

**JASPER COUNTY COUNCIL
RETREAT
CLARKS INN, SANTEE, SC
FEB. 5, 2009
7:00 P.M.**

MEMBERS PRESENT:

DR. GEORGE M. HOOD, CHAIRMAN
LEROY BLACKSHEAR, VICE CHAIRMAN
HUBERT TYLER, COUNCILMAN
HENRY ETHERIDGE, COUNCILMAN

COUNCILMAN GREGORY WAS PRESENT PRIOR TO THE 7:00 P.M. SESSION.

STAFF PRESENT:

JUDITH M. FRANK, CLERK TO COUNCIL

IN ACCORDANCE WITH THE FREEDOM OF INFORMATION ACT THE ELECTRONIC AND PRINT MEDIA WERE NOTIFIED.

DURING PERIODS OF DISCUSSION AND/OR PRESENTATIONS MINUTES ARE TYPICALLY CONDENSED AND PARAPHRASED.

CALL TO ORDER:

CHAIRMAN HOOD CALLED THE MEETING TO ORDER AT 7:15 P.M.

INVOCATION:

VICE CHAIRMAN BLACKSHEAR GAVE THE INVOCATION.

TAXES:

COUNCILMAN ETHERIDGE TOLD THE COUNCIL MEMBERS THAT HE HAD A PHONE CALL FROM GARY DAVIDSON AND BILL NIMMER REGARDING SALES AT TRADITIONS. COUNCILMAN ETHERIDGE SAID THAT THREE DEALS WERE SIGNED LAST WEEK AND THEY ARE LOSING TWO DUE TO TAXES. COUNCILMAN ETHERIDGE SAID THE TAXES IN JASPER COUNTY FOR A PRIMARY RESIDENCE COSTING \$700,000.00 ARE \$7,504.00 AND AS A SECONDARY HOME THE TAXES ARE \$16,212.00. COUNCILMAN ETHERIDGE SAID THAT THE TAXES ON THE SAME HOME IN BLUFFTON WOULD BE \$3,903.00 FOR A PRIMARY HOME AND \$9,941.00 FOR A SECONDARY HOME. CHAIRMAN HOOD SAID THAT HE WAS AT A MEETING AT COLLETON RIVER AND THE SAME SUBJECT WAS DISCUSSED. CHAIRMAN HOOD SAID WHEN THE JOINT PLANNING ORIGINATED, THE FEES JUMPED UP. CHAIRMAN HOOD SAID THE COUNCIL NEEDED TO HAVE A GOOD DISCUSSION ON THE TAXES AND HE SUGGESTED HAVING SOMEONE DO AN ANALYSIS AS TO HOW THE FEES IMPACT THE COUNTY'S TAXES. COUNCILMAN TYLER ASKED IF THERE WERE RULES REGARDING TAXES AND CHAIRMAN HOOD

RESPONDED THAT EACH COUNTY SET THE RULES FOR THEIR COUNTY. VICE CHAIRMAN BLACKSHEAR COMMENTED THAT BEAUFORT COUNTY'S MILLS ARE LOWER BECAUSE THEY HAVE TWO

MILITARY BASES, MORE INDUSTRY AND TOURISM TO HELP THEM; HE AGREED THAT THE TAXES NEED TO BE INVESTIGATED BECAUSE JASPER COUNTY CANNOT AFFORD TO GO TO THE TOP OF THE LADDER WHERE TAXES ARE CONCERNED. COUNCILMAN ETHERIDGE SAID THAT PEOPLE WILL DRIVE FIVE MILES DOWN THE ROAD FOR A DIFFERENCE OF \$7,000.00 IN TAXES. CHAIRMAN HOOD SAID THAT PART OF PRESIDENT OBAMA'S STIMULUS PLAN INCLUDES LOWERING INTEREST RATES TO 4%. CHAIRMAN HOOD SAID JOINT PLANNING WAS TO GIVE EVERYONE THE SAME TAXES. COUNCILMAN TYLER ASKED IF THE REGULATIONS WERE THE SAME ORIGINALLY. CHAIRMAN HOOD RESPONDED THAT HE FELT THAT THEY ARE DIFFERENT. CHAIRMAN HOOD SAID THE COUNCIL CAN DISCUSS WITH MR. MALPHRUS WHAT THE COUNTY CAN DO TO HELP THE DEVELOPERS. CHAIRMAN HOOD SAID THE MILLAGE IS BASED ON THE BUDGET AND GOES FROM THERE, CHAIRMAN HOOD SAID THE DIFFERENT COUNTIES' MILLS HAVE DIFFERENT VALUES. COUNCILMAN ETHERIDGE COMMENTED THAT JASPER COUNTY TAXES ON SECONDARY HOMES ARE 45% HIGHER THAN OWNER OCCUPIED HOMES. CHAIRMAN HOOD COMMENTED THAT THE TAXES OF THE CITIZENS WHO LIVE ON THE RIVER HAVE INCREASED. COUNCILMAN ETHERIDGE ASKED IF THE COUNTY STILL HAD IMPACT FEES AND CHAIRMAN HOOD SAID THAT THE FEES ARE CALLED VOLUNTEER FEES. VICE CHAIRMAN BLACKSHEAR SAID THE FEES ARE FOR THE DEVELOPERS THAT COME IN AND NOT THE LOCALS, BUT FOR PEOPLE OUT OF THE AREA. COUNCILMAN ETHERIDGE SAID THE "GREEN HOUSE" JUST SOLD AND THE TAXES ON IT ARE \$17,100.00. CHAIRMAN HOOD SAID THE SCHOOL DISTRICT IS GOING TO HAVE A REAL SHORTFALL DUE TO SALES TAX BEING DOWN. COUNCILMAN ETHERIDGE SAID THAT THE COUNTY'S SALES TAX IS ALSO DOWN.

CHAIRMAN HOOD DISCUSSED THE AGENDA AND SAID THAT ATTORNEY JONES WILL HANDLE THE FIRST PART OF THE AGENDA; MR. MALPHRUS WILL DISCUSS COUNTY EMPLOYMENT. COUNCILMAN ETHERIDGE ASKED ABOUT SINGLE MEMBER DISTRICTS. CHAIRMAN HOOD SAID THE COUNTY HAD FOUR SINGLE MEMBER DISTRICTS AND ONE MEMBER AT LARGE. VICE CHAIRMAN BLACKSHEAR SAID THE CITIZENS CURRENTLY VOTE FOR ALL THE CANDIDATES, AND WITH A SINGLE MEMBER DISTRICT THE CITIZENS WILL ONLY VOTE FOR THE COUNCIL MEMBER CANDIDATE FROM THEIR DISTRICT. VICE CHAIRMAN BLACKSHEAR SAID THAT THE LEGISLATURE HAS TO APPROVE THE SINGLE MEMBER DISTRICT AND THE NUMBER OF COUNCIL MEMBERS WOULD INCREASE TO THE SAME NUMBER AS THE SCHOOL BOARD OR THE NUMBER OF SCHOOL BOARD MEMBERS WOULD HAVE TO DECREASE. COUNCILMAN TYLER ASKED HOW THE DISTRICTS ARE SET AND VICE CHAIRMAN BLACKSHEAR SAID THE LEGISLATURE CREATES THE LINES TO ESTABLISH THE TOWNSHIPS. VICE

CHAIRMAN BLACKSHEAR SAID THAT WITH THE GROWTH THIS NEEDS TO BE CONSIDERED OR THE LOCAL PEOPLE WILL BE EXCLUDED.

THE COUNCIL DISCUSSED THE MALL TO BE BUILT ON HWY. 170, COUNCILMAN TYLER ASKED IF EVERYTHING REGARDING THE MALL IS ON SOLID GROUND AND CHAIRMAN HOOD SAID SOME THINGS ARE STILL IN NEGOTIATION. CHAIRMAN HOOD SAID THEY HAVE THE DESIGN AND THEY WILL MAKE AN ANNOUNCEMENT WHEN EVERYTHING IS IN PLACE. VICE CHAIRMAN BLACKSHEAR SAID THEY HAVE SOME COMMITMENTS. CHAIRMAN HOOD SAID THE MALL WILL BE SIMILAR TO THE VILLAGE OF SANDHILL.

VICE CHAIRMAN BLACKSHEAR SAID THAT THEY STILL NEEDED TO WORK ON INSTALLMENT PAYMENT OF TAXES AS IT WILL GIVE THE CITIZENS THE OPPORTUNITY TO PAY THEIR TAXES OVER A PERIOD OF TIME.

COUNCILMAN ETHERIDGE ASKED WHAT WAS THE DIFFERENCE BETWEEN PART-TIME AND TEMPORARY. CHAIRMAN HOOD SAID A TEMPORARY IS HIRED FOR A PERIOD OF TIME, AND PART-TIME PERSON WORKS A SET NUMBER OF HOURS. CHAIRMAN HOOD SAID PART-TIME IS UP TO 39 HOURS PER WEEK. CHAIRMAN HOOD SAID THAT PART-TIME AND TEMPORARY EMPLOYEES DO NOT RECEIVE BENEFITS. VICE CHAIRMAN BLACKSHEAR SAID THAT AN EXAMPLE OF PART-TIME EMPLOYEES IS THE PEOPLE WHO WORK AT THE CONVENIENCE SITES.

COUNCIL DISCUSSED THE PART-TIME EMPLOYEES AT THE AUDITOR'S OFFICE AND IF THE POSITIONS COST MORE THAN THEY WERE BRINGING IN. THE COUNCIL DISCUSSED THE POSSIBILITY THAT THE SHERIFF'S DEPARTMENT COULD POSSIBLY HANDLE THIS.

THE COUNCIL DISCUSSED THAT THE HR DEPARTMENT WAS COSTING THE COUNTY ABOUT \$300,000.00 AND IT MAY BE MORE COST EFFECTIVE TO OUTSOURCE THE DEPARTMENT. CHAIRMAN HOOD SAID THE WHOLE FINANCE DEPARTMENT HAS GOTTEN LARGER. CHAIRMAN HOOD SAID HE DID NOT THINK ALL THE PEOPLE WERE NEEDED.

THIS PORTION OF THE RETREAT ENDED AT 9:30 P.M.

FEBRUARY 6, 2009

MEMBERS PRESENT:

DR. GEORGE HOOD, CHAIRMAN
LEROY BLACKSHEAR, VICE CHAIRMAN
HUBERT TYLER, COUNCILMAN
HENRY ETHERIDGE, COUNCILMAN
REV. SAMUEL GREGORY, COUNCILMAN

STAFF PRESENT:

ANDREW FULGHUM, ADMINISTRATOR
RONNIE MALPHRUS, DEP. ADM. OF ADMINISTRATIVE SERVICES
WENDY KELLY, DEP. ADM. ECONOMIC DEVELOPMENT
MARVIN JONES, ATTORNEY
JUDITH FRANK, CLERK TO COUNCIL

DAVID JIROUSEK, PLANNING DIRECTOR
GLORIA LUCAS, HR DIRECTOR

CALL TO ORDER:

CHAIRMAN HOOD CALLED THE MEETING TO ORDER AT 9:00 A.M.

INVOCATION:

COUNCILMAN GREGORY GAVE THE INVOCATION.

MARVIN JONES:

MR. JONES SAID HE WOULD LIKE TO ANSWER ANY QUESTIONS THE COUNCIL MAY HAVE REGARDING THE TOPICS HE WAS GOING TO COVER.

MR. JONES GAVE THE COUNCIL A COPY OF THE FREEDOM OF INFORMATION BOOK BY HOWELL AND LINKOUS, AND A COPY OF STATE LAW AND COUNTY ORDINANCES AS RELATED TO COUNTY GOVERNMENT.

MR. JONES SAID THAT HE WAS ASKED TO DISCUSS HOW JASPER COUNTY OPERATES AND MR. JONES REFERRED TO CERTAIN SECTIONS IN STATE LAW THAT RELATES TO THE COUNTY, TO STATE LAW AS IT RELATES TO STATE ETHICS, PENALITIES FOR NOT FILING REPORTS AND WHAT CAN AND CANNOT BE DONE. MR. JONES BRIEFLY REVIEWED THE FREEDOM OF INFORMATION ACT. MR. JONES SAID THAT LAST YEAR THE COUNCIL ADOPTED A NEW ORGANIZATIONAL CHART AND HE EXPLAINED THAT THE JASPER COUNTY CODE OF ORDINANCES DEAL WITH THE ADMINISTRATION OF THE COUNTY.

MR. JONES DISCUSSED HOW THE COUNTIES WERE ESTABLISHED, HOW JASPER COUNTY GOT ITS BOUNDARIES AND HOW COUNTIES WERE RUN PRIOR TO HOME RULE. MR. JONES EXPLAINED THAT UNDER HOME RULE THERE ARE 5 FORMS OF GOVERNMENT AND JASPER COUNTY OPERATES UNDER THE COUNCIL/ADMINISTRATOR FORM OF GOVERNMENT.

MR. JONES EXPLAINED THE DUTIES OF THE ELECTED OFFICIALS ON COUNCIL. CHAIRMAN HOOD SAID HE FELT THE CHAIRMAN'S SALARY NEEDED TO BE REVISITED BECAUSE OF ALL THE THINGS HE HAS TO DO AND THAT OVER THE LAST WEEK HE PUT IN ABOUT 80 HOURS AND \$300.00 MORE THAN THE OTHER COUNCILMEMBERS RECEIVE IS NOT ADEQUATE SINCE THE CHAIRMAN HAS TO DO SO MUCH MORE THAN THE OTHER COUNCIL MEMBERS. COUNCILMAN TYLER ASKED IF THE COUNCIL CAN MAKE THAT CHANGE. COUNCILMAN ETHERIDGE SAID THAT IF CHAIRMAN HOOD DIDN'T WANT THE JOB OF CHAIRMAN HE SHOULD NOT HAVE ACCEPTED IT AND COUNCILMAN ETHERIDGE SAID THAT HE FELT THE COUNCIL MEMBERS WERE PAID TOO MUCH. COUNCILMAN TYLER ASKED IF THERE WAS A LIMIT ON THE AMOUNT OF TIME THE CHAIRMAN HAS TO PUT IN. COUNCILMAN GREGORY SAID THAT YOU CANNOT JUST CHANGE WHAT THE CHAIRMAN IS PAID AND THAT HIS DUTIES SHOULD BE REVIEWED AND HE FELT THE CHAIRMAN SHOULD BE PAID FOR HIS RESPONSIBILITIES, NOT FOR GOING PLACES. COUNCILMAN ETHERIDGE ASKED WHERE THE CHAIRMAN'S DUTIES COME FROM AND CAN THEY BE

CHANGED BY A JASPER COUNTY ORDINANCE. COUNCILMAN ETHERIDGE SAID THAT THE CHAIRMAN SHOULD DELEGATE AUTHORITY AND THAT HE REPORTS TO THE ADMINISTRATOR AND THAT HE DID NOT THINK HE HAD TO DO ALL THE DUTIES. COUNCILMAN ETHERIDGE SAID THAT IF A PERSON ACCEPTS A POSITION HE KNOWS WHAT THE DUTIES ARE AND HE KNEW WHAT HIS PAY WAS WHEN HE ACCEPTED THE CHAIRMANSHIP. CHAIRMAN HOOD SAID THAT THEY NEED TO HAVE SENSE AND THERE NEEDED TO BE JUST COMPENSATION FOR WHAT HE DOES AND HE DID NOT THINK HE SHOULD SPEND HIS RETIREMENT TO DO IT. COUNCILMAN ETHERIDGE SAID THAT IF COUNCILMAN GREGORY WAS ELECTED CHAIRMAN HE WOULD HAVE TO GIVE UP HIS JOB. COUNCILMAN GREGORY ASKED WHEN SALARIES FOR COUNCIL CAN BE CHANGED. MR. JONES SAID THAT TO CHANGE THE COMPENSATION FOR COUNCILMEN IT WOULD HAVE TO BE DONE IN AN ELECTION YEAR, BUT THE CHAIRMAN'S SALARY CAN BE CHANGED ANYTIME. COUNCILMAN GREGORY ASKED WHEN THIS WAS ADOPTED AND MR. JONES RESPONDED THAT IT WAS ADOPTED IN 1995 AND ANOTHER ORDINANCE DEALING WITH THIS WAS PASSED IN 2008. COUNCILMAN GREGORY ASKED IF MORE DUTIES WERE ADDED THAN WHAT HE COULD PREVIOUSLY DO. CHAIRMAN HOOD SAID HE FELT HE NEEDED TO BE OUT THERE AND HE CAN HANDLE THE DUTIES. MR. JONES SAID THE ORDINANCE ADDRESSED THE CHAIRMAN, THE VICE CHAIRMAN, WHO IS CHAIRMAN IN THE ABSENCE OF BOTH THE CHAIRMAN AND THE VICE CHAIRMAN. MR. JONES SAID THE ORDINANCE ALSO ESTABLISHED THE COMMITTEE SYSTEM AND THAT THE CHAIRMAN APPOINTS THE COUNCIL MEMBERS TO THE COMMITTEES. COUNCILMAN GREGORY SAID ALL THIS WAS ALSO DONE IN THE PAST AND MR. JONES RESPONDED THAT IT DID, BUT IT WAS NOT REDUCED TO WRITING. MR. JONES SAID THAT THE FINANCE COMMITTEE INCLUDES ALL THE COUNCIL MEMBERS WHILE THE OTHER COMMITTEES ONLY HAVE TWO COUNCIL MEMBERS. MR. JONES SAID THAT THE COMMITTEES HAVE TO FOLLOW THE REQUIREMENT AS LISTED IN THE FOIA. MR. JONES SAID THAT ALL NEW ITEMS SHOULD BE REFERRED TO A COMMITTEE PRIOR TO GOING BEFORE THE ENTIRE COUNCIL. MR. JONES SAID THAT THE COMMITTEE HAS NO LEGISLATIVE AUTHORITY OTHER THAN TO MAKE A RECOMMENDATION TO THE FULL COUNCIL. CHAIRMAN HOOD SAID HE ASKED FOR SUGGESTIONS SINCE SOME OF THE COUNCIL MEMBERS LAST YEAR WERE MAKING DECISIONS. MR. JONES SAID THE COUNCIL HAS TWO FUNCTIONS, THEY ARE TO MAKE POLICY AND HAVE A LEVEL OF OVERSIGHT AS TO HOW THE ADMINISTRATOR OPERATES AND DOES THE JOB. COUNCILMAN GREGORY SAID THE ADMINISTRATOR RUNS THE DAY TO DAY, BUT THE ADMINISTRATOR IS UNDER THE COUNCIL AND THE COUNCIL TELLS HIM WHAT NEEDS TO BE DONE. COUNCILMAN GREGORY SAID A COUNCIL MEMBER DOES NOT HAVE TO GET APPROVAL TO SEE THE ADMINISTRATOR AND NO COUNCIL MEMBER HAS AUTHORITY OVER ANOTHER COUNCIL MEMBER. VICE CHAIRMAN BLACKSHEAR SAID HE FELT IT SHOULD BE BROUGHT TO COUNCIL AND COUNCIL GOES TO THE

ADMINISTRATOR. VICE CHAIRMAN BLACKSHEAR SAID THAT A COUNCIL MEMBER CAN CALL ATTENTION TO SOMETHING TO AN EMPLOYEE, BUT HE CANNOT DIRECT HIM TO DO IT. MR. JONES SAID THAT IT WOULD TAKE A VOTE OF THREE COUNCIL MEMBERS TO APPROVE IT. COUNCILMAN GREGORY ASKED IF THEY WERE TELLING HIM HE CANNOT GO TO THE ADMINISTRATOR IF HE SEES SOMETHING WRONG, THAT HE CANNOT BRING IT TO THE ADMINISTRATOR'S ATTENTION WITHOUT GOING TO THE COUNCIL FIRST. COUNCILMAN GREGORY SAID EACH COUNCIL MEMBER HAS THE SAME AUTHORITY AND MR. JONES SAID THAT HE WAS CORRECT. MR. JONES SAID THAT IF A COUNCIL MEMBER SEES SOMETHING THAT NEEDS TO BE CORRECTED, THERE IS NOTHING WRONG WITH HIM GOING TO THE ADMINISTRATOR AND ASKING HIM TO DEAL WITH IT AND IF THE ADMINISTRATOR DOESN'T FIX IT AND IF THE COUNCIL IS NOT HAPPY WITH THE ADMINISTRATOR, THEN THEY NEED TO LOOK FOR A NEW ADMINISTRATOR. MR. JONES SAID THEY WERE ALL ELECTED AND THEY DON'T ALWAYS AGREE WITH EACH OTHER. COUNCILMAN GREGORY SAID IF HE SEES SOMETHING THAT NEEDS DONE, AND HE TELL THE ADMINISTRATOR TO FIX IT AND IT IS NOT DONE, THEN HE SHOULD BRING IT TO COUNCIL AND EXPLAIN THE SITUATION. COUNCILMAN GREGORY SAID THE COUNCIL DOES NOT GO AFTER THE EMPLOYEE; THE COUNCIL GOES AFTER THE ADMINISTRATOR. COUNCILMAN GREGORY SAID THAT IF THERE IS A PROBLEM, THINGS SHOULD BE ADDRESSED AND NOT WAIT TO CORRECT IT. CHAIRMAN HOOD SAID THAT WHEN HE WAS AN ADMINISTRATOR HE ALWAYS WORKED WITH THE SCHOOL BOARD AND THERE IS ALWAYS SOMEONE WHO LIKES A LOT OF DRAMA AND IT TAKES UP A LOT OF THE ADMINISTRATOR'S TIME AND THAT THEY CANNOT EXPECT THE ADMINISTRATOR TO STOP AND GO IMMEDIATELY TO HANDLE THEIR REQUEST.

ATTORNEY JONES EXPLAINED THAT THE COUNCIL ADOPTED RULES AND THAT THE COUNCIL COULD FIND THEM BEHIND TAB 5 IN THE BOOK HE PROVIDED THEM. COUNCILMAN ETHERIDGE ASKED WHY HE NEVER SAW THIS INFORMATION BEFORE NOW AND HE FELT THE COUNCIL SHOULD HAVE RECEIVED ALL THIS INFORMATION PRIOR TO THE RETREAT SO THAT COUNCIL COULD REVIEW THE INFORMATION. COUNCILMAN ETHERIDGE SAID THAT HE DIDN'T KNOW WHY IT SHOULD GO TO COMMITTEE WHEN IT WAS THE ADMINISTRATOR'S JOB AND HE SHOULD BE BRINGING IT TO COUNCIL. COUNCILMAN ETHERIDGE SAID HE WANTED TO BE INVOLVED AND CHAIRMAN HOOD SHOULD DELEGATE SO THAT ALL THE COUNCIL MEMBERS CAN HELP. CHAIRMAN HOOD RESPONDED TO COUNCILMAN ETHERIDGE THAT WHEN HE GOT MORE EXPERIENCE EVERYTHING COMES TOGETHER AND WHEN HE FIRST GOT TO COUNCIL, MR. MOSS SENT HIM A BOX OF BOOKS TO GET THE INFORMATION FROM AND HE HAD TO READ IT. COUNCILMAN GREGORY SAID THAT THE COUNCIL KNOWS WHAT THEY HAVE TO DO. COUNCILMAN ETHERIDGE ASKED WHY THEY WERE NOT PROVIDED WITH THE INFORMATION PRIOR TO THE RETREAT AND THAT HE ASKED FOR THE

INFORMATION AND HE WAS TOLD THE INFORMATION WAS NOT NEEDED. CHAIRMAN HOOD SAID HE NEVER GOT ANYTHING PRIOR TO A RETREAT AND IF THEY HAVE QUESTIONS, THE COUNCIL CAN COME TOGETHER AT THE OFFICE. CHAIRMAN HOOD SAID HE DID NOT WANT TO BURDEN THE CLERK TO GET ALL THIS INFORMATION TOGETHER. COUNCILMAN TYLER SAID NO ONE PERSON CAN KNOW EVERYTHING. COUNCILMAN ETHERIDGE SAID HE WILL LEARN AS HE GOES ALONG.

MR. JONES REFERENCED THE RULES OF ORDER AND SAID THAT THE COUNCIL ADOPTED RULES OF ORDER FOR THE JASPER COUNTY COUNCIL. MR. JONES SAID HE LOOKED INTO THE QUESTION PUT TO HIM AT THE LAST COUNCIL MEETING AND THE MOTION TO RECONSIDER STATES THAT ANY COUNCIL MEMBER WHO VOTED ON THE PREVAILING SIDE CAN ASK TO RECONSIDER, BUT IN ADDITION, THE MOTION IS NOT PROPER AS IT NEEDED TO BE MADE AT THE NEXT MEETING OR THE MEETING WHERE THE MOTION WAS MADE. MR. JONES SAID THAT REGARDING THE QUESTION REGARDING LEAKAGE OF INFORMATION DISCUSSED IN EXECUTIVE SESSION, THERE IS NO LAW ON THAT SUBJECT AND THE ATTORNEY GENERAL SAID A MEMBER CAN DISCUSS IT IN PUBLIC, AND THAT DURING EXECUTIVE SESSION IS WHEN THE COUNCIL CAN DISCUSS WHAT IS IMPORTANT TO THEM AND THE COUNCIL HAS TO TRUST EACH OTHER THAT THEY WILL NOT HEAR IT ON THE STREET THE NEXT DAY. COUNCILMAN ETHERIDGE SAID THAT WHEN THE COUNCIL GOES INTO EXECUTIVE SESSION IT IS AN ISSUE THAT WILL AFFECT THE TAXPAYERS AND HE DOES NOT WANT TO HIDE ANYTHING FROM THE CITIZENS; COUNCILMAN ETHERIDGE SAID HE FELT EVERYTHING SHOULD BE PUT OUT THERE. CHAIRMAN HOOD SAID THAT LOOSE LIPS SINK SHIPS AND CONTRACTUAL MATTERS CANNOT BE DISCUSSED IN PUBLIC AND THAT HE AND VICE CHAIRMAN BLACKSHEAR KNOW MORE ABOUT IT. COUNCILMAN ETHERIDGE SAID THEY HAVE A CONTRACT OR THEY DON'T. CHAIRMAN HOOD SAID THAT PERSONNEL MATTERS CANNOT BE DISCUSSED IN OPEN SESSION BECAUSE SOME INFORMATION THAT IS SHARED WITH THE COUNCIL COULD CAUSE THE COUNCIL TO BE SUED. COUNCILMAN GREGORY SAID THAT THE INFORMATION SHOULD NOT BE SHARED WITH JUST ONE OR TWO COUNCIL MEMBERS. COUNCILMAN GREGORY SAID ALL THE COUNCIL MEMBERS NEED TO BE INFORMED SO THEY CAN DISCUSS IT WITH ONE ANOTHER AND ALL CAN SPEAK ABOUT KNOWING THE SAME INFORMATION. CHAIRMAN HOOD SAID THAT AS THINGS COME UP, THEY CAN'T ALWAYS BE DISCUSSED IN OPEN SESSION. RONNIE MALPHRUS PROVIDED THE SCENARIO OF WHEN THE COUNTY WAS GOING TO PURCHASE LAND FOR THE DETENTION CENTER AND WORD GOT OUT AND A CITIZEN BOUGHT THE LAND OUT FROM UNDER THE COUNTY. COUNCILMAN GREGORY SAID HE STILL FELT THE ENTIRE COUNCIL SHOULD BE PROVIDED WITH THE INFORMATION AND THE COUNCIL MEMBERS ARE ALL RESPONSIBLE ENOUGH TO KEEP IT AMONG THEMSELVES. COUNCILMAN GREGORY SAID HE DOES NOT WANT TO HEAR THAT THERE WAS A DECISION TO PURCHASE PROPERTY AND THE

ADMINISTRATOR ONLY INFORMED TWO COUNCIL MEMBERS ABOUT IT. COUNCILMAN ETHERIDGE SAID THAT WHEN THE COUNCIL IS VOTING TO SPEND TAXPAYERS' MONEY, HE IS NOT HIDING ANYTHING FROM THE CITIZENS. CHAIRMAN HOOD SAID THEY ARE NOT HIDING ANYTHING, BUT RUNNING AROUND TELLING THINGS IS NOT RESPONSIBLE. COUNCILMAN ETHERIDGE SAID THAT A LOT OF THINGS ARE DISCUSSED IN EXECUTIVE SESSION THAT DON'T BELONG IN EXECUTIVE SESSION.

MR. JONES SAID THAT THE FOIA DISCUSSES WHAT DOCUMENTS HAVE TO BE PRODUCED AND IT ALSO INCLUDES A SHOPPING LIST OF WHAT ITEMS MAY BE DISCUSSED IN EXECUTIVE SESSION, BUT IT DOES NOT HAVE TO BE DISCUSSED IN EXECUTIVE SESSION. MR. JONES SAID THE COUNCIL CAN TELL THE CHAIRMAN WHAT THEY THINK NEEDS TO GO INTO EXECUTIVE SESSION. COUNCILMAN GREGORY ASKED HOW THEY CAN TELL THE CHAIRMAN IF THEY THINK THE TOPIC SHOULD BE DISCUSSED IN EXECUTIVE SESSION WHEN THE ADMINISTRATOR ONLY TELLS THE CHAIRMAN WHAT THEY WILL BE DISCUSSING AND THE OTHER MEMBERS OF COUNCIL ONLY KNOW WHAT IS ON THE AGENDA. MR. JONES SAID THE ADMINISTRATOR OR THE ATTORNEY REQUESTS AN EXECUTIVE SESSION. COUNCILMAN GREGORY SAID HE STILL FELT THE ENTIRE COUNCIL SHOULD KNOW WHAT IS GOING TO BE DISCUSSED; MR. JONES SAID THAT ONCE THE COUNCIL IS IN EXECUTIVE SESSION, A COUNCIL MEMBER MAY SAY THEY DO NOT THINK THE SUBJECT SHOULD BE DISCUSSED IN EXECUTIVE SESSION. BOTH COUNCILMAN GREGORY AND ETHERIDGE AGREED THAT HOW COULD THEY OPPOSE SOMETHING IF THEY DON'T KNOW WHAT IT IS. MR. JONES TOLD THEM ALL THEY HAD TO SAY WAS THAT THEY DID NOT WANT TO DISCUSS IT. COUNCILMAN GREGORY SAID THAT THIS WAS THE MOST SECRETIVE COUNCIL EVER. MR. JONES SAID THEY CAN DISCUSS THE MATTER IN EXECUTIVE SESSION, BUT THEY HAVE TO VOTE IN OPEN SESSION. COUNCILMAN ETHERIDGE SAID IT IS HARD TO MAKE A DECISION WHEN YOU ARE NOT PROVIDED THE INFORMATION AND YOU ARE EXPECTED TO MAKE A DECISION WITHIN 15 MINUTES OF HEARING ABOUT IT. MR. FULGHUM SAID THE SAME THING HAPPENS TO HIM WHEN THE COUNCIL CALLS AN EXECUTIVE SESSION AND HE IS NOT NOTIFIED OF THE TOPIC SO THAT HE CAN BE PREPARED TO ANSWER IT. MR. JONES SAID THAT IF COUNCIL HAS A PROBLEM WITH THE ADMINISTRATOR, THEN THEY NEED TO TAKE CARE OF IT WITH THE ADMINISTRATOR. MR. FULGHUM SAID THAT HE TRIES TO AVOID AS MANY EXECUTIVE SESSIONS AS POSSIBLE, BUT SOMETIMES A DEVELOPER MAY ASK FOR AN EXECUTIVE SESSION, BUT HE DOES NOT HAVE TO PUT IT IN EXECUTIVE SESSION.

MR. JONES DISCUSSED THE AUTHORITY OF THE COUNCIL AND THE AUTHORITY OF THE ADMINISTRATOR. MR. JONES SAID THE COUNCIL SHOULD THINK OF THEMSELVES AS THE BOARD OF DIRECTORS AND THE ADMINISTRATOR AS THE CEO. COUNCILMAN GREGORY ASKED WHO PUT TOGETHER THE POLICY. MR. JONES SAID THE ADMINISTRATOR IS TO FOLLOW AND PUT INTO EFFECT THE POLICIES OF THE COUNCIL.

COUNCILMAN GREGORY ASKED WHO PUT TOGETHER THE PERSONNEL POLICY AND HE SAID THAT HE DID NOT AGREE WITH THE STATEMENT THAT THE ADMINISTRATOR CAN FIRE AN EMPLOYEE AT WILL WITH NO QUESTIONS. MR. JONES SAID THAT IS IN THE STATE LAW AND ACCORDING TO THE JASPER COUNTY ORDINANCE, ALL JASPER COUNTY EMPLOYEES ARE EMPLOYED AT WILL. MR. JONES SAID THAT A GRIEVANCE COMMITTEE MEETING IS WHERE AN EMPLOYEE CAN PRESENT HIS SIDE OF THE ISSUE. MR. JONES SAID THE GRIEVANCE COMMITTEE WILL MAKE A RECOMMENDATION TO THE ADMINISTRATOR, BUT THE ADMINISTRATOR DOES NOT HAVE TO AGREE TO THE RECOMMENDATION. MR. JONES SAID THAT THE COUNCIL GETS A COPY OF THE INCIDENT AND THE OUTCOME AND THE COUNCIL CAN DISCUSS THIS WHEN THEY REVIEW THE ADMINISTRATOR. COUNCILMAN GREGORY ASKED IF THE EMPLOYEE HAS THE RIGHT TO TALK TO COUNCIL. COUNCILMAN GREGORY SAID THAT THE EMPLOYEE GOES TO THE GRIEVANCE COMMITTEE, THEY MAKE A RECOMMENDATION AND THE ADMINISTRATOR STICKS TO HIS DECISION AND THE EMPLOYEE CANNOT COME TO COUNCIL BECAUSE THE ADMINISTRATOR IS THEIR BOSS. COUNCILMAN GREGORY SAID HE DID NOT AGREE AND BECAUSE OF THIS POLICY HE CANNOT DO ANYTHING TO HELP THE EMPLOYEES, CHAIRMAN HOOD SAID IT IS IN THE STATE LAW, AND HE LIKES IT. CHAIRMAN HOOD SAID THAT EMPLOYEES OF ELECTED OFFICIALS CAN BE FIRED AT WILL AND THOSE ELECTED OFFICIALS DON'T HAVE ANY QUALIFICATIONS OR TRAINING. CHAIRMAN HOOD SAID THERE NEEDED TO CHECKS AND BALANCES AND THERE IS A PROCESS OUTLINED IN THE POLICY TO DOCUMENT THE REASONS FOR DISMISSAL. CHAIRMAN HOOD SAID THAT PEOPLE STEAL MONEY AND THEY ARE STILL WORKING. CHAIRMAN HOOD SAID THAT IF THE EMPLOYEE WANTS TO HAVE HIS HEARING IN PUBLIC THEY CAN. COUNCILMAN GREGORY SAID THAT PEOPLE HAVE RIGHTS AND CHAIRMAN HOOD SAID IT IS IN STATE LAW. COUNCILMAN GREGORY SAID THE COUNTY COUNCIL CAN PUT A POLICY IN PLACE TO CHANGE THIS AND MR. JONES SAID THAT IT CANNOT BE CHANGED UNTIL STATE LAW IS CHANGED. COUNCILMAN GREGORY STATED THAT THE COUNTY COUNCIL HAS THE RIGHT TO CHANGE THE FORMAT AND HE CAN'T SEE WHAT THE EMPLOYEES CAN DO IF IT ENDS WITH THE ADMINISTRATOR. MR FULGHUM SAID THAT THE COUNCIL GETS THE MINUTES FROM THE GRIEVANCE HEARING, AND IF THE EMPLOYEE HAS CONCERNS, HE CAN GRIEVE IT AND THE COUNCIL WILL SEE HOW IT WAS HANDLED AND THEY WILL HAVE A RECORD OF HIS DECISION AND THEY CAN DETERMINE IF IT IS RIGHT. COUNCILMAN GREGORY SAID THAT THE COUNCIL SHOULD HAVE INPUT IF THEY DISAGREE WITH HIS DECISION, COUNCILMAN GREGORY SAID THAT PEOPLE CAN BE FIRED IF THEIR SUPERVISOR DOESN'T LIKE THEM. MS. LUCAS SAID THAT THE DECISION RESTS WITH MR. FULGHUM. MS. LUCAS SAID THE EMPLOYEE DOESN'T GO FROM A CONFLICT WITH HIS SUPERIOR DIRECTLY TO THE GRIEVANCE COMMITTEE; THE SITUATION GOES TO THE HR DEPARTMENT AND SHE INVESTIGATES THE SITUATION AND IF SHE FEELS THEY WERE

FIRED UNJUSTLY SHE WILL NOTIFY MR. FULGHUM. MS. LUCAS SAID THE HR DEPARTMENT ALWAYS TAKES THE SIDE OF THE EMPLOYEE. COUNCILMAN GREGORY ASKED IF SHE THOUGHT THAT IT WAS NOT FAIR, WOULD SHE GO TO THE ADMINISTRATOR AND TAKE THE SIDE OF THE EMPLOYEE. MS. LUCAS SAID THAT THE NEXT STEP IS FOR HER TO CALL A MEETING OF THE GRIEVANCE COMMITTEE AND THERE IS A RECORD OF THE MEETING AND SHE BRINGS THE RULING TO THE ADMINISTRATOR. MS. LUCAS SAID THAT THE ADMINISTRATOR WILL REVIEW THE RULING AND HE WILL GO TO HR TO MAKE SURE HE MAKES THE RIGHT DECISION. COUNCILMAN GREGORY ASKED IF THE HR DIRECTOR HAS THE RIGHT TO HAVE AN OPINION. MS. LUCAS SAID THAT THE DEPARTMENT HEAD COMES TO HR AND THEY MUST TELL HER WHY THEY WANT TO DISMISS EMPLOYEES. MR. JONES SAID THAT HIS OFFICE REPRESENTS THE GRIEVANCE COMMITTEE AND MOST OF THE INFORMATION IS PROVIDED TO THE COMMITTEE BY THE SUPERVISOR. MR. JONES SAID THE EMPLOYEE HAS THE RIGHT TO GRIEVE AND THE GRIEVANCE COMMITTEE HAS A GOOD PICTURE OF WHAT HAPPENED. COUNCILMAN GREGORY ASKED IF MR. JONES REPRESENTED THE GRIEVANCE COMMITTEE AND NOT THE EMPLOYEE OR THE ADMINISTRATOR. MR. JONES SAID THAT HE REPRESENTS THE GRIEVANCE COMMITTEE AND HE WRITES UP THEIR DECISION. MR. FULGHUM SAID THAT HE DOES NOT ATTEND THE GRIEVANCE COMMITTEE MEETING. COUNCILMAN GREGORY ASKED WHAT HR HAS TO DO WITH IT AFTER THEY MAKE THE DECISION AND WHO DOES IT GO TO. MR. JONES SAID THAT IT GOES TO MR. FULGHUM. MR. JONES SAID THAT HE SUMS IT UP, WRITES IT UP AND MAKES ANY CHANGES THE COMMITTEE REQUESTS AFTER THEY RECEIVE HIS SUMMATION. THE COMMITTEE SIGNS THE RULING AND IT GOES TO MR. FULGHUM. COUNCILMAN GREGORY SAID THAT HR HAS A LOT OF POWER AND HE THINKS THIS ADDITION OF POWER WAS DONE WHEN THE POLICY WAS REWRITTEN. COUNCILMAN GREGORY SAID THAT THE EMPLOYEE HAS NO SAY IF THE ADMINISTRATOR DENIES THE RECOMMENDATION OF THE GRIEVANCE COMMITTEE. COUNCILMAN GREGORY SAID THE COUNCIL WAS HERE FOR THE WELFARE OF THE PEOPLE INCLUDING THE EMPLOYEES. MR. FULGHUM SAID THAT COUNCIL SHOULD NOT ASSUME THEY WILL NOT BE INCLUDED. CHAIRMAN HOOD SAID IT COULD BE DISCUSSED IN EXECUTIVE SESSION. MR. JONES SAID THAT HE WOULD SEE IF THE POLICY NEEDED TO BE CHANGED. MR. MALPHRUS SAID THAT THE COUNTY CANNOT OVERRIDE STATE LAW. COUNCILMAN ETHERIDGE ASKED HOW MANY PEOPLE WHO WERE TERMINATED WENT TO THE GRIEVANCE COMMITTEE. MS. LUCAS SAID TWO AND CHAIRMAN HOOD SAID THEY WERE JUSTIFIED. MR. JONES SAID HE HAD THE REPORTS ON THOSE TWO CASES AND THE COUNCIL COULD SEE HOW THE PROCESS WORKS. MR. JONES SAID IT IS PRETTY CUT AND DRY. MR. JONES DISCUSSED HOW THE BOARDS AND COMMISSIONS WERE CREATED AND THE CLERK TO COUNCIL KEEPS A RECORD OF MEMBER'S APPOINTMENT AND INFORMS THE COUNCIL WHEN TERMS HAVE EXPIRED.

MR. JONES SAID THE CLERK WILL ADVERTISE THE VACANCIES SO THERE IS ALWAYS A SYSTEM TO GET NEW PEOPLE ON THE BOARDS. MR. JONES SAID THAT WHEN A TERM IS UP, THE COUNCIL CAN REAPPOINT THE SAME PERSON OR THEY CAN REPLACE A MEMBER. MR. JONES SAID THAT ALL THE BOARDS ARE TO REPORT TO COUNCIL BY APRIL 30TH WHAT THEY HAVE DONE AND WHAT THEY WILL DO. MR. JONES SAID THAT ALL MEMBERS MUST BE A RESIDENT OF JASPER COUNTY, BUT MEMBERS OF A TEMPORARY COMMITTEE THAT IS WORKING ON SOMETHING LIKE THE EXCAVATION ORDINANCE DO NOT HAVE TO BE A RESIDENT OF THE COUNTY. COUNCILMAN ETHERIDGE ASKED HOW THE ELECTION COMMISSION WAS APPOINTED AND MR. JONES SAID THAT THE LEGISLATIVE DELEGATION APPOINTS THE ELECTION COMMISSION. MR. JONES SAID THAT JASPER COUNTY HAS 6 ELECTED OFFICIALS AND THE COUNCIL HAS NO AUTHORITY OVER THEM OR THEIR EMPLOYEES. MR. FULGHUM ASKED HOW REPORTS ARE TO BE HANDLED AND MR. JONES SAID THAT THE ADMINISTRATOR SHOULD SEND OUT NOTICES TO THE BOARDS AND COMMITTEES REGARDING THE REPORTS. MR. JONES SAID THAT EACH BOARD OR COMMISSION HAS A STAFF MEMBER ASSIGNED TO THEM. COUNCILMAN GREGORY SAID THAT HE FELT THE BOARDS AND COMMISSIONS WOULD HAVE BETTER ATTENDANCE IF THE MEMBERS WERE PAID A STIPEND. COUNCILMAN GREGORY ASKED WHICH BOARDS AND COMMISSION WERE PAID A STIPEND AND THE CLERK RESPONDED THAT THE PLANNING COMMISSION, THE TRANSPORTATION COMMITTEE AND THE ASSESSMENT APPEALS BOARD RECEIVES A MONTHLY STIPEND FROM THE COUNTY AND THE ELECTION COMMISSION IS PAID QUARTERLY FROM THE STATE.

CHAIRMAN HOOD ASKED IF ANY OF THE COUNCIL MEMBERS HAD A LEGAL QUESTION FOR MR. JONES.

COUNCILMAN GREGORY SAID THEY COULD GO TO HIM INDIVIDUALLY. MR. JONES SAID THE COUNCIL NEEDED TO DECIDE AND WHATEVER THEY DECIDED WAS FINE WITH HIM. COUNCILMAN ETHERIDGE SAID THAT IF A COUNCIL MEMBER WANTS TO COME AND ASK HIM A QUESTION, IT SHOULD NOT BE A PROBLEM.

COUNCILMAN ETHERIDGE ASKED WHEN THE ANNUAL AUDIT WAS DONE. MR. MALPHRUS SAID IT WAS COMPLETED IN DECEMBER. COUNCILMAN ETHERIDGE SAID THE ADMINISTRATOR IS TO PRESENT THE AUDIT WITHIN 45 DAYS FROM WHEN HE RECEIVED IT.

MS. LUCAS PROVIDED THE COMMITTEE WITH A COPY OF THE JOB DESCRIPTIONS AND A PACKET OF INFORMATION THAT INCLUDED THE SALARY RANGE FOR EACH POSITION AND SHE EXPLAINED THAT THERE ARE GRADE LEVELS AND THE POSITION TITLES ARE GROUPED BY GRADE LEVEL. MS. LUCAS SAID THE SALARY RANGES ARE LISTED FROM THE MINIMUM TO THE MAXIMUM. MS. LUCAS SAID THE NEW PAY PROGRAM IS THE RESULT OF A STUDY DONE BY CONDREY ASSOCIATES. MS. LUCAS DISCUSSED HOW SHE SELECTED CONDREY TO BE CONSIDERED BY THE COUNCIL. MS. LUCAS SAID THAT THE EMPLOYEES WERE PLACED ON A

CERTAIN GRADE LEVEL WITH THE RANGE BASED THEIR RESPONSIBILITIES AND HOW LONG THEY HAVE BEEN WITH THE COUNTY. MS. LUCAS SAID THAT A PERSON'S EXPERIENCE FROM ANOTHER JOB IS NOT COUNTED EVEN IF THEY HAVE 20 YEARS EXPERIENCE; THEY ARE STARTED AT THE MINIMUM, UNLESS THEY HAVE A SPECIAL TALENT THAT IS NEEDED AND NOT DUPLICATED. MS. LUCAS SAID THAT THE SALARIES LISTED ARE AT 100 % OF THE MARKET. MR. TYLER SAID A CUSTODIAN STARTS AT \$21,300.00 AND HOW WOULD THEY MOVE UP A GRADE. MS. LUCAS SAID THEY WILL MOVE WITHIN THE GRADE AND THEIR SALARY COULD INCREASE TO \$32,000.00 BASED ON THE YEARS OF SERVICE. MS. LUCAS SAID THAT IF THE COUNCIL APPROVES MERIT INCREASE FUNDING IN THE BUDGET, THE EMPLOYEES WOULD MOVE WITHIN THEIR GRADE LEVEL. COUNCILMAN GREGORY ASKED IF A CUSTODIAN HAD 10 YEARS WITH THE COUNTY WOULD HE STILL MAKE THE SAME AS A NEW HIRE. MR. MALPHRUS SAID THAT COULD POSSIBLY HAPPEN IF THERE WERE NO MERIT RAISES. MS. LUCAS SAID THAT WHEN THE STUDY WAS DONE, LONGEVITY WAS CONSIDERED AND EMPLOYEES WERE PLACED WITHIN THE GRADE BASED ON THEIR YEARS OF SERVICE. MR. MALPHRUS SAID THE COUNTY USED TO HAVE A REVIEW POLICY AND COUNCIL APPROVED FUNDING IN THE BUDGET TO GIVE THOSE RAISES. MS. LUCAS PROVIDED THE COUNCIL WITH A LIST OF THE EMPLOYEES MAKING OVER \$50,000.00 PER YEAR. COUNCILMAN ETHERIDGE ASKED IF THE SALARIES OF THE SHERIFF'S DEPARTMENT AND THE DETENTION CENTER WERE INCLUDED IN THEIR BUDGET AND MR. MALPHRUS RESPONDED THAT THEY WERE. MS. LUCAS SAID THE CONSULTANT SET THE SALARIES. COUNCILMAN GREGORY ASKED IF THE COUNCIL HAS THE RIGHT TO ADJUST A SALARY OR DOES THE ADMINISTRATOR. MR. FULGHUM SAID THE COUNCIL HAS THAT RIGHT. COUNCILMAN ETHERIDGE ASKED IF THE CHIEF MAGISTRATE'S SALARY WAS IN LINE AND MR. MALPHRUS SAID THAT IT WAS. COUNCILMAN ETHERIDGE ASKED WHY THE HR DEPARTMENT HAS AN ADMINISTRATOR AND A DIRECTOR. MS. LUCAS SAID THE JOB DESCRIPTIONS ARE IN THE BOOK SHE PROVIDED. MS. LUCAS SAID SHE IS THE DIRECTOR AND SHE IS A WORKING DIRECTOR AND SHE CAN PERFORM ANY JOB WITHIN HER DEPARTMENT. MS. LUCAS SAID SHE DOES COUNSELING AND TRAINING, MS. LUCAS SAID THAT SOME DEPARTMENT HEADS NEED TO GET ADVICE AND SHE ARRANGES TRAINING SESSIONS ON HOW TO HANDLE SITUATIONS. MS. LUCAS SAID SHE WORKS WITH THE ATTORNEY WHEN EMPLOYEES ARE INVOLVED IN ILLEGAL ACTS. MS. LUCAS SAID THAT THERE IS A NEW LAW REGARDING E-VERIFYING AND SHE REVIEWS THE LAW AND CREATES A POLICY. MS. LUCAS SAID THE FAMILY MEDICAL LEAVE HAS A NEW LAW AND SHE HAS REVIEWED THAT LAW AND PREPARED A DRAFT POLICY. MS. LUCAS SAID THE DEPARTMENT HEADS DISCUSS ISSUES OF A ROUTINE MATTER AND SHE WORKS WITH THEM. COUNCILMAN ETHERIDGE SAID A CLERK, A PAYROLL CLERK, A GENERALIST AND AN ADMINISTRATOR ARE ALL IN THE HR DEPARTMENT. COUNCILMAN ETHERIDGE ASKED IF THE

GENERALIST NEEDED SUPERVISION. MS. LUCAS RESPONDED, YES SHE DOES. COUNCILMAN GREGORY ASKED WHY SHE NEEDS SUPERVISION AND CANNOT WORK WITHOUT SUPERVISION. MS. LUCAS SAID THAT IF THEY APPLY WITH BASIC JOB SKILLS, THEY HAVE TO LEARN HOW THINGS NEED TO BE DONE AND SHE HELPS AND GUIDES THEM TO DO THINGS THE WAY SHE WANTS THEM DONE. MS. LUCAS SAID SHE CANNOT PAY SOMEONE WITH FIVE YEARS EXPERIENCE THE SAME AMOUNT SHE PAYS SOMEONE WITH THIRTY YEARS OF EXPERIENCE. MS. LUCAS SAID SHE LOOKS FOR PEOPLE WHO WILL GROW. COUNCILMAN GREGORY SAID WHEN YOU LOOK AT THE HR ADMINISTRATOR'S SALARY OF \$50,000.00 AND THE GENERALIST IS MAKING \$45,000.00 AND YOU ARE SAYING SHE NEEDS SUPERVISION. MS. LUCAS SAID SHE IS PAID ON JOB RESPONSIBILITY AND INDEPENDENT THINKING. COUNCILMAN GREGORY ASKED WHO DETERMINED WHAT SHE SHOULD MAKE AND MS. LUCAS RESPONDED THE CONSULTANT. COUNCILMAN GREGORY ASKED IF THEY COMPARE QUALIFICATIONS AND MS. LUCAS SAID THAT SOME SECRETARIES HAVE EXCELLENT TYPING SKILLS AND BASIC QUALIFICATIONS, BUT THEY ARE NOT THE SAME AS SOMEONE WITH MORE SKILLS. MS. LUCAS SAID THAT SHE IS THE DIRECTOR AND SHE AND THE ADMINISTRATOR BOTH SUPERVISE. SHE SAID THAT SOME PEOPLE IN HER DEPARTMENT ARE MAKING \$20,000.00 AND OTHERS ARE MAKING JUST LESS THAN \$50,000.00, AND THE CONSULTANT SET UP THE CLASSIFICATIONS. COUNCILMAN GREGORY ASKED IF THE COUNCIL APPROVED THE SALARIES SCALES OR DID THE ADMINISTRATOR. MS. LUCAS SAID THAT SHE WAS ASKED TO HAVE THE STUDY DONE AND SHE RESEARCHED VARIOUS COMPANIES AND THE COUNCIL APPROVED THE CONSULTANT. MS. LUCAS DESCRIBED THE PROCESS THE CONSULTANT USED IN EVALUATING THE POSITIONS AND SALARIES. COUNCILMAN ETHERIDGE ASKED MS. LUCAS IF SHE WORKED UNDER RONNIE MALPHRUS AND MS. LUCAS SAID THAT SHE WORKED UNDER MR. MALPHRUS AND MR. FULGHUM. COUNCILMAN ETHERIDGE ASKED WHY A SECRETARY MAKES MORE THAN A CUSTODIAN. MS. LUCAS SAID THEIR JOB SKILLS. COUNCILMAN TYLER ASKED IF THEY MOVE UP IN GRADE FROM YEAR TO YEAR AND MS. LUCAS SAID ONLY IF THE COUNCIL APPROVES MERIT RAISES AND THAT THEY APPLY TO ALL EMPLOYEES. COUNCILMAN GREGORY ASKED WHY THE HR DIRECTOR DOESN'T HAVE A SALARY LISTED ON PAGE 5 AND MS. LUCAS SAID THAT IT WAS A TYPO. COUNCILMAN ETHERIDGE SAID THE COUNTY WAS PAYING \$211,000.00 PLUS BENEFITS TO RUN THE HR DEPARTMENT. MR. MALPHRUS ASKED HOW DID COUNCILMAN ETHERIDGE GET THAT NUMBER AND COUNCILMAN ETHERIDGE RESPONDED THAT HE ADDED THE SALARY AMOUNTS PROVIDED TO THE COUNCIL. MS. LUCAS SAID THAT ALL EMPLOYEES GET BENEFITS. CHAIRMAN HOOD SAID THAT ALL OF THIS HAS BEEN APPROVED BY COUNCIL AND THERE NEEDS TO BE 3 VOTES TO CHANGE IT. MR. FULGHUM SAID THE COUNCIL NEEDS TO UNDERSTAND WHAT THE DEPARTMENT DOES AND COUNCIL IS NOT AWARE OF WHAT THE DEPARTMENT HAS ACCOMPLISHED. COUNCILMAN

ETHERIDGE ASKED WHAT WAS THE DIFFERENCE OF THE COUNTY'S HR AND THE HR IN THE PUBLIC SECTOR. MR. MALPHRUS SAID THAT PAYROLL IS SEPARATE FROM HR. COUNCILMAN ETHERIDGE SAID THAT MS. LUCAS TOLD HIM DURING HIS ORIENTATION THAT IT TAKES ONE EMPLOYEE A WEEK TO DO PAYROLL. MS. LUCAS SAID SHE IS NOT JUST DOING PAYROLL, AND SHE HAS MANY INTERRUPTIONS. MS. LUCAS SHARED A FACT SHEET WITH COUNCIL THAT COVERED THE RESPONSIBILITIES THAT ARE HANDLED IN THE HR DEPARTMENT. MS. LUCAS SAID THAT DURING THE MONTH OF JANUARY THEY HAD 564 PHONE CALLS AND 238 WALK-INS. MS. LUCAS SAID THAT DURING 2008 HER DEPARTMENT HAD 316 APPOINTMENTS, 196 NEW HIRES, 44 EXIT INTERVIEWS, 37 NEW WORKER'S COMP CASES, DID HEALTH SCREENS FOR 30 PEOPLE, PARTNERED WITH JASPER HIGH SCHOOL, PROVIDED JOB SHARING FOR 5 STUDENTS, HIRED 3 INTERNS FROM JASPER HIGH SCHOOL, REFERRED 5 EMPLOYEES TO EAP, AND HELPED AN EMPLOYEE TO GET FOOD STAMPS. MS. LUCAS SAID THAT HR LOOKS AT THE TOTAL EMPLOYEE AND SHE WANTS EMPLOYEES TO GROW. COUNCILMAN ETHERIDGE SAID THAT TWO EMPLOYEES TOLD HIM THAT THE HR DEPARTMENT TOLD THEM TO GO ONLINE TO MAKE CHANGES. MS. LUCAS SAID THAT THEY INSTRUCT PEOPLE TO GO ONLINE TO CHANGE THEIR MONEY PLUS ACCOUNT. COUNCILMAN ETHERIDGE ASKED HOW MANY PERSONAL CALLS WERE INCLUDED IN THE COUNT SHE PRESENTED TO COUNCIL AND MS. LUCAS SAID PERSONAL CALLS WERE NOT COUNTED. CHAIRMAN HOOD SAID THE COUNCIL MEMBERS ARE POLICY MAKERS AND ARE NOT TO GET INVOLVED WITH MANAGEMENT. CHAIRMAN HOOD SAID WHEN HE WAS IN NORTH CAROLINA HE HAD DOWN TIME, BUT IN JASPER COUNTY THERE IS ALWAYS DRAMA. CHAIRMAN HOOD SAID HE IS AWARE OF STEALING, DRUGS, DRINKING AND THIS TAKES UP A LOT OF TIME FOR MS. LUCAS AND IT IS UP TO RONNIE MALPHRUS TO DECIDE IF HR IS DOING WHAT THEY NEED TO DO. CHAIRMAN HOOD SAID THAT THINGS HAPPEN ON THE WEEKEND AND HR HAS TO DEAL WITH IT AND IT IS VERY TIME CONSUMING. CHAIRMAN HOOD SAID HE DOES NOT KNOW WHY THE COUNTY EMPLOYEES HAVE TO BE PAID EVERY OTHER WEEK INSTEAD OF ONCE A MONTH. CHAIRMAN HOOD SAID THAT HR HAS TO DO PAYROLL EVERY OTHER WEEK FOR 300 EMPLOYEES. MS. LUCAS SAID THAT HR HAS A NEW COMPUTER SYSTEM AND EACH OF HER EMPLOYEES HAD TO ENTER A LOT OF DATA. MR. FULGHUM SAID THAT PERSONNEL DID PAYROLL AND MS. LUCAS ALSO MEETS AND HAS DISCUSSIONS ON ISSUES WITH THE EMPLOYEES AND SHE IS TEACHING THEM TO BE MANAGERS AND BRINGING LOCAL PEOPLE UP TO INCREASE THEIR SKILLS. COUNCILMAN GREGORY SAID THAT HE TAKES OFFENSE AND THEY NEED TO STOP PUTTING DOWN JASPER COUNTY. COUNCILMAN GREGORY SAID THAT JASPER COUNTY PEOPLE ARE NOT AS FALLBACK AS PEOPLE THINK THEY ARE AND THAT HE KNOWS THE COUNTY VERY WELL AND JASPER COUNTY HAS A LOT OF EDUCATED PEOPLE AND PEOPLE WHO HAVE GONE ON TO PROMINENCE. COUNCILMAN GREGORY COMMENTED THAT A LOT

OF THINGS ARE HANDLED IN HER DEPARTMENT AND ONE PERSON USED TO DO ALL THIS BEFORE AND HE WAS NOT SURE THEY NEEDED ALL THE PEOPLE THAT ARE CURRENTLY WORKING IN HR. MS. LUCAS SAID THAT SHE DOES COUNSELING AND THE NIGHT BEFORE THE MEETING SHE TALKED AN EMPLOYEE OUT OF COMMITTING SUICIDE. COUNCILMAN GREGORY ASKED HER IF SHE HAD A DEGREE IN COUNSELING AND MS. LUCAS SAID SHE HAD 30 YEARS OF PROFESSIONAL EXPERIENCE, NO DEGREE. MS. LUCAS SAID THAT HER DEPARTMENT HAS A LOT OF ADDED RESPONSIBILITY AND THEY HAVE TO DEAL WITH A LOT OF PEOPLE. COUNCILMAN GREGORY ASKED ABOUT DRUG TESTING AND MS. LUCAS SAID THAT THEY DO PRE-EMPLOYMENT DRUG TESTING AND ONLY CERTAIN POSITIONS CAN BE RANDOMLY CHECKED. CHAIRMAN HOOD SAID THAT YOU CAN TEST EVERYONE IN THE DEPARTMENT IF ONE PERSON IS SUSPECTED, BUT YOU CANNOT JUST DO ONE PERSON IF THEY ARE NOT IN A JOB POSITION THAT ALLOWS DRUG TESTING. CHAIRMAN HOOD SAID THAT HR HAS HAD TO CLEAN UP A MESS AND ONE PERSON INTIMIDATED PEOPLE TO DO THINGS HIS WAY. CHAIRMAN HOOD SAID THEY ARE NOW CLEANING UP THINGS AND HANDLE THINGS DIFFERENTLY, LIKE IF YOU STEAL, YOU DON'T WORK. COUNCILMAN ETHERIDGE SAID THAT HE WORKED WITH A COMPANY 25 YEARS AGO AND ONE GIRL THAT WORKED FOR HIM DID PAYROLL FOR 130 EMPLOYEES IN ½ DAY AND MS. LUCAS TOLD HIM THAT ONE PERSON WORKS ALL WEEK TO DO THE COUNTY PAYROLL. MS. LUCAS SAID SHE DID NOT SAY THAT AND SHE LISTED THE VARIOUS OTHER ITEMS HANDLED LIKE ANSWERING THE PHONE AND INTERRUPTIONS. MS. LUCAS SAID SHE HAS HEARD THE STATEMENT FROM AN EMPLOYEE WHO SAID I CAN REMEMBER WHEN ONE PERSON WORKED IN HR AND MS. LUCAS SAID THAT SHE COULD NOT FIND ONE OSHA REPORT, AND SHE STILL GETS TAX BILLS FROM THE IRS AND SHE WAS TOLD TO PAY THEM, BUT SHE LOOKED FOR THE ROOT OF THE PROBLEM AND SHE MET WITH THE IRS AND THIS PROBLEM HAS BEEN GOING ON FOR A LONG TIME. MS. LUCAS SAID THAT THE EMPLOYEES NEVER HAD ANYONE THEY COULD DISCUSS ISSUES WITH. MS. LUCAS SAID THAT WHEN SHE SEARCHED FOR WORKERS' COMP CLAIMS, THAT THE ONE PERSON WHO DID EVERYTHING WAS TO FILE, SHE COULD NOT FIND THEM. MS. LUCAS SAID THEY WERE NEVER DONE. MS. LUCAS SAID SHE WORKS IN HR AS THE DIRECTOR TO DO THE BEST JOB POSSIBLE AND IF HER PREDECESSOR DID THEM, WHERE DID SHE PUT THE RECORDS, BUT SHE HAS BEEN TOLD ONE PERSON DID THE JOB. CHAIRMAN HOOD DISCUSSED VARIOUS WORKERS' COMPENSATION CLAIMS AND MS. LUCAS SAID THAT AN EMPLOYEE RECENTLY PUT IN A WORKER'S COMPENSATION CLAIM AND DUE TO HER INVESTIGATION, THAT PERSON DID NOT GET THE CLAIM. COUNCILMAN GREGORY COMMENTED THAT THE ONE PERSON, WHO DID IT ALL, DID NOT TAKE ANY RECORDS WITH HER BECAUSE SHE IS DEAD. VICE CHAIRMAN BLACKSHEAR TOLD THE COUNCIL THAT THEY WERE GETTING AWAY FROM THE REASON THEY WERE HAVING THE RETREAT. COUNCILMAN ETHERIDGE ASKED IF THERE WAS A SAFETY

DIRECTOR IN EACH DEPARTMENT. MS. LUCAS SAID THERE IS A REPRESENTATIVE FROM SOME OF THE DEPARTMENTS AND SHE REPRESENTS THE OTHERS. MS. LUCAS DISCUSSED A HAZ-MAT INCIDENT THAT SHE TOOK HOME WITH HER AND THAT SHE RECREATED WHAT OCCURRED AND SHE WORKED ON IT FROM FRIDAY TO MONDAY AND WHEN THE REPRESENTATIVE REVIEWED IT HE SAID IT WAS THE BEST REPORT THAT THEY HAVE EVER SEEN. MS. LUCAS DISCUSSED THE VARIOUS TYPES OF REVIEW FORMS THAT CAN BE USED FOR EMPLOYEE EVALUATIONS. CHAIRMAN HOOD SAID THEY DID NOT NEED TO GO THROUGH THE FORMS, AND THAT HE LIKES TO HAVE EVIDENCE OF WHAT WAS DONE. CHAIRMAN HOOD SAID HE FELT THE SUPERVISOR SHOULD SET GOALS AND THE EMPLOYEE SHOULD BE EVALUATED ON THE GOALS THAT WERE MET AND THE QUALITY OF THE WORK. CHAIRMAN HOOD SAID HE ALSO LIKED EMPLOYEES TO DO A SELF EVALUATION TWO WEEKS PRIOR TO THE SUPERVISORS EVALUATION AND THEY CAN DISCUSS AND COMPARE THE EVALUATIONS. COUNCILMAN GREGORY ASKED WHY HAVE THE EMPLOYEES EVALUATE THEMSELVES; THEY WILL EVALUATE THEMSELVES AS PERFECT. MS. LUCAS SAID THAT THE EMPLOYEE'S EVALUATION WOULD BE DONE 2 WEEKS PRIOR TO THE SUPERVISOR'S EVALUATION AND THEN WHEN THEY MEET, THE SUPERVISOR CAN DISCUSS THE AREAS THAT THEY AGREE ON AND THE AREAS WHERE THEY DISAGREE. COUNCILMAN GREGORY SAID HE DID NOT AGREE WITH THAT FORMULA AND THE HE FELT THE SUPERVISOR SHOULD GO OVER THE EMPLOYEE'S WEAKNESSES. VICE CHAIRMAN BLACKSHEAR COMMENTED THAT EVERYONE HAS THEIR OWN OPINION AND THEY SHOULD NOT BE DISCUSSING WHAT THEY LIKE AND DON'T LIKE, AND THEY SHOULD ONLY BE DISCUSSING WHAT IS NEEDED. MS. LUCAS SAID THAT SOME OF THE SUPERVISORS ARE NOT TRAINED TO EVALUATE EMPLOYEES. COUNCILMAN GREGORY ASKED WHY A PERSON WHO IS A SUPERVISOR AND PAID OVER \$60,000.00 PER YEAR CANNOT MAKE A SOUND DECISION AND IF THEY CAN'T EVALUATE THE PEOPLE WHO WORK UNDER THEM, THEN THEY SHOULD NOT BE IN THOSE POSITIONS. CHAIRMAN HOOD SAID THAT WHEN HE WAS AN ADMINISTRATOR, THE PRINCIPALS WERE TRAINED TO EVALUATE THE TEACHERS AND THE SUPERINTENDENT NEEDED TO BE CERTIFIED. CHAIRMAN HOOD SAID TRAINING WAS NEEDED. CHAIRMAN HOOD SAID HE HAS BEEN ON COUNCIL FOR SEVEN YEARS AND HE CAN'T FOLLOW THE LOGIC THE COUNCIL MEMBERS QUESTIONS. CHAIRMAN HOOD SAID YOU CANNOT PROTECT THE TAXPAYERS MONEY WITH QUESTIONS.

MR. FULGHUM ASKED WHEN ATTORNEY JOHNSON'S REPORT WAS TO BE DISCUSSED AS IT WOULD TAKE SOME TIME TO REVIEW.

MR. FULGHUM DISCUSSED THE GOALS AND REPORTED WHAT HAS BEEN ACCOMPLISHED.

MR. FULGHUM SAID THE COUNTY HAS IMPROVED THE RURAL FIRE SERVICES AND THE ISO REPORT EXPLAINS WHAT NEEDS TO BE DONE. MR. FULGHUM SAID THE COUNTY PURCHASED THREE NEW AMBULANCES AND

CHANGED THE DESIGNATION FROM BASIC TO ADVANCED. MR. FULGHUM SAID THAT THE COUNCIL HAS APPROVED THE START OF THE NEW FIRE STATION ON FIRE TOWER ROAD.

MR. FULGHUM DISCUSSED THAT HE AND CHAIRMAN HOOD HAVE WORKED WITH THE SCHOOL BOARD AND THE COUNTY AND THE SCHOOL BOARD HAVE JOINTLY ENTERED INTO A LOBBYIST AGREEMENT TO REPRESENT THEM WITH THE OBAMA STIMULUS PACKAGE. MR. FULGHUM SAID THEY HAVE ALSO WORKED ON THE BONDING FOR THE SCHOOLS AND THE RENOVATION OF ACE. MR. FULGHUM SAID THE COUNTY HAS ALWAYS PROVIDED FUNDING TO TCL AND USC. COUNCILMAN GREGORY SAID THAT BEAUFORT COUNTY IS BUILDING A NEW SCHOOL AND IT WILL BE OFFERING THE SAME TYPE OF PROGRAMS THAT ARE CURRENTLY OFFERED AT ACE AND THAT HE FEELS THEY WILL PULL OUT OF ACE. MR. FULGHUM SAID THAT ACE HAS ALWAYS BEEN A CONTENTIOUS SITUATION. CHAIRMAN HOOD SAID THAT THE SCHOOLS USED THEIR 8% BONDING COMPACTY. MR. FULGHUM SAID THAT THE SCHOOL SYSTEM DOES THAT ON THEIR OWN.

MR. FULGHUM SAID THAT IT IS IMPORTANT THAT WHEN DISCUSSING THE COUNTY THAT EVERYONE IS SAYING THE SAME THING AND HE WILL PROVIDE "CHEAT SHEETS" THAT WILL HAVE THE BASIC FACTS ABOUT THE COUNTY AND THEY WILL ALSO HAVE INFORMATION THAT WILL BE HELPFUL AND WILL MAKE THE COUNCIL MEMBERS MORE KNOWLEDGALBE ABOUT THE FACTS.

MR. FULGHUM SAID THE NEW ANNEX BUILDING WILL SET THE STANDARD AND THAT THE PUBLIC BUILDINGS BELONG TO THE PUBLIC AND THE CITIZENS NEED TO BE WELCOMED BY THE PEOPLE WHO ARE HIRED AND THE CITIZENS NEED TO BE AWARE OF THE WORK BEING DONE. MR. FULGHUM SAID THAT THERE HAVE BEEN BIG CHANGES IN JASPER COUNTY FROM SEVEN YEARS AGO AND JASPER COUNTY IS NOW A PLAYER IN THE STATE. MR. FULGHUM SAID THAT WHAT IS IN THE NEWSPAPER IS ALWAYS IMPORTANT AND THEY WHEN HE WENT TO NEW YORK CITY WITH RONNIE MALPRHUS FOR A BOND RATING FOR THE COUNTY, THE PEOPLE IN NEW YORK KNEW WHAT WAS HAPPENING IN JASPER COUNTY AND THE COUNCIL NEEDS TO PROTECT THAT IMAGE. COUNCILMAN GREGORY SAID THE COUNCIL MEMBERS DO NOT ALWAYS HAVE TO AGREE. MR. FULGHUM SAID THAT WHEN COUNCIL MAKES A DECISION, THE MEMBERS SHOULD NOT TAKE IT PERSONALLY AND ARGUE IF THE DECISION IS NOT WHAT THEY WANTED IT TO BE.

MR. FULGHUM SAID THAT MR. MALPHRUS INVESTIGATED INSTALLMENT PAYMENT OF TAXES AND THE COUNCIL VOTED NOT TO PURSUE IT WHEN THEY WERE TOLD THE SOFTWARE WOULD COST \$30,000.00 TO \$35,000.00. MR. FULGHUM SAID THAT MR. MALPHRUS IS STILL LOOKING INTO IT AND HE IS CONTACTING THE COUNTIES THAT ARE COLLECTING INSTALLMENT TAX PAYMENT.

MR. FULGHUM SAID THAT RUMORS ARE RAMPANT AND HE HAS PUT TOGETHER A COMMUNICATION PLAN AND IT SUGGESTS HOW TO GET THE

INFORMATION OUT TO THE PEOPLE. COUNCILMAN GREGORY SAID THAT HE REPRESENTS THE PEOPLE OF JASPER COUNTY AND THEY NEED TO KNOW WHAT IS HAPPENING AND THE STAFF SHOULD BE ABLE TO GIVE ANSWERS. MR. FULGHUM SUGGESTED THAT THE CHAIRMAN WRITE ARTICLES FOR THE NEWSPAPER. MR. FULGHUM SAID THAT THE COUNTY HAS ALSO CREATED A WEBSITE.

COUNCILMAN ETHERIDGE DISCUSSED SETTING UP COMMUNITY MEETINGS AND MEETING WITH THE CITIZENS TO EDUCATE THEM ON WHAT IS HAPPENING IN THE COUNTY.

VICE CHAIRMAN BLACKSHEAR SUGGESTED ADDING TO THE GOALS TO BUILD A PUBLIC BUILDING THAT THE CITIZENS CAN USE FOR WEDDINGS, ENTERTAINMENT AND OTHER ACTIVITIES.

VICE CHAIRMAN BLACKSHEAR SAID HE WOULD LIKE TO SEE A FUNCTION HOSTED BY THE COUNTY FOR THE EMPLOYEES INSTEAD OF GIVING THEM A TURKEY OR HAM CARD. VICE CHAIRMAN BLACKSHEAR SAID HE WOULD LIKE TO HAVE A RECOGNITION BANQUET TO RECOGNIZE AND SHOW APPRECIATION FOR THE EMPLOYEES AND BOARD AND COMMISSION MEMBERS. COUNCILMAN GREGORY ASKED IF THEY COULD USE TAXPAYERS MONEY TO DO THIS AND VICE CHAIRMAN BLACKSHEAR RESPONDED THAT THE COUNCIL WOULD HAVE TO APPROVE IT. COUNCILMAN ETHERIDGE SAID THE COUNCIL COULD HAVE HELD THIS MEETING IN RIDGELAND AND SAVED THE MONEY BEING SPENT ON THE RETREAT AND IT COULD HAVE BEEN USED FOR THE APPRECIATION BANQUET. COUNCILMAN GREGORY ASKED THE COUNCIL TO CONSIDER RENOVATING THE OLD MIDDLE SCHOOL AND TO TURN IT INTO A RECREATIONAL FACILITY FOR THE CITIZENS. COUNCILMAN GREGORY SAID THE SCHOOLS DON'T NEED TO BE SITTING THERE AND DETERIORATING. COUNCILMAN GREGORY SAID THAT THE COUNCIL COULD WORK WITH THE SCHOOL BOARD ON THIS PROJECT. COUNCILMAN GREGORY SAID THE OLD MIDDLE SCHOOL HAS MANY NEW SECTIONS AND ONLY THE WING TO THE ELEMENTARY SCHOOL IS FROM THE 1950'S. COUNCILMAN GREGORY SUGGESTED THAT THE ADMINISTRATION LOOK INTO GRANTS TO MAKE IT HAPPEN. COUNCILMAN GREGORY ASKED FOR THE COUNCIL'S APPROVAL TO GO TO THE SCHOOL BOARD. VICE CHAIRMAN BLACKSHEAR ASKED WHO WOULD BE IN CONTROL IF THIS WAS A JOINT PROJECT WITH THE SCHOOL BOARD. COUNCILMAN GREGORY SAID IT WOULD BE CONTROLLED JOINTLY. VICE CHAIRMAN BLACKSHEAR SAID THIS IS SOMETHING THAT WOULD NEED TO BE DISCUSSED AND WORKED TOWARDS.

MR. FULGHUM DISCUSSED THE LOW INCOME HOUSING GOAL OF THE COUNCIL AND HE SAID THAT THE COUNCIL WAS CONCERNED ABOUT THE MAJOR PLANNED DEVELOPMENT DISTRICTS HAVING A PRICE POINT AND HE HAS DISCUSSED THIS WITH BEAUFORT COUNTY. MR. FULGHUM ADDED THAT THE COUNTY'S ANALYST REPORT DISCUSSED WHAT THE COUNTY ALREADY HAS IN PLACE AND MR. FULGHUM SAID HE WOULD PROVIDE THE TWO NEW COUNCIL MEMBERS A COPY OF THE ANALYST'S REPORT.

MR FULGHUM SAID THAT THE COUNTY NEEDS TO HAVE GOOD HOUSING FOR ALL INCOME BRACKETS AND THE COUNTY NEEDS TO KNOW HOW TO GET IT DONE. MR. FULGHUM DISCUSSED THE COUNCIL CREATING AN AFFORDABLE HOUSING TRUST FUND AND BUY LAND AND HOLD ON TO IT FOR THIS TYPE OF PROJECT. MR. FULGHUM SAID THAT DAVID JIROUSEK DID A STUDY ON ACQUIRING LAND. COUNCILMAN ETHERIDGE ASKED IF THE COUNCIL SHOULD BE MAINLY LOOKING FOR FUNDING. MR. FULGHUM SAID HE SPOKE TO THE DEVELOPERS AND SAID IT WAS TO BE AFFORDABLE HOUSING AND THE DEVELOPERS SAID THEY ARE WORKING ON IT.

MR. FULGHUM SAID THAT NOTHING HAS BEEN DONE REGARDING HEALTH CARE FACILITIES. MR. FULGHUM SAID THAT THE ASSISTED LIVING IS UP AND RUNNING AND THAT AGAPE IS TO START CONSTRUCTION OF THEIR FACILITY IN THE SPRING.

MR. FULGHUM SAID THAT THE COUNTY HAS PURCHASED THE OLD SENIOR CENTER IN HARDEEVILLE TO ESTABLISH A SATELLITE OFFICE IN HARDEEVILLE.

MR. FULGHUM SAID THAT PLANNING FOR GROWTH IS BEING ADDRESSED IN EVERY DEPARTMENT.

CHAIRMAN HOOD INFORMED MR. FULGHUM ABOUT THE TAX SITUATION THE COUNCIL DISCUSSED ON 2/5/09. COUNCILMAN ETHERIDGE EXPLAINED THE INFORMATION HE RECEIVED REGARDING THE TAXES AND THE LOSS OF SALES DUE TO THE TAXES IN JASPER COUNTY. MR. FULGHUM SAID HE MET WITH BEAUFORT COUNTY AND THE TAXES WERE ABOUT THE SAME. MR. MALPHRUS INTERJECTED THAT THE CHERRY POINT AREA HAS A SPECIAL FIRE SERVICE TAX. MR. FULGHUM SAID HE WILL LOOK INTO THE INFORMATION PROVIDED TO COUNCILMAN ETHERIDGE AND REPORT BACK TO COUNCIL. MR. FULGHUM ASKED IF THE COUNCIL WANTED CHEAP PROPERTY OR FOR GROWTH TO PAY ITS OWN WAY.

MR. FULGHUM SAID HE REVIEWED ATTORNEY JOHNSON'S REPORT AND RECOMMENDATIONS. MR. FULGHUM SAID THAT CHIS (JOHNSON) DID NOT SPEAK WITH THE COUNCIL OR THE STAFF. MR. FULGHUM SAID THAT THERE WERE 25 PLAYERS AND IT IS JUST RAW MATERIAL AND NOTHING WAS INVESTIGATED. MR. FULGHUM LISTED THE THINGS THE EMPLOYEES SAID THEY LIKED AND THE THINGS THEY WERE NOT HAPPY WITH. MR. FULGHUM SAID HE DIDN'T THINK THAT THE REPORT IS A TRUE SNAPSHOT OF THE COUNTY EMPLOYEES. COUNCILMAN ETHERIDGE COMMENTED THAT THE REPORT SAID THE COUNCIL MEMBERS WERE OUT TO GET EACH OTHER AND MR. FULGHUM SAID THAT THIS WAS THE EMPLOYEE'S PERCEPTION. COUNCILMAN TYLER ASKED WHERE THIS INFORMATION CAME FROM AND CHAIRMAN HOOD SAID THE ITEMS WERE INCLUDED IN ATTORNEY JOHNSONS' REPORT. CHAIRMAN HOOD SAID THEY DID NOT KNOW WHICH EMPLOYEES PROVIDED THE INFORMATION. MR. FULGHUM SAID THE ATTORNEY DID NOT INVESTIGATE THE STATEMENTS OF THE EMPLOYEES AND MR. FULGHUM SAID HE THOUGHT SOME OF THE

ATTORNEY'S RECOMMENDATIONS WERE ALREADY IN PLAY. MR. FULGHUM ASKED CHAIRMAN HOOD IF HE WANTED TO GO THROUGH THE RECOMMENDATIONS AT THE RETREAT. VICE CHAIRMAN BLACKSHEAR SAID THAT IF THERE WERE ONLY 25 PEOPLE INTERVIEWED HE DID NOT THINK IT WAS A FAIR ASSESSMENT OF THE COUNTY EMPLOYEES TO FOLLOW THROUGH ON. COUNCILMAN ETHERIDGE SAID HE AGREED WITH VICE CHAIRMAN BLACKSHEAR AND HE DIDN'T KNOW HOW THE COUNCIL COULD ACCEPT THE ATTORNEY'S RECOMMENDATIONS. COUNCILMAN ETHERIDGE DISCUSSED THAT THE REPORT WAS NOT ACTED ON UNTIL THE LAST MEETING OF THE YEAR AND ONLY ONE PERSON CURRENTLY ON COUNTY COUNCIL VOTED FOR IT. COUNCILMAN ETHERIDGE SAID HE FELT THE NEW COUNCIL SHOULD HAVE ACTED ON THE REPORT SINCE THE PREVIOUS COUNCIL HAD THE REPORT SINCE NOV. 1, 2009 AND DID NOT ACT ON IT UNTIL THE LAST MEETING OF THE YEAR. CHAIRMAN HOOD SAID HE FELT THE REPORT HAD SOME GOOD POINTS AND COUNCILMAN ETHERIDGE RESPONDED THAT THE REPORT DID HAVE SOME GOOD POINTS AND OTHER POINTS WERE A BUNCH OF BULL. MR. FULGHUM SAID HE COULD WORK ON IT AND BRING BACK RECOMMENDATIONS. VICE CHAIRMAN BLACKSHEAR SAID HE SHOULD NOT BRING IT BACK TO A COUNCIL MEETING. COUNCILMAN GREGORY SAID ONLY 25 PEOPLE RESPONDED AND GAVE THEIR OPINION AND THE ATTORNEY REPORTED. COUNCILMAN GREGORY SAID HE FELT EACH ITEM IN THE REPORT SHOULD BE VOTED ON INDIVIDUALLY. MR. FULGHUM SAID HE FELT THE COUNCIL NEEDED TO SHOW THE EMPLOYEES THAT THEY WENT THROUGH THE ATTORNEY'S REPORT. CHAIRMAN HOOD TOLD THE ADMINISTRATOR TO GO THROUGH THE REPORT AND GIVE THE COUNCIL A SUMMATION AND THE COUNCIL CAN REVIEW IT AT A WORKSHOP. CHAIRMAN HOOD SAID HE FELT THE COUNCIL NEEDED TO DO SOMETHING WITH THE REPORT.

COUNCILMAN ETHERIDGE SAID HE DID NOT AGREE WITH THE MERIT SYSTEM BECAUSE OF THE NEW PAY PLAN. COUNCILMAN ETHERIDGE SAID THAT 84% OF THE CITIES IN UNITED STATES ARE FINANCIALLY BEHIND. MR. MALPHRUS INFORMED THE COUNCIL THAT THE STATE CUTS DID NOT HAVE AN IMPACT ON THE COUNTY BECAUSE HE BUILDS IN A CUSHION AND THE NET EFFECTS OF THE SHORTAGE OF STATE FUNDING IS \$8,000.00. MR. MALPHRUS SAID THE STATE CUT IN DECEMBER WAS \$100,000.00, BUT HE HAD BUILT IN A \$92,000.00 CUSHION. MR. MALPHRUS SAID THE AMOUNT OF THE STATE'S SALARY CUT TO THE AUDITOR AND TREASURER IS BEING PAID BY THE COUNTY. MR. MALPHRUS SAID THE COUNTY IS IN PRETTY GOOD SHAPE BECAUSE IT CAN'T BE CUT MORE THAN THE PREVIOUS YEAR. MR. MALPHRUS REPORTED THAT THE COUNTY'S CURRENT OUTSTANDING DEBT IS \$11,331,682.00, BUT THAT DOESN'T INCLUDE THE FULL AMOUNT FOR THE ANNEX BUILDING AND COURTHOUSE RENOVATION. MR. MALPHRUS SAID THAT IT DID INCLUDE \$8,500,000.00 FOR THE ANNEX BUILDING AND THE COURTHOUSE RENOVATION. MR. MALPHRUS SAID THAT MR. CANDY PREPARED A

DOCUMENT FOR A RATING AGENT AND WITH THE CURRENT DEBT, THE COUNTY'S RATING WAS 2.9 OF EXPENDITURES WHILE MOST COUNTIES ARE AT 5.6 RATING. COUNCILMAN ETHERIDGE ASKED WHAT WAS THE SCHOOL DEBT AND CHAIRMAN HOOD SAID THAT WOULD COME TO THE SCHOOL BOARD.

COUNCILMAN GREGORY ASKED ABOUT HOW THE COUNTY'S MILLAGE COMPARES TO OTHER COUNTIES. MR. MALPHRUS SAID THE COUNTY IS IN THE MIDDLE OF THE PACK. MR. MALPHRUS PROVIDED THE COUNCIL WITH A COPY OF THE AUDIT THAT CAME OUT IN DECEMBER. MR. MALPHRUS SAID HE WAS GOING TO HAVE THE AUDITOR PROVIDE THE COUNCIL WITH A REPORT IN MARCH. MR. MALPHRUS DISCUSSED THE COUNTY'S RESERVE FUND AND THAT A CASH CARRY FORWARD WAS NECESSARY TO MAKE THE BUDGET WORK. MR. MALPHRUS SAID THAT EVERY YEAR EXCEPT FOR THIS YEAR THEY WERE ABLE TO MAKE UP WHAT WAS BUDGETED, BUT IN JUNE, 2008 THE COUNTY DID NOT HAVE ENOUGH INCOME TO COVER WHAT WAS BUDGETED. COUNCILMAN ETHERIDGE ASKED ABOUT THE STATUS OF THIS YEAR'S BUDGET RIGHT NOW. MR. MALPHRUS SAID THAT \$4,100,000.00 CASH CARRY FORWARD IS IN THE BUDGET AND IF THEY DON'T MAKE UP THE \$4,100,000.00 IT COULD BECOME CRITICAL. MR. FULGHUM SAID THE STANDARD IS 3 MONTH OPERATING COSTS AND THEY NEED TO KEEP 3 MONTHS OPERATING COSTS IN THERE. MR. MALPHRUS SAID THAT IF THE \$4,100,000.00 IS NOT MADE UP, THE RESERVE FUND WILL BE DOWN TO \$2,000,000.00. COUNCILMAN GREGORY ASKED IF THE MONEY FROM TICKETS ISSUED BY THE SHERIFF'S DEPARTMENT GO INTO THAT FUND. MR. MALPHRUS SAID A FEW DEPUTIES ARE WRITING TICKETS AND HE WAS NOT SURE WHAT THE COLLECTIONS WERE. MR. FULGHUM SAID THAT THE ROAD PATROL PAID FOR THEMSELVES IN THREE MONTHS. COUNCILMAN GREGORY SAID TICKETING WAS ONE WAY TO GENERATE INCOME. COUNCILMAN TYLER SAID THE OBJECT OF TICKETING SHOULD BE FOR SAFETY, NOT TO RAISE MONEY. CHAIRMAN HOOD COMMENTED THAT IT TOOK HIM ONE HOUR TO GET FROM RIDGELAND TO SANTEE AND HE DID NOT SEE ANY POLICE PATROLLING. COUNCILMAN GREGORY SAID THE CITIES WERE ISSUING TICKETS. COUNCILMAN TYLER SAID THAT THE OBJECT OF ISSUING TICKETS SHOULD BE TO SAVE LIVES, NOT TO COLLECT MONEY. VICE CHAIRMAN BLACKSHEAR SAID THAT A LOT OF HIGHWAY PATROLMEN HAVE BEEN CUT, SO THE SHERIFF CAN DO IT.

COUNCILMAN ETHERIDGE ASKED WHERE WILL THE MONEY COME FROM AND MR. FULGHUM SAID IT IS FOOLISH NOT TO INCREASE TAXES BECAUSE THE STATE LIMITS THE INCREASE BASED ON PREVIOUS YEAR. MR. MALPHRUS SAID THE DEED FEES, BUILDING PERMITS AND TAXES ARE DOWN AND HE WOULD BE HAPPY IF THEY GOT BACK HALF OF THE \$4,100,000.00.

COUNCILMAN GREGORY SUGGESTED HIRING A GRANT WRITER AND HE FELT THE GRANTS WILL COVER THE COST OF THE GRANT WRITER. COUNCILMAN ETHERIDGE ASKED WHAT WAS THE MOST MONEY IN THE

RESERVE FUND AND MR MALPHRUS RESPONDED \$7,900,000.00. COUNCILMAN ETHERIDGE ASKED WHAT WAS THE LOWEST AMOUNT. MR. MALPHRUS RESPONDED THAT BEFORE MR. MOSS CAME TO WORK FOR THE COUNTY, THE COUNTY WAS IN THE RED. COUNCILMAN ETHERIDGE SAID THE STATE IS LOOKING FOR ANOTHER \$8,000,000.00 TO CUT AND THE SALES TAX COLLECTIONS ARE DOWN. COUNCILMAN ETHERIDGE SAID THAT THE SCHOOLS ARE GOING TO HAVE TO LAY OFF TEACHERS AND ADMINISTRATORS. MR. MALPHRUS SAID THE COUNTY'S YEAR TO DATE INCOME IS DOWN. COUNCILMAN ETHERIDGE ASKED ABOUT BUSINESS LICENSES AND MR. MALPHRUS SAID THEY ARE UP AND MOST OF THAT INCOME IS PAID IN JULY AND AUGUST. MR. MALPHRUS SAID THE FEES FROM BUILDING PERMITS, RECORDING FEES AND INSPECTION FEES ARE GOING TO BE SHORT. COUNCILMAN ETHERIDGE ASKED ABOUT THE FEES COLLECTED BY EMERGENCY SERVICES. MR. MALPHRUS SAID THEY ARE DOWN A LITTLE. COUNCILMAN GREGORY ASKED HOW THE SALARIES WERE DETERMINED AND MR. MALPHRUS RESPONDED THAT THE CONDREY STUDY SET THE SALARIES. COUNCILMAN GREGORY ASKED ABOUT OVERTIME AND MR. MALPHRUS SAID THAT MR. DALEY WAS DOING A GOOD JOB WITH THE OVERTIME. COUNCILMAN GREGORY ASKED IF THE OVERTIME WAS NECESSARY BECAUSE OF THE LACK OF EMPLOYEES. MR. MALPHRUS SAID THEY HAVE A HARD TIME GETTING QUALIFIED PEOPLE AND THEY HAVE PART TIME PEOPLE AND THEY TRY TO GET THEM TO FILL IN. CHAIRMAN HOOD ASKED ABOUT THE SYSTEM FOR OVERTIME AND MR. MALPHRUS SAID THAT THEY HAVE TO LOG IN WITH MR. DALEY IF THEY HAVE ANY EXTRA OVERTIME AND EXPLAIN WHY. MR. MALPHRUS SAID THE COUNTY HAS SOFTWARE THAT CAN HANDLE OVERTIME. MR. MALPHRUS SAID THERE IS OVERTIME IN THE BUDGET. COUNCILMAN ETHERIDGE ASKED ABOUT RECREATION FEES AND MR. MALPHRUS SAID THAT THE FEES COME FROM RENTING THE COMMUNITY CENTERS AND THE PARK. MR. MALPHRUS SAID THE RECREATION DEPARTMENT ALSO MAINTAINS THE COMMUNITY CENTERS AND PARKS. COUNCILMAN ETHERIDGE ASKED ABOUT THE WASTE MANAGEMENT HOST FEES AND MR. MALPHRUS SAID THE COUNTY IS PAID \$1.00 PER TON AND THE COUNTY GETS A REPORT ON THE WASTE THAT COMES FROM OUT OF THE COUNTY. MR. FULGHUM SAID THAT DHEC REPORTS ON ALL SOLID WASTE. COUNCILMAN ETHERIDGE ASKED IF THEY GET DANGEROUS WASTE AND A RED FLAG WENT UP WHEN HE HEARD WASTE WAS COMING FROM AUGUSTA. MR. FULGHUM SAID THEY DO NOT.

COUNCILMAN GREGORY ASKED ABOUT \$45,000.00 BEING IN THE BUDGET FOR TRAVEL AND TRAINING FOR EMERGENCY SERVICES. MR. MALPHRUS SAID THEY WERE CURRENTLY UNDER BUDGET.

COUNCILMAN ETHERIDGE SAID THERE WERE FEES LISTED UNDER THE MAGISTRATE AND NO AMOUNT WAS LISTED. MR. MALPHRUS SAID THEY WERE INCLUDED IN THE BUDGET UNDER THE MAIN MAGISTRATE. MR.

MALPHRUS SAID IT LOOKS LIKE IT IS DOWN, BUT IT HAS NOT BEEN TURNED OVER SINCE OCTOBER OR NOVEMBER.

CHAIRMAN HOOD SAID THAT IF THE COUNCIL DID NOT HAVE ANY MORE QUESTIONS FOR THE ATTORNEY, HE COULD LEAVE. ATTORNEY JONES LEAVES THE MEETING AT 3:15 P.M.

MR.MALPHRUS SAID HE WAS CONCERNED ABOUT THE SHORTFALL ON INMATE HOUSING WHICH IS OVERBUDGET MR. MALPHRUS SAID HE BUDGETED \$600,000.00 FOR GASB 25 WHICH DEALS WITH INSURANCE COVERAGE FOR RETIREES AND THE COUNTY WOULD HAVE TO FUND \$600,000.00 EACH YEAR. MR.MALPHRUS SAID THAT HE CONTACTED OTHER COUNTIES AND NO OTHER COUNTY IN THE STATE HAS DONE THIS. MR. MALPHRUS SAID THE COUNCIL HAD THE OPTION TO USE THE \$600,000.00 IN REVENUES, BUT IT WOULD SHOW AS A LIABILITY ON THE BOOKS. MR. MALPHRUS SAID THAT WHEN HE WAS IN NEW YORK AND MET WITH THE RATING AGENCY, THE GASB 25 FUNDING NEVER CAME UP. COUNCILMAN GREGORY ASKED IF THEY RECEIVED ANYTHING IN WRITING. MR. MALPHRUS SAID THAT THEY HAD TO HAVE A STUDY DONE TO STATE THE COUNTY'S LIABILITIES. MR. MALPHRUS SAID THE COUNTY WAS CURRENTLY PAYING \$80,000.00 PER YEAR. MR MALPHRUS SAID THE STATE ONLY ALLOWS INVESTMENT IN GOVERNMENT BONDS AND THEY ONLY PAY 2% TO 3%. COUNCILMAN ETHERIDGE ASKED IF IT COULD BE PUT BACK AND MR .MALPHRUS SAID THE COUNCIL WOULD HAVE TO DECIDE BY JUNE 20, 2009. MR. FULGHUM SAID HE WAS PRETTY CERTAIN THAT THEY WERE GOING TO NEED IT TO COVER THE SHORTFALLS. MR. MALPHRUS SAID IT WILL STILL BE CONSIDERED A LIABILITY, BUT THERE WERE CHANGES TO THE PERSONNEL POLICY THAT REQUIRES A NEW HIRE TO WORK 28 YEARS TO QUALIFY FOR COUNTY PAID INSURANCE FOR RETIREES INSTEAD OF 10 YEARS. MR. MALPHRUS SAID THAT ALL EMPLOYEES WORKING FOR THE COUNTY PRIOR TO THE ADOPTION OF THE NEW PERSONNEL POLICY WOULD BE GRANDFATHERED IN. MR. MALPHRUS SAID THEY WOULD HAVE TO CONTINUE TO BUDGET THE \$80,000.00 FOR THE POLICY.

COUNCILMAN ETHERIDGE SAID THEY HAVE NEVER OVERSPENT THE BUDGET, BUT THEY WILL NOT KNOW UNTIL THE AUDIT IS DONE. MR. MALPHRUS SAID THE MONEY BUDGETED THAT IS NOT SPENT, AND THE OVERAGE ON TAXES WILL BE ABLE TO TELL IF THE SHORTAGE CAN BE COVERED.

COUNCILMAN ETHERIDGE ASKED ABOUT THE \$500,000.00 TRANSFERRED IN THE BUDGET AND MR. MALPHRUS SAID IT WAS A MISTAKE, THE MONEY CAME IN, BUT PUT IN THE WRONG LINE. COUNCILMAN ETHERIDGE ASKED WHERE THE TRANSFER FUNDS CAME FROM AND MR. MALPHRUS SAID HE DID NOT KNOW AND HE WILL CHECK INTO IT.

COUNCILMAN ETHERIDGE ASKED WHERE THE MONEY WILL COME FROM FOR THE NEW BUDGET. MR. MALPHRUS SAID THE GROWTH AND NEW MILLAGE. MR. MALPHRUS SAID THE ASSESSOR PROVIDED HIM A PRELIMINARY REPORT THAT SAID THE NEW GROWTH WOULD PROVIDE

\$200,000.00 IN TAXES. MR. MALPHRUS SAID INCREASING THE MILLAGE WILL INCREASE THE TAXES AND THE CPI PLUS GROWTH. MR. FULGHUM SAID THAT IF THE COUNTY DOES NOT RAISE TAXES, THEY CAN NOT GET IT BACK THE FOLLOWING YEAR. MR. FULGHUM SAID THAT BECAUSE OF THIS, IT ALMOST FORCES THE COUNTY TO RAISE TAXES. MR. FULGHUM SAID THAT IF YOU LOOK AT THE TAXES ON A HOME COSTING \$150,000.00, THE CITIZENS ARE ALMOST PAYING LESS THAN THEY WERE YEARS AGO BECAUSE THEY ARE NO LONGER PAYING SCHOOL TAXES. MR. FULGHUM SAID IF YOU BREAK THE TAXES DOWN MONTHLY, THE CITIZENS ARE PAYING ABOUT THE SAME AMOUNT FOR TAXES AS THEIR CABLE BILL. MR. MALPHRUS GAVE THE COUNCIL A COPY OF THE ANNUAL AUDIT AND HE TOLD THE COUNCIL THAT THERE IS A LOT OF STATISTICAL INFORMATION IN THE BACK OF THE AUDIT.

COUNCILMAN ETHERIDGE SAID THE COUNCIL NEEDS TO LOOK INTO OUTSOURCING AS IT MAY COST THE COUNTY LESS MONEY TO OUTSOURCE SOME OF THE THINGS CERTAIN DEPARTMENTS ARE DOING. MS. BARTOLDUS INFORMED THE COUNCIL THAT KEEP AMERICA BEAUTIFUL NEEDS A LITTER CONTROL OFFICER, BUT MR. TERRY NEEDS THE COUNTY'S LITTER CONTROL OFFICER TO DRIVE THE TRUCKS. MS. BARTOLDUS SAID THAT JOEL O'QUINN SAID THAT CAMERAS CAN BE PUT UP AND THEY CAN CATCH PEOPLE WHO ARE DOING THE LITTERING.

MR. FULGHUM SAID HE WAS LOOKING INTO A NEW PROGRAM FOR THE BUILDING INSPECTORS. MR. FULGHUM SAID THAT HARDEEVILLE IS PAYING A PERCENTAGE OF THE FEES FOR INSPECTIONS AND RIGHT NOW THE COUNTY'S INSPECTORS HAVE TIME TO DO THE INSPECTIONS FOR THE MUNICIPALITIES AND THE COUNTY COULD CHARGE A FEE. CHAIRMAN HOOD SAID THEY LOOKED AT OUTSOURCING THE DETENTION CENTER, BUT THERE WAS NO INTEREST, BUT THE COUNTY IS GOING TO HAVE TO CUT CORNERS. MR. FULGHUM SAID HE WOULD SEE IF THERE WAS A BETTER WAY TO DO THINGS. COUNCILMAN ETHERIDGE SAID THAT SOMETIMES WHEN THINGS ARE CONTRACTED OUT, THE CONTRACTOR MAY HIRE THE EMPLOYEE CURRENTLY DOING THE JOB.

MR. MALPHRUS DISCUSSED THE ONE CENT SALES TAX. MR. MALPHRUS SAID THAT THIS IS THE 1ST YEAR THE STATE IS DOING THIS AND THEY ARE NOT SURE HOW IT IS GOING TO WORK OUT. MR. MALPHRUS SAID THE RESIDENTS OF JASPER COUNTY ARE NOT PAYING SCHOOL TAX ON THEIR HOME, BUT PEOPLE WITH SECONDARY HOMES DO PAY SCHOOL TAX. MR. MALPHRUS DISCUSSED THE MINIMUM EFFORT THE COUNTY MUST PROVIDE THE SCHOOLS. MR. MALPHRUS SAID THE SCHOOLS GOT \$10,828,000.00 FROM THE COUNTY AND \$1,208,000.00 FROM THE STATE. MR. FULGHUM ASKED HOW MUCH ADDITIONAL FUNDING IS NECESSARY THIS YEAR. MR. MALPHRUS SAID IT WENT UP SIGNIFICANTLY FROM THE PREVIOUS YEAR. MR. MALPHRUS SAID THAT THERE ARE 3300 STUDENTS AND THEY GET \$3,002.72 PER STUDENT AND PROBABLY IN THE \$5,000.00 RANGE INCLUDING THE STATE, BUT THAT AMOUNT DOES NOT INCLUDE FEDERAL FUNDING. COUNCILMAN GREGORY ASKED MR. MALPHRUS TO

CHECK AND SEE IF THE COUNTY HAS TO PAY THE MINIMUM EFFORT IF THE COUNTY CANNOT AFFORD IT.

MR. MALPHRUS SAID THAT THE COUNTY GIVES \$1,482,000.00 TO AGENCIES AND THE COUNCIL DISCUSSED THE VARIOUS APPROPRIATIONS.

COUNCILMAN ETHERIDGE ASKED ABOUT CONTRACTS THAT GO OUT TO BID. COUNCILMAN ETHERIDGE SAID THAT THEY NEEDED TO BE LISTED ON THE WEBSITE. MR. MALPHRUS SAID THE ITEMS THAT GO OUT FOR BID ARE ADVERTISED IN THE LOCAL PAPER AND ON SCBO. MR. MALPHRUS SAID HE WOULD SEE ABOUT ADDING THEM TO THE WEBSITE.

VICE CHAIRMAN BLACKSHEAR ASKED ABOUT THE INSTALLMENT PAYMENT FOR TAXES AND MR. MALPHRUS SAID WHEN HE PRESENTED IT TO COUNCIL, THE COUNCIL MEMBERS THOUGHT THE COST WAS TOO HIGH. VICE CHAIRMAN BLACKSHEAR SAID HE WOULD LIKE FOR THE STAFF TO KEEP LOOKING FOR A WAY TO GET IT DONE. MR. MALPHRUS SAID THAT SMITH DATA WANTED \$25,000.00- \$30,000.00 AND ANY OTHER WAY THEY WOULD DO IT, IT WOULD HAVE TO BE ABLE TO POST TO THE SMITH DATA SYSTEM. VICE CHAIRMAN BLACKSHEAR ASKED MR. MALPHRUS TO GET THE REQUIREMENTS AND HE WILL CHECK ON IT.

MR. MALPHRUS DISCUSSED THE PROCUREMENT POLICY AND SAID THAT BASICALLY ANYTHING \$1,500.00 - \$5,000.00 HAS TO HAVE TWO VERBAL BIDS AND ANYTHING FROM \$5,000.00-\$10,000.00 HAS TO HAVE 2 WRITTEN QUOTES AND ANYTHING OVER \$10,000.00 HAS TO GO OUT TO BID AND THE ADMINISTRATOR CAN APPROVE IT IF IT IS ALREADY IN THE BUDGET. COUNCILMAN ETHERIDGE ASKED ABOUT THE \$19,000.00 GLASSBERG CONTRACT. MR. MALPHRUS SAID THAT THEY HAVE TO COME TO COUNCIL TO APPROVE PROFESSIONAL SERVICES. MR. FULGHUM SAID THAT THERE ARE A LOT OF RUMORS ABOUT THE PROCUREMENT POLICY THAT ARE NOT TRUE. MR. MALPHRUS SAID THAT PROFESSIONAL SERVICES DO NOT HAVE TO BE BID OUT. MR. FULGHUM SAID THAT THEY HAVE TO REQUEST QUALIFICATIONS. MR. MALPHRUS SAID IT IS IMPRACTICAL TO DO IT FOR EACH PROCESS. MR. FULGHUM SAID HE FELT THAT SHOULD EXPLAIN THINGS AS TO WHY THEY DO THINGS THE WAY THEY DO. MR. FULGHUM SAID THEY HAVE ESTABLISHED RELATIONSHIPS WITH LOCAL FOLKS TO DO THE JOBS.

MR. MALPHRUS DISCUSSED CHANGE ORDERS ON A BUILDING CONTRACT LIKE THE NEW ANNEX BUILDING. MR. MALPHRUS SAID THERE ARE SOME CHANGE ORDERS THAT CAN BE APPROVED BY THE ADMINISTRATOR AND SOME HAVE TO COME TO COUNCIL. MR. FULGHUM SAID THAT HE BRINGS ALL THE CHANGE ORDERS TO COUNCIL BECAUSE THEY SAID THEY WANTED TO APPROVE THEM. MR. FULGHUM SAID THE DISCRETIONARY AMOUNT FOR THE COURT HOUSE IS HIGHER BECAUSE IT IS A RENOVATION PROJECT AND YOU CAN RUN INTO SOME UNEXPECTED EXPENSES AND THE COUNCIL NEED TO LET HIM KNOW IF THEY WANT TO CONTINUE APPROVING THE CHANGE ORDERS. COUNCILMAN GREGORY STATED THAT THE ADMINISTRATOR DID NOT HAVE TO COME BACK IF THE CHANGE ORDERS WERE LESS THAN 10% OF THE CONTRACT, BUT IF THE

COUNCIL WANTS HIM TO COME BACK TO THEM TO APPROVE THEM, THEN HE WILL COME BACK.

COUNCILMAN ETHERIDGE SAID THAT IF ONE PERSON GETS ALL THE BUSINESS, THEN THEY DO NOT HAVE TO BE COMPETITIVE. COUNCILMAN ETHERIDGE SAID HE WOULD LIKE TO SEE A LIST. MR. FULGHUM SAID THAT THEY CAN REQUEST QUALIFICATIONS AND NOT DO ANYTHING UNTIL SOMETHING COMES UP.

COUNCILMAN GREGORY SAID HE DID NOT SEE VERY MANY JASPER COUNTY CITIZENS IN THE HIGHER PAYING JOBS IN THE COUNTY AND HE SAID HE HAS HEARD THAT LOCAL PEOPLE DON'T EVEN KNOW ABOUT THE JOB BEFORE IT IS FILLED.

MR. FULGHUM SAID THAT THE ADMINISTRATION DOES NOT HAVE TO BRING CONTRACTUAL ISSUES TO COUNCIL, BUT THEY DO BECAUSE COUNCIL HAS REQUESTED THAT THEY BRING THEM FOR APPROVAL.

MR. MALPHRUS DISCUSSED THE CLAUSE REGARDING LOCAL VENDORS IN THE PROCUREMENT POLICY. MR MALPHRUS SAID THAT THERE IS A SCALE FOR LOCAL VENDORS. MR. MALPHRUS SAID THAT BEAUFORT COUNTY ALSO HAS A LOCAL PREFERENCE AND THE LOCAL VENDOR IS GIVEN THE OPPORTUNITY TO MATCH THE OUT OF TOWN VENDOR'S LOW BID. MR MALPHRUS SAID THAT THE POLICY DOES NOT SPEAK TO SUB-CONTRACTORS. MR. MALPHRUS SAID THAT ON THE BID FOR THE COURTHOUSE, ONE SUB - CONTRACTOR FELT THE LOW BIDDER SHOULD HAVE TO USE LOCAL SUB - CONTRACTORS. MR. FULGHUM SAID THAT A FEW CHANGES SHOULD BE ADDRESSED. MR. MALPHRUS SAID THAT ANYTHING OVER \$1,500.00 HAS TO GO OUT TO BID AND THAT HAS BEEN IN EFFECT FOR OVER 21 YEARS AND HE WOULD LIKE TO SEE THAT BUMPED UP. COUNCILMAN GREGORY ASKED MR. MALPHRUS WHAT HE THOUGHT IT SHOULD GO UP TO AND MR. MALPHRUS SAID \$2,500.00. MR. FULGHUM ASKED IF THEY WANTED TO CHANGE THE LOCAL VENDOR OPTION TO MATCH TO LOW BID. VICE CHAIRMAN BLACKSHEAR SAID A LOCAL SUB - CONTRACTOR SAID HE MISSED OUT BECAUSE HE BID UNDER A CONTRACTOR WHO DID NOT GET THE BID AND HE WANTED THE COUNTY TO TELL THE LOW BIDDER TO USE HIM. MR. MALPHRUS SAID THAT ACCORDING TO THE COUNTY'S PROCUREMENT POLICY ANYTHING ON STATE OR FEDERAL CONTRACT DOES NOT HAVE TO GO OUT TO BID. MR. MALPHRUS SAID THAT THOSE TYPE OF CONTRACTS COVER THINGS LIKE CARS, COPIERS, OFFICE SUPPLIES AND A LIST OF OTHER THINGS.

COUNCILMAN GREGORY ASKED ABOUT THE CARS THAT ARE TURNED IN WHEN NEW CARS ARE PURCHASED. MR. MALPHRUS SAID IF THEY ARE NOT USED IN OTHER DEPARTMENTS THEY ARE AUCTIONED. COUNCILMAN GREGORY ASKED HOW MUCH THE ADMINISTRATOR CAN AUTHORIZE TO TRANSFER IN THE BUDGET WITHOUT COMING TO COUNCIL. MR. MALPHRUS SAID THE ADMINISTRATOR CAN DO A BUDGET TRANSFER UP TO \$5,000.00 WITHOUT COMING TO COUNCIL FOR APPROVAL. COUNCILMAN GREGORY ASKED IF THE BID IS \$40,000.00, CAN THE ADMINISTRATOR DO A RETAINER FOR \$5,000.00. MR. FULGHUM SAID HE

DID IT FOR THE LOBBYIST AND ANYTHING OVER THE \$5,000.00 THE COUNCIL HAS TO APPROVE IT. COUNCILMAN ETHERIDGE ASKED IF THE ADMINISTRATOR CAN SPEND \$5,000.00 IF AN EMPLOYEE WANTS SOMETHING. MR. FULGHUM SAID HE CAN IF IT IS IN THE BUDGET. COUNCILMAN ETHERIDGE COMMENTED IF THERE IS MONEY IN A LINE ITEM, AND IT CAN BE MOVED, WHAT HAPPENS IF THE FUNDS ARE NEEDED IN THE FUTURE. COUNCILMAN ETHERIDGE ASKED IF THE ADMINISTRATION CAN MOVE FUNDS FROM ONE DIVISION TO OTHER DIVISION. MR. MALPRHUS SAID THAT THE ADMINISTRATOR CANNOT MOVE MONEY FROM ONE DIVISION TO ANOTHER DIVISION, BUT THE ADMINISTRATOR CAN MOVE IT WITHIN THE DIVISION.

MR. FULGHUM SAID THAT THE COUNCIL WAS TO DISCUSS THE CELL PHONE POLICY AND HE SUGGESTED A WORKSHOP TO SEE HOW THE COUNCIL WANTS TO HANDLE THE CELL PHONES.

MR. FULGHUM SAID THAT THE NEW BUILDING HAS TO HAVE A NAME. CHAIRMAN HOOD SAID HE WAS TIRED OF CLEANING UP THINGS THAT WERE DONE YEARS AGO AND THE COUNCIL DECIDED THAT THE BUILDINGS WOULD BE CALLED JASPER COUNTY EXECUTIVE BUILDING, JASPER COUNTY COURTHOUSE, ETC. AND THE ROOMS OR A PORTION OF THE BUILDING CAN BE NAMED IN MEMORY OF SOMEONE.

CHAIRMAN HOOD SAID THAT WORK NEEDS TO BE STARTED ON THE COURTHOUSE AS THE BATHROOMS ARE DEPLORABLE. COUNCILMAN ETHERIDGE SAID THAT THE BATHROOMS AT THE OLD SCHOOL FIELD HOUSE ARE IN AWFUL CONDITION AND THE LADIES' BATHROOM DID NOT HAVE A DOOR. COUNCILMAN ETHERIDGE SAID THERE WAS WIRE BEHIND THE GOAL POST AND IT IS A HAZARD. COUNCILMAN GREGORY SAID THAT PEOPLE HAVE BEEN VANDALIZING THE OLD SCHOOLS. COUNCILMAN TYLER ASKED WHO OWNED THE SCHOOLS AND CHAIRMAN HOOD RESPONDED THE SCHOOL SYSTEM. COUNCILMAN GREGORY SUGGESTED GETTING IN TOUCH WITH TIGER WOODS AS HE DONATED MONEY FOR COMMUNITY ITEMS. VICE CHAIRMAN BLACKSHEAR SAID HE DISCUSSED AN AUDITORIUM AND HE WAS NOT REFERRING TO RECREATIONAL PURPOSES. COUNCILMAN GREGORY SAID HE UNDERSTOOD THAT THEY WERE TALKING ABOUT TWO DIFFERENT THINGS. COUNCILMAN GREGORY ASKED ABOUT LOOKING INTO THE CHURCH IN LEVY THAT WAS VERY LARGE AND IT WAS FOR SALE.

THIS PORTION OF THE RETREAT ENDED AT 5:30 P.M

FEB. 7, 2009

MEMBERS PRESENT:

DR. GEORGE HOOD, CHAIRMAN
LEROY BLACKSHEAR, VICE CHAIRMAN
HUBERT TYLER, COUNCILMAN
HENRY ETHERIDGE, COUNCILMAN
REV. SAMUEL GREGORY, COUNCILMAN

STAFF PRESENT:

ANDREW FULGHUM, ADMINISTRATOR
RONNIE MALPHRUS, DEP. ADM. OF ADMINISTRATIVE SERVICES
WENDY KELLY, DEP. ADM. ECONOMIC DEVELOPMENT
JUDITH FRANK, CLERK TO COUNCIL
DAVID JIROUSEK, PLANNING DIRECTOR
GLORIA LUCAS, HR DIRECTOR

CALL TO ORDER:

CHAIRMAN HOOD CALLED THE MEETING TO ORDER AT 9:05 A.M.

INVOCATION:

COUNCILMAN GREGORY GAVE THE INVOCATION.

CHAIRMAN HOOD SAID THAT AT BREAKFAST HE ASKED MS. LUCAS TO COME UP WITH SOME TRAINING ON PERSONALITY PROFILES AND FOR TEAM BUILDING. CHAIRMAN HOOD SAID HE DID NOT REALIZE THAT THE PEOPLE DID NOT KNOW HOW TO WORK TOGETHER AS A TEAM. CHAIRMAN HOOD SAID THAT THE TEAM BUILDING EXERCISES CAN BE DONE AFTER 3:00 P.M MR. FULGHUM COMMENTED THAT HE AND MS. KELLY ALSO DISCUSSED PERSONALITY PROFILING FOR THE COUNCIL. DAVID JIROUSEK GAVE AN OVERVIEW OF THE PLANNING DEPARTMENT. MR. JIROUSEK DISCUSSED THE ZONING ORDINANCE, THE LAND DEVELOPMENT REGULATION, ZONING MAPS AND THE COMPREHENSIVE PLAN. MR. JIROUSEK SAID THAT IT WILL TAKE 40 YEARS TO COMPLETE ALL THE RESIDENTIAL DWELLINGS AND COMMERCIAL DEVELOPMENTS THAT HAVE BEEN APPROVED. CHAIRMAN HOOD ASKED ABOUT THE COMPREHENSIVE PLAN AND WHAT THE COUNCIL NEEDS TO DO TO MAKE SURE THAT THEY ARE IN COMPLIANCE. MR. JIROUSEK SAID THE STAFF DOES A GREAT JOB WITH PROVIDING INFORMATION FROM THE SIMPLE TO COMPLEX QUESTIONS. MR. JIROUSEK EXPLAINED THE VARIOUS DUTIES OF THE PLANNING DEPARTMENT AND THE BUILDING DEPARTMENT. MR. JIROUSEK SAID HE WAS WORKING ON A NEW FEE SCHEDULE. MR. JIROUSEK SAID THE PLANNING DEPARTMENT REVIEWS THE PLANNING PROCESS FROM THE APPLICATION UNTIL IT COMES TO COUNCIL MR. JIROUSEK SAID THE PLANNING COMMISSION HAD SOME CONCERNS ABOUT THE PUBLIC NOTICE AND THEY WOULD LIKE THE PROPERTY POSTED PRIOR TO THE PLANNING COMMISSION MEETING AND MAKING A RECOMMENDATION TO COUNCIL. MR. JIROUSEK SAID HE AND LISA LAMB ARE WORKING ON THIS REQUEST. COUNCILMAN GREGORY ASKED ABOUT THE PUBLIC HEARING AD AND WHAT NEWSPAPERS WERE USED. MR. JIROUSEK SAID THEY ADVERTISE IN THE JASPER COUNTY SUN, BUT THE PROPERTY IS ALSO POSTED AND THE ADJOINING PROPERTY OWNERS ARE

NOTIFIED BY MAIL COUNCILMAN ETHERIDGE ASKED IF A ZONING REQUEST TO IMPLEMENTATION COULD BE COMPLETED IN 3 MONTHS. MR. JIROUSEK SAID THAT THERE ARE THREE WEEKS FROM THE TIME IT IS APPROVED BY THE PLANNING COMMISSION AND THE COUNCIL HAS THE FIRST READING. MR. JIROUSEK SAID IT TAKES 6 WEEKS FOR COUNCIL TO COMPLETE THE READINGS AND PUBLIC HEARING. CHAIRMAN HOOD SAID IT CAN BE DONE IN ABOUT ONE AND A HALF MONTHS. MR. MALPHRUS SAID IT WOULD TAKE AT LEAST 2 MONTHS. GLADYS JONES ASKED IF THE PLANNING COMMISSION HAS A CERTAIN NUMBER OF DAYS TO HAVE THE REVIEW. MR. JIROUSEK SAID THEY HAVE 30 DAYS, BUT IF IT NEEDS TO BE REVISED THE PLANNING COMMISSION WILL NEED TO RECEIVE AND REVIEW THE REVISIONS. MR. JIROUSEK SAID THE COMPREHENSIVE PLAN IS THE BASIS FOR WHAT THEY DO IN THE PLANNING DEPARTMENT. MR. JIROUSEK DISCUSSED THE LAND USE MAP AND WHERE THINGS SHOULD BE HAPPENING. COUNCILMAN ETHERIDGE ASKED ABOUT INDUSTRIAL DISTRICTS AND MR. JIROUSEK SAID THAT HARDEEVILLE HAD AN INDUSTRIAL PARK, THE LANDFILL AREA, CYPRESS RIDGE AND A FEW OTHER LOCATIONS ARE ZONED FOR INDUSTRIAL DEVELOPMENT. COUNCILMAN ETHERIDGE ASKED ABOUT AREAS FOR WAREHOUSING AND MR. JIROUSEK SAID THE AREA SOUTH OF LEVY HAS WAREHOUSING OPPORTUNITIES BECAUSE OF THE PORT. MR. FULGHUM SAID IT MAY BE HELPFUL FOR COUNCIL TO HAVE AN AERIAL MAP OF THE AREA. MR. JIROUSEK PROVIDED A LARGE ZONING MAP TO EACH COUNCIL MEMBER. MR. JIROUSEK DISCUSSED THE NEED FOR ZONING AND HOW THE LAND USE MAP IS USED FOR DEVELOPMENT. MR. JIROUSEK DISCUSSED HIS GOALS FOR 2009. COUNCILMAN GREGORY ASKED HOW MANY MOBILE HOMES CAN BE PLACED ON AN ACRE. MR. JIROUSEK SAID THAT ONE MOBILE HOME PER LOT, BUT ANOTHER COULD BE ADDED IF A SUBDIVISION IS DONE. COUNCILMAN GREGORY ASKED WHEN THIS WAS APPROVED AND MR. JIROUSEK SAID THAT ONE DWELLING PER ACRE WAS APPROVED. COUNCILMAN GREGORY SAID THAT THE PEOPLE HAVE TO SPEND MORE MONEY IN JASPER COUNTY TO PLACE ANOTHER MOBILE HOME ON THE PROPERTY. CHAIRMAN HOOD SAID THAT THIS WAS INCLUDED IN THE ZONING ORDINANCE. COUNCILMAN GREGORY SAID A LOT OF PEOPLE CANNOT AFFORD TO PAY FOR A SURVEY TO SUBDIVIDE THEIR PROPERTY. CHAIRMAN HOOD SAID THE COUNCIL HELD MEETING IN THE COMMUNITIES AND THE ZONING ORDINANCE WAS CHANGED AND ORIGINALLY IT WAS ONE MOBILE HOME ON FIVE ACRES TO ONE MOBILE HOME PER HALF ACRE. COUNCILMAN GREGORY SAID THIS COULD BE COST PROHIBITIVE TO SOME PEOPLE IN JASPER COUNTY. MR. MALPHRUS SAID THAT WHEN THE ORDINANCE WAS DISCUSSED, THE MAJOR CONCERN WAS MOBILE HOME PARKS AND PUTTING THREE MOBILE HOMES ON A HALF ACRE. CHAIRMAN HOOD SAID HE HOPED THAT AFFORDABLE HOUSING WILL HELP THE PEOPLE. CHAIRMAN HOOD SAID THIS WAS A GOOD WAY TO ADDRESS THE SITUATION BECAUSE THEY DID NOT WANT TOO MANY MOBILE HOMES IN ONE AREA. MR. FULGHUM SAID

THEY WERE ALSO CONCERNED WITH THE PLACEMENT OF MOBILE HOMES AND THAT SOMETIMES THERE IS NO ACCESS TO THE PROPERTY OTHER THAN A PRIVATE ROAD THAT IS NOT IMPROVED AND IT ENDS UP COSTING THE COUNTY MONEY TO MAKE IT ACCESSABLE. COUNCILMAN TYLER ASKED ABOUT MOBILE HOME PARK REQUIREMENTS. CHAIRMAN HOOD SAID THAT THERE CAN ONLY BE ONE MOBILE HOME PER HALF ACRE IN A MOBILE HOME PARK. COUNCILMAN TYLER ASKED IF PEOPLE WERE BEING PUSHED OUT AND CHAIRMAN HOOD SAID THE EXISTING MOBILE HOMES WERE GRANDFATHERED. COUNCILMAN TYLER SAID HE DID NOT WANT PEOPLE PUSHED OUT. CHAIRMAN HOOD SAID THAT ROY WALKER ALMOST RUINED THE COUNTY WITH WHAT HE WAS DOING. COUNCILMAN ETHERIDGE ASKED IF MR. REYNOLDS' SITUATION WAS HANDLED. MR. JIROUSEK SAID THEY DID NOT THINK HE COULD DO IT, BECAUSE HE WOULD HAVE TEMPORARY ACCESSORY DWELLING UNIT. MR. JIROUSEK SAID THAT THE PLANNING COMMISSION THOUGHT SOMETHING COULD BE DONE. COUNCILMAN GREGORY SAID THAT PEOPLE HAVE FAMILY PROPERTY AND THEY DECIDE THAT THEY WANT TO ALLOW THEIR CHILDREN TO PUT A MOBILE HOME ON THE FAMILY PROPERTY AND THEY HAVE TO GO THROUGH ALL KINDS OF RED TAPE AND SOME PEOPLE CANNOT AFFORD IT. CHAIRMAN HOOD SAID THAT IT IS REGULATED BY STATE LAW. COUNCILMAN GREGORY SAID IT IS NOT STATE LAW, IT IS A COUNTY REQUIREMENT. MR. MALPHRUS SAID THE COUNTY HAS TO HAVE A COMPREHENSIVE PLAN. MR. FULGHUM SAID THE STATE LAW DOES NOT SAY THAT ZONING IS REQUIRED. CHAIRMAN HOOD SAID HE LIKED JASPER COUNTY LAW BETTER. MR. MALPHRUS SAID THAT 78,000 NEW DWELLINGS ARE COMING AND THE LAW STATES HOW THEY ARE TO BE HANDLED. COUNCILMAN GREGORY SAID THAT YOU CAN JUST LOOK AT JASPER COUNTY, AND THERE ARE MOBILE HOMES ALL OVER THE COUNTRY AND HE DOESN'T AGREE WITH THE DECISION. MR. FULGHUM SAID THAT THE COUNTY HAS TO HAVE A PLAN, BUT IT DOES NOT HAVE TO HAVE ZONING. CHAIRMAN HOOD SAID THAT IF THE COUNTY IS OBLIGATED TO CREATE A PLAN, THE COUNTY SHOULD DO A RESPONSIBLE PLAN. COUNCILMAN GREGORY SAID THAT THE COUNCIL NEEDS TO TAKE INTO CONSIDERATION THE PEOPLE WHO CANNOT AFFORD EVERYTHING THE COUNCIL APPROVES.

COUNCILMAN GREGORY SAID THAT THE STAFF MEMBERS ARE SAYING THEY CANNOT FIND THE FILES AND ALL THE PAPERS DISAPPEARED. CHAIRMAN HOOD SAID PAPERS ARE REMOVED SO THAT THERE IS NOT A PAPER TRAIL. MR. FULGHUM SAID THE STAFF IS WORKING ON FINDING A BALANCE AND PEOPLE ARE SENSITIVE TO THE ISSUES.

CHAIRMAN HOOD DISCUSSED MR. JIROUSEK'S GOALS AND THAT THE GOALS COULD BE A SELF EVALUATION AND THERE CAN BE AN ACTION PLAN FOR EACH GOAL. MR. JIROUSEK SAID THAT HE FELT THEY WERE REASONABLE GOALS FOR THE TIME LIMIT. COUNCILMAN GREGORY ASKED ABOUT ROADS AND MR. JIROUSEK SAID THAT HE WILL HAVE A COMPUTER MODEL OF WHERE THE IMPROVEMENTS ARE NEEDED AND

WHERE NEW ROADS ARE NEEDED. CHAIRMAN HOOD SAID THAT HE ATTENDED A MEETING WITH THE ADJACENT COUNTIES IN GEORGIA AND THEY DISCUSSED AN ADDITIONAL ROAD THROUGH THE NORTH END OF THE COUNTY TO I-95. CHAIRMAN HOOD SAID HE FELT THIS ROAD WOULD HELP WITH GROWTH IN THE NORTH END OF THE COUNTY. COUNCILMAN TYLER ASKED ABOUT WATER AND SEWAGE IN AREAS WHERE THEY HAVE SEPTIC TANKS AND WELLS. CHAIRMAN HOOD SAID THIS WAS BEING HANDLED BY BJWSA. MR. FULGHUM SAID THAT THERE WERE AGENTS WHO HANDLED THIS. MR. FULGHUM SAID THAT THERE WERE PROBLEMS IN THE WAGON BRANCH AND PURRYSBURG AREAS AND THAT PEOPLE HAVE TO TAKE INTO CONSIDERATION THAT WATER AND SEWER WILL BRING GROWTH TO AN AREA AND PEOPLE NEED TO UNDERSTAND THIS. MR. FULGHUM SAID THAT THE COUNCIL NEEDED TO BE CAUTIOUS ABOUT WATER AND SEWER AND TO THINK IT THROUGH AND THEY SHOULD NOT PURSUE IT JUST BECAUSE THE PEOPLE ASK FOR IT. MR. FULGHUM SAID THAT BJWSA WILL NOT PROVIDE WATER WHERE IT IS NOT NEEDED. MR. FULGHUM INTRODUCED WENDY KELLY AND EXPLAINED THAT SHE WILL BE WORKING ON ECONOMIC DEVELOPMENT AND WITH THE NEIGHBORING COUNTIES. MR. FULGHUM SAID THAT MS. KELLY WILL ALSO BE WORKING ON THE PORT AND THE DEVELOPMENT OF EXIT 3. MS. KELLY SAID THAT SHE WAS GLAD TO BE PART OF THE ECONOMIC DEVELOPMENT PLAN FOR JASPER COUNTY. MS. KELLY SAID SHE WAS FAMILIARIZING HERSELF WITH THE ONGOING PROJECTS, PARTNERS AND LOOKING FORWARD TO FUTURE DEVELOPMENT. CHAIRMAN HOOD ASKED THAT THE COUNCIL BE PROVIDED "CHEAT SHEETS" WITH ANY NEW INFORMATION REGARDING THE PORT SO THEY CAN RESPOND TO QUESTIONS FROM THE PUBLIC. MR. FULGHUM SAID THE COUNCIL WILL HAVE OPPORTUNITIES TO SPEAK AND THE STAFF CAN PROVIDE THE INFORMATION SO THAT THEY ARE ALL SAYING THE SAME THING. MR. FULGHUM GAVE AN UPDATE ON THE PORT AND HE SAID THERE HAS BEEN A LOT OF POMP, BUT NOTHING IS REALLY HAPPENING. MR. FULGHUM DISCUSSED THE INTERGOVERNMENTAL AGREEMENT AND THE VARIOUS PHASES OF THE PORT DEVELOPMENT. MR. FULGHUM ALSO DISCUSSED THE HISTORY OF THE PORT AND THE CURRENT STATUS OF THE PORT. MR. FULGHUM SAID THAT MS. KELLY WILL BE WORKING ON STRATEGIES FOR JASPER COUNTY BECAUSE HE DID NOT THINK THE GEORGIA CONTRACT WAS GOING TO MAKE THE PORT HAPPEN. COUNCILMAN ETHERIDGE SAID THAT SAVANNAH WOULD BE AT FULL CAPACITY BY 2018 AND THEN MAYBE THEY WILL BE MORE INTERESTED IN THE JASPER PORT. MR. FULGHUM SAID THE NEED IS HERE AND THEY NEED TO GO AFTER THE SOUTH CAROLINA PORT'S AUTHORITY AND HAVE THEM WORK TO GET IT DONE. COUNCILMAN BLACKSHEAR SAID WHEN THE GOVERNORS MET AND EXCHANGED TIES, HE THOUGHT THE PORT WAS NOT GOING TO HAPPEN. MR. FULGHUM SAID THAT MS. KELLY WILL BE WORKING WITH MR. FELDER ON 2 PROJECTS IN HARDEEVILLE AND SHE WILL BE WORKING ON ONE PROJECT IN RIDGELAND.. MR.. FULGHUM

SAID THAT THERE IS A MEGA INDUSTRIAL AREA THAT WILL BE IN THE AREA AND HE AND CHAIRMAN HOOD MADE A PRESENTATION AND THEY HAVE BEEN WORKING WITH THE LPA. MR. FULGHUM SAID THAT STRATFORD PROJECT WILL CREATE 7,500 JOBS. MR. FULGHUM SAID THAT EXIT 3 IS A RECOMMENDED ROADWAY TO SERVE THE JASPER PORT. MR. FULGHUM SAID THAT MS. KELLY IS WORKING ON DELTA BLUFFS WITH KIM STATLER.

THE DISCUSSION REGARDING CELL PHONES WAS POSTPONED UNTIL THE NEXT COUNCIL MEETING.

COUNCILMAN BLACKSHEAR SAID THE MUNICIPALITIES HAVE COLLECTED A LOT OF DRUG MONEY. COUNCILMAN BLACKSHEAR SUGGESTED THAT MR. FULGHUM MEET WITH THE TOWNS TO SEE IF A PORTION OF THOSE FUNDS COULD BE GIVEN TO THE COUNTY SINCE THE COUNTY HOUSES THEIR PRISONERS. MR. MALPHRUS SAID THOSE FUNDS CAN ONLY BE USED FOR CERTAIN THINGS. COUNCILMAN BLACKSHEAR ASKED THAT HE CONTACT THE MUNICIPALITIES ASK THEM TO CONSIDER THIS. MR. MALPHRUS SAID THE COUNTY HAS NO FORMAL SIGNED AGREEMENT WITH THE MUNICIPALITIES REGARDING THE HOUSING OF THEIR PRISONERS. MR. FULGHUM SUGGESTED DISCUSSING THIS AT A COMMITTEE MEETING.

COUNCILMAN BLACKSHEAR SUGGESTED THAT THE RECREATION AREA DISCUSSED AT THE OLD SCHOOL BE RENTED BY THE SCHOOL DISTRICT TO INDIVIDUALS WHO WOULD DO THE RENOVATIONS AND OPERATE THE VARIOUS ACTIVITIES. COUNCILMAN GREGORY SAID THEY WOULD HAVE TO NEGOTIATE WITH THE SCHOOL DISTRICT, BUT HE DID NOT THINK THE SCHOOL DISTRICT WOULD HAVE A PROBLEM WITH THE COUNTY BEING INVOLVED. COUNCILMAN GREGORY SAID THEY MAY HAVE TO PULL THE MIDDLE SCHOOL OUT OF THE NEW SCHOOL AND PUT IT BACK IN THE OLD SCHOOL. MR. FULGHUM SUGGESTED THAT THIS BE DISCUSSED AT A COMMITTEE MEETING. COUNCILMAN ETHERIDGE ASKED IF THE COUNTY WANTED TO GET INVOLVED WITH OPERATING A BOWLING ALLEY AND OTHER FORMS OF ENTERTAINMENT. COUNCILMAN GREGORY SAID HE WOULD LIKE TO SEE THE CITIZENS GET THINGS THEY WANT. COUNCILMAN GREGORY ALSO DISCUSSED THE PAVING OF COUNTY ROADS. MR. FULGHUM SAID THIS SHOULD BE DISCUSSED AT AN ENGINEERING SERVICES COMMITTEE MEETING. COUNCILMAN GREGORY SAID THAT HE HAS HAD SOME COMPLAINTS ABOUT DITCHES NOT BEING CLEANED AND ROADS NOT BEING DONE. CHAIRMAN HOOD SAID HE FELT MR. TERRY WAS DOING A GOOD JOB BECAUSE HE DOES NOT GET AS MANY CALLS AS HE DID IN THE PAST. MR. FULGHUM SAID MR. TERRY CAN DISCUSS WHAT HE HAS DONE AT THE COMMITTEE MEETING. COUNCILMAN GREGORY SAID THAT WHEN CITIZENS CALL HIM ABOUT AN ISSUE, HE GOES OUT AND INSPECTS THE AREA HIMSELF. MR. FULGHUM SAID IF THEY USED THE COMMITTEE TO INSPECT THE AREA, THEY WOULD ALL BE ON THE SAME PAGE.

CHAIRMAN HOOD SAID THAT HE HAS BEEN CHAIRMAN FOR SEVEN YEARS AND THE CITIZENS SAY HE IS DOING A GOOD JOB, BUT IF THE OTHER COUNCIL MEMBERS FEEL HE IS OVERSTEPPING, THEY NEED TO LET HIM KNOW AND HE CAN LET THE OTHER COUNCIL MEMBERS DO SOME OF THE THINGS HE IS DOING. CHAIRMAN HOOD SAID HE GIVES THE CLERK HIS SCHEDULE AND IF ONE OF THE OTHER COUNCIL MEMBERS WANTS TO DO SOMETHING ON HIS SCHEDULE TO LET HIM KNOW. CHAIRMAN HOOD SAID THAT IF THREE MEMBERS DECIDE WHAT THEY WANT TO DO, THEY SHOULD LET HIM KNOW AND HE WILL STEP ASIDE. CHAIRMAN HOOD SAID HE HAS WORKED FOR 40 YEARS AND HE HAS ALWAYS GIVEN 300%. CHAIRMAN HOOD SAID HE FELT THAT IF HE IS DOING THE WORK HE SHOULD BE PAID AND HE HAS ADMINISTRATIVE ABILITIES TO MAKE GOOD DECISIONS. CHAIRMAN HOOD SAID IF THE COUNCIL DOES NOT HAVE ALL THE DETAILS, THE ITEM CAN BE TABLED SO THAT IT CAN BE INVESTIGATED. CHAIRMAN HOOD SAID HE WELCOMES THE COUNCIL MEMBERS TO BECOME INVOLVED AND HE ONLY GOES TO PLACES WHEN HE IS CALLED AND ASKED TO ATTEND AND HE IS TRYING TO DO A GOOD JOB. MR. FULGHUM SAID THERE WERE SEVERAL DIFFERENT ISSUES AND HE FELT IT WOULD BE HELPFUL TO PUT THEM IN A BINDER AND SEE WHAT THE COUNCIL MEMBERS WANT TO ATTEND. COUNCILMAN ETHERIDGE SAID HE WAS DISAPPOINTED AND THAT HE WOULD LIKE MORE DUTIES ON COUNCIL TO WORK FOR THE COUNTY. CHAIRMAN HOOD TOLD COUNCILMAN ETHERIDGE HE WILL BE CALLED ON A LOT. MR. FULGHUM SAID THAT HE WOULD BE HAPPY TO TALK TO THE COUNCIL MEMBERS SO THAT THEY UNDERSTAND THE ISSUES. CHAIRMAN HOOD SAID HE WILL DELEGATE AND MR. FULGHUM SAID THAT THESOMETIME HAVE COMPETING SOCIAL ENGAGEMENTS. COUNCILMAN GREGORY SAID HE HAD NO PROBLEM IF THE COUNCIL GAVE THE CHAIRMAN A LOT TO DO, BUT HE WOULD LIKE TO HAVE A SCHEDULE SO THAT HE KNEW THE PLACES THE CHAIRMAN IS SCHEDULED TO GO AND HE DID NOT LIKE HEARING ABOUT THEM AFTER THE FACT. COUNCILMAN GREGORY SAID THAT HE SHOULD NOT HEAR ABOUT IT ON THE STREET. MR. FULGHUM SAID THAT IN A PERFECT SCENARIO EVERYTHING IS RIGHT, BUT THEY SHOULD BE ABLE TO CALL EACH OTHER AND HAVE OPEN COMMUNICATION. MR. FULGHUM SAID HE DIDN'T WANT PEOPLE TO SAY THE COUNCIL HAS AN OPINION THAT HE HAS NEVER BEEN TOLD ABOUT. THE COUNCIL DISCUSSED GOING TO SINGLE MEMBER DISTRICTS AND INCREASING THE NUMBER OF COUNCIL MEMBERS TO SEVEN AND USING THE SAME LINES THAT THE SCHOOL BOARD USES. MR. FULGHUM SAID THAT IF THIS IS SOMETHING THE COUNCIL WANTS TO DO, THE STAFF WILL EXPLAIN THE PROCEDURE TO DO THIS AND THEN IT WILL BE THE COUNCIL'S CHOICE TO DO IT. CHAIRMAN HOOD SAID HE WILL GIVE HIS CALENDAR TO THE CLERK AND HE ASKED THE OTHER MEMBERS TO PROVIDE THE CLERK WITH THEIR SCHEDULE. MR. FULGHUM SAID THAT THE COUNCIL CAN REACH HIM BY PHONE OR THEY CAN CONTACT MS. JOHNSON. COUNCILMAN GREGORY

ASKED IF HE HAD TO GO TO HIS ASSISTANT AND SHE WILL KNOW WHERE HE IS AND MR.FULGHUM SAID THAT HE SHOULD CALL HIM OR TALK TO MS. JOHNSON. CHAIRMAN HOOD SAID THE COUNCIL NEEDED TO BE RESPECTFUL OF THE ADMINISTRATOR. MR FULGHUM SAID THE COUNCIL MEMBERS CAN PICK A TIME TO MEET WITH HIM AND HE WILL BE THERE. COUNCILMAN GREGORY SAID THAT HE FELT THE ADMINISTRATOR SHOULD HAVE INTRODUCED THE NEW COUNCIL MEMBERS TO THE EMPLOYEES AND THE ADMINISTRATOR SHOULD HAVE SHOWN THE NEW COUNCIL MEMBERS THE NEW AREAS IN THE COUNTY. MR. FULGHUM SAID THAT IF THEY WANTED TO GO LOOK AT THE AREAS, HE WOULD TAKE THEM. COUNCILMAN GREGORY SAID HE FELT THE COUNCIL SHOULD ALL GO TOGETHER AND MR. FULGHUM RESPONDED THAT THEY COULD HAVE A COUNCIL ROAD SHOW ONCE A MONTH. COUNCILMAN GREGORY SAID HE DIDN'T KNOW ALL THE EMPLOYEES AND MR. FULGHUM RESPONDED THAT HE DIDN'T THINK HE KNEW ALL 350 COUNTY EMPLOYEES, BUT THEY CAN TAKE SMALL STEPS AND THEY JUST NEED TO PICK A DAY.

COUNCILMAN ETHERIDGE REMINDED THE COUNCIL NOT TO FORGET ABOUT THE LOCAL PEOPLE DURING THIS TIME OF GROWTH.

CHAIRMAN HOOD SAID THE COUNCIL NEEDED TO WORK ON THE PROCUREMENT POLICY. MR. FULGHUM SAID THAT SUBJECT SHOULD BE REFERRED TO THE ADMINISTRATIVE SERVICES COMMITTEE.

COUNCILMAN GREGORY SAID THAT AFTER FOUR YEARS HE WANTS TO ACCOMPLISH SOMETHING.

COUNCILMAN GREGORY STATED THAT HE FELT THE CLERK TO COUNCIL SHOULD CONTINUE TO BE UNDER THE SUPERVISION OF COUNCIL.

CHAIRMAN HOOD SAID THAT WHEN HE CAME ON COUNCIL, PEOPLE WERE CALLING HIM EVERY HOUR AND HE HAD A KNOCK DOWN DRAG OUT WITH MR. MOSS. CHAIRMAN HOOD SAID THAT HE WAS VERY PLEASED WITH THE PROGRESS THE COUNCIL HAS MADE SINCE MR. FULGHUM ARRIVED.

COUNCILMAN ETHERIDGE SAID THERE IS A LOT OF WORK THAT NEEDS TO BE DONE AND CHAIRMAN HOOD SAID THERE ARE MANY BIG ISSUES AND CONTRACTS.

THE MEETING ADJOURNED AT 12:45 P.M.

RESPECTFULLY SUBMITTED BY:

APPROVED BY:

JUDITH M. FRANK, ccc
CLERK TO COUNCIL

DR. GEORGE HOOD
CHAIRMAN