vote: 11/0
Public Hearing: March 14, 2022
Third Reading: March 28, 2022 Vote: 11/0

Exhibit "A"

Beaufort County ARPA Expenditures:

Personnel	\$	3,557,446.00
Professional Services	\$	1,340,000.00
Interagency	\$	4,900,000.00
Infrastructure	\$	13,150,000.00
Equipment	\$	920,000.00
Buildings & Improvements	\$	13,450,000.00
Total	\$	37,317,446.00

Workforce	Item	Budget Retreat	Revisions	Recommendation	Budget Category	Notes	BC Totals
	1 Loan Payoff	1,000,000		1,000,000	inter agency		4,900,000
	2 Recruitment	500,000		500,000	inter agency		13,450,000
	3 Nursing Pilot	700,000		700,000	inter agency		13,150,000
	4 SOLD Housing	1,200,000		1,200,000	inter agency		920,000
	5 Headhunter	200,000	(200,000)			Per EG, GF budget	1,340,000
	6 Cybersecurity	500,000		500,000	Buildings & Improvements		1,557,446
				3,900,000			
EMA	1 Station Alerting	2,500,000		2,500,000	Buildings & Improvements		37,317,446
				2,500,000			
Good Neighbor	1 Muni's	3,000,000	(1,500,000)	1,500,000	inter agency		
				1,500,000			
Recreation	1 Splash Pad	1,250,000	(1,250,000)				
	2 New Riverside	1,000,000		1,000,000	Infrastructure		
	3 Burton Wells	1,000,000		1,000,000	Buildings & Improvements		
	4 Recon Era Ntrl Park	350,000		350,000	Infrastructure		
	5 St Helena		1,000,000	1,000,000	Buildings & Improvements		
				3,350,000			
Innovation	1 Broadband	500,000		500,000	Infrastructure		
	2 Starlink	200,000		200,000	Professional Services		
	3 EV's	1,200,000	(500,000)	700,000	Equipment		
				1,400,000			
Public Health	1 Health Clinic-Garden's Corner	1,000,000		1,000,000	Buildings & Improvements		
	2 Health Clinic - St Helena	1,000,000		1,000,000	Buildings & Improvements		
	3 Health Clinic - DI	1,000,000		1,000,000	Buildings & Improvements		
	4 Tele-health	1,000,000		1,000,000	Professional Services		
	5 PPE Supplies		25,000	25,000	Equipment		
				4,025,000			
Infrastructure	1 General	8,000,000	(200,000)	7,800,000	Infrastructure		
	2 Water & Sewer	3,000,000		3,000,000	Infrastructure		
	3 IT Data Center	400,000		400,000	Buildings & Improvements		
	4 Ferry	500,000		500,000	Infrastructure		
				11,700,000			
Enterprise & Capital	1 Airport	2,000,000	(500,000)	1,500,000	Buildings & Improvements		
	2 Solid Waste & Recycling	2,000,000		2,000,000	Buildings & Improvements		
	3 Garage	1,000,000		1,000,000	Buildings & Improvements		
	4 DI Improvements	300,000		300,000	Buildings & Improvements		
	5 Farmer's Co-Op		250,000	250,000	Buildings & Improvements		
				5,050,000			
TP's & Staff	1 Consultant	125,000		125,000	Prof Services		
	2 Project Mgr	520,000		520,000	Personnel		
	3 Fiscal Mgr	250,000		250,000	Personnel		
	4 COVID Pay		2,337,446	2,337,446	Personnel		
	5 Health Services Coordinator		240,000	240,000	Personnel		
				3,682,446			
Already done but not above	1 Motorgrader		195,000	195,000	Equipment		
	2 Consultant - Lobeco Site		15,000	15,000	Prof Services		
				210,000			
Total		37,205,000	112,446	37,317,446			

Lowcountry Workforce Board Appointment

October 24 2022

The following Beaufort seat is vacant on the Lowcountry Workforce Board:

One (1) Labor Representative

The following nominations have been received:

Labor Representative

Col. Quandara Grant, Director Beaufort County Detention Center

As Chief Elected Official for Beaufort County, I hereby appoint the individual listed above to serve as Beaufort County representatives on the Lowcountry Workforce Board.

Joe Passiment
Chairman
Beaufort County Council

Date _____

September 15, 2022

Joe Passiment
Chairman Beaufort County Council

Re: Beaufort County LWB Appointment Quandara Grant

Dear Mr. Passiment:

Please review the appointment form for Col Quandara Grant, Director of the Beaufort County Detention Center. Lowcountry Workforce Board (LWB) is asking for Ms. Grant to be approved to fill the vacant Beaufort County Labor seat on the Lowcountry Council of Governments Workforce Board.

Please consider appointing this nominee by signing and returning the original, appointment form to me. This can be done either by scanning, emailing the original or hard copy via mail. A timely turnaround of this appointment is greatly appreciated.

If you have any questions or concerns, please don't hesitate to call. Thank you so much for all of your help.

Sincerely,

Michael V. Butler
Workforce Development Director
Lowcountry Workforce Area