



JASPER COUNTY COUNCIL
358 THIRD AVE., RIDGELAND SC. 29936

COUNCIL CHAMBERS
JUNE 8, 2012, 10:00 A.M.
BUDGET WORKSHOP/MEETING
MINUTES

OFFICIALS PRESENT: CHAIRMAN SAMUEL GREGORY, VICE CHAIRMAN MARTIN SAULS IV, COUNCILMAN HENRY ETHERIDGE, COUNCILMAN LEROY BLACKSHEAR, COUNCILMAN THEODUS L. DRAYTON

STAFF PRESENT: ADMINISTRATOR ANDREW FULGHUM, DEP. ADM. GEORGE HOOD, CLERK TO COUNCIL JUDITH FRANK, **DIRECTOR** OF ADMINISTRATIVE SERVICES RONNIE MALPHRUS

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 GREGORY CALLED THE BUDGET WORKSHOP/ MEETING TO ORDER AT 10:00 A.M.

PLEDGE OF ALLEGIANCE – CHAIRMAN GREGORY LED THE PLEDGE OF ALLEGIANCE.

INVOCATION – COUNCILMAN DRAYTON GAVE THE INVOCATION.

COUNCIL BUDGET DISCUSSION – MR. FULGHUM EXPLAINED THAT THEY DID NOT HAVE THE OVERTIME REPORT READY YET AND MR. MALPHRUS TOLD THE COUNCIL THAT THE WORKERS COMPENSATION LINE WAS ADJUSTED AND THE REDISTRICTING FUNDS WERE REMOVED. MR. FULGHUM TOLD THE COUNCIL THAT THEY DID NOT HAVE ANY NEW INFORMATION REGARDING THE LOCAL GOVERNMENT FUND. MR. MALPHRUS SAID THAT HE MET WITH MR. BENJAMIN AND THE COUNCIL HAD APPROVED TWO CIVILIAN EMPLOYEE POSITIONS FOR THE DETENTION CENTER AND THEY WERE NOT LISTED OR FUNDED IN THIS BUDGET. MR. MALPHRUS SAID THE COST WOULD BE \$65,000-\$70,000. MR. MALPHRUS INFORMED THE COUNCIL THAT THEY WERE PAID FROM THE INMATE HOUSING LINE THIS YEAR AND IT DOES NOT HAVE ENOUGH TO COVER IT IN THE NEW BUDGET. MR. MALPHRUS SAID THIS AMOUNT NEEDED TO BE ADDED TO THE BUDGET. MR. MALPHRUS SAID THE POSITIONS ARE NOT FOR CERTIFIED OFFICERS. MR. MALPHRUS SAID THIS WOULD BE FOR TWO MORE EMPLOYEES THAT ARE NOT INCLUDED CURRENTLY IN THE SALARY LINE. CHAIRMAN GREGORY ASKED IF THE EMPLOYEES HAD BENEFITS AND MR. MALPHRUS SAID IF THEY DID NOT HAVE BENEFITS THE COST WOULD BE \$50,000 AND MR. FULGHUM SAID THEY WERE LOOKING AT A NET FIGURE OF ABOUT \$40,000. MR. MALPHRUS SAID HE WOULD HAVE TO INQUIRE ABOUT BENEFITS. DR. HOOD ADDED THAT THEY WERE REQUESTING BENEFITS. MR. FULGHUM SAID THEY WOULD BE CIVILIANS, NOT OFFICERS. DR. HOOD SAID THEY REQUESTED BENEFITS AND MR. FULGHUM SAID HE WOULD SEE IF IT IS BENEFICIAL TO THE COUNTY. CHAIRMAN GREGORY SAID IF THE

PEOPLE ARE WORKING EVERYDAY, THEY NEED TO BE CONSIDERED FOR BENEFITS. COUNCILMAN BLACKSHEAR SAID THEY WERE HIRED AS TEMPORARIES AND IF THEY ARE TRAINED IF THEY WANT TO KEEP THEM, BENEFITS NEEDED TO BE ADDED. THE COUNCIL DISCUSSED THE EMPLOYEE IN THE ASSESSOR'S OFFICE AND MR. MALPHRUS SAID THE POSITION WAS ADVERTISED. CHAIRMAN GREGORY ASKED WHY AN IN HOUSE PROMOTION WAS NOT DONE. MR. FULGHUM SAID THE POSITION WAS ADVERTISED IN HOUSE. CHAIRMAN GREGORY SAID HE DID NOT THINK THERE WAS A NEED TO ADVERTISE SINCE THE PERSON IS ALREADY IN THAT POSITION AS A TEMPORARY AND THAT PERSON HAS DONE THE JOB FOR 2-3 YEARS AND IF THERE WERE NO ISSUES WITH THE EMPLOYEES WORK, THEY SHOULD HAVE BEEN OFFERED THE POSITION. MR. MALPHRUS SAID SINCE THE EMPLOYEE WAS HIRED AS A TEMPORARY, THE POSITION WAS ADVERTISED. MR. FULGHUM SAID THE POSITION IS IN THE PROCESS OF BEING FILLED. CHAIRMAN GREGORY SAID HE DID NOT LIKE THE PROCEDURE THEY FOLLOWED. VICE CHAIRMAN SAULS ASKED IF MS. LUCAS WAS IN CHARGE OF THIS AND MR. FULGHUM SAID THAT THE CHAIRMAN CAN HAVE AN ISSUE WITH THIS, BUT THE COUNCIL NEEDED TO ALLOW THE STAFF TO MOVE FORWARD WITH THE HIRING PROCESS. CHAIRMAN GREGORY SAID THAT WHEN THE JOB WAS ADVERTISED IT WAS LIKE TELLING THE PERSON THEY DID SOMETHING WRONG. MR. MALPHRUS SAID THEY TRIED TO HELP THE PERSON SINCE THEY DID NOT QUALIFY FOR THE IN HOUSE ADVERTISING SINCE THEY WERE TEMPORARY AND NEVER A PERMANENT EMPLOYEE IN THAT DEPARTMENT. CHAIRMAN GREGORY SAID HE DID NOT THINK THE PROCEDURE WAS FAIR. DR. HOOD ASKED ABOUT MOVING THE TWO PEOPLE AT THE DETENTION CENTER. COUNCILMAN ETHERIDGE ASKED ABOUT THE LEGALITIES. MR. FULGHUM SAID THEY NEEDED TO GO THROUGH THE HIRING PROCESS AND THE POSITIONS ARE NOT FILLED YET. CHAIRMAN GREGORY SAID HE WAS NOT PLEASED WITH THE PROCEDURE AND IF THE COUNTY HAS LOYAL PEOPLE, HE FEELS THE POSITION SHOULD NOT HAVE BEEN ADVERTISED TO THE PUBLIC. COUNCILMAN ETHERIDGE ASKED IF IT WAS ADVERTISED IN HOUSE AND THEN TO THE PUBLIC. MR. MALPHRUS SAID IT WAS ADVERTISED EXTERNALLY FIRST BECAUSE THE CURRENT TEMPORARY EMPLOYEE DID NOT OR COULD NOT APPLY. MR. MALPHRUS SAID THEY DID WHAT THEY THOUGHT WAS THE RIGHT THING. VICE CHAIRMAN SAULS ASKED IF MS. LUCAS AGREED WITH THIS AND MR. MALPHRUS SAID THAT SHE DID. COUNCILMAN BLACKSHEAR ASKED IF THEY RECEIVED APPLICATIONS AND MR. MALPHRUS SAID THEY RECEIVED ABOUT 50 APPLICATIONS AND INTERVIEWS ARE SCHEDULED NEXT WEEK. COUNCILMAN BLACKSHEAR ASKED IF THE TEMPORARY PERSON WOULD BE INTERVIEWED. MR. MALPHRUS SAID THIS SITUATION WILL BE RESOLVED IN THE NEXT TWO WEEKS. COUNCILMAN DRAYTON SAID THE COUNTY HAS A PERSONNEL DIRECTOR AND THAT PERSON SHOULD BE HANDLING IT. COUNCILMAN BLACKSHEAR SAID THE COUNCIL NEEDED TO GO BACK AND REVIEW THE PERSONNEL POLICY AND MAKE CHANGES. MR. FULGHUM TOLD THE COUNCIL THAT IF AN EMPLOYEE COMES TO COUNCIL WITH AN ISSUE THE COUNCIL SHOULD TELL THE PERSON TO COME SEE HIM. VICE CHAIRMAN SAULS ASKED IF THEY FOLLOWED POLICY AND MR. MALPHRUS SAID THEY DID. COUNCIL ASKED THAT MS. LUCAS JOIN THE MEETING. CHAIRMAN GREGORY ASKED ABOUT THE CARS FOR THE SHERIFF. MR. FULGHUM SAID THAT THEY MET WITH THE SHERIFF AND HE IS TO BRING A PROPOSAL BACK TO THEM. MR. FULGHUM SAID THAT THEY REACHED OUT TO THE SHERIFF AND HE WAS MEETING WITH THE SHERIFF AND MR. MALPHRUS ON MONDAY. VICE CHAIRMAN SAULS SAID THE DEPUTIES NEEDED TO FOCUS ON I-95 TO GENERATE FUNDS TO COVER THE EXPENSES. CHAIRMAN GREGORY SAID THE SHERIFF WILL NOT COMMIT TO THAT. MR. FULGHUM SAID THE ISSUE IS TO PROVIDE REVENUE, NO MATTER HOW HE DECIDES TO DO IT. VICE CHAIRMAN SAULS SAID HE WAS ONLY MAKING A SUGGESTION. COUNCILMAN ETHERIDGE SAID THE DRUG RUNNERS ARE NOT COMING THROUGH SOUTH CAROLINA ANYMORE. MS. LUCAS ARRIVES AT THE MEETING. MS. LUCAS EXPLAINED THE TWO CLASSES OF EMPLOYEES- PERMANENT AND TEMPORARY. MS. LUCAS SAID THE DECISION WAS MADE TO ADVERTISE IN ORDER TO GIVE ALL THE EMPLOYEES AN OPPORTUNITY TO APPLY FOR THE JOB. MS. LUCAS SAID THIS WAS THE ONLY FAIR WAY TO MAKE SURE EVERY EMPLOYEE HAS THE INFORMATION. CHAIRMAN GREGORY

ASKED WHY IT WAS ADVERTISED EXTERNALLY AND MS. LUCAS SAID SOME TEMPORARY EMPLOYEES ARE CONSIDERED EXTERNAL TO THE COUNTY SINCE THEY DO NOT RECEIVE BENEFITS. CHAIRMAN GREGORY ASKED IF THERE WAS A FORMULA SO THAT TEMPORARIES CAN QUALIFY FOR PROMOTION. MS. LUCAS SAID THEY NEEDED TO BE CAREFUL ABOUT LIMITING IT TO WITHIN A DEPARTMENT. CHAIRMAN GREGORY SAID IF THE PERSON HAS WORKED WITH THE COUNTY AS A TEMPORARY FOR 2-3 YEARS, AND THEY HAVE DONE A GOOD JOB, HE FELT THEY SHOULD BE OFFERED THE POSITION BEFORE IT IS ADVERTISED. MS. LUCAS ASKED IF THERE IS MORE THAN ONE POSITION SHOULD IT BE LIMITED TO THE PEOPLE IN A SPECIFIC POSITION OR OPEN IT UP TO ALL THE EMPLOYEES. MS. LUCAS SAID IF SOMEONE IS INTERESTED IN A POSITION, SHE DOES NOT ADVERTISE IT, BUT PUTS OUT AN ANNOUNCEMENT AND IT IS ON THE WEBSITE, BUT IT IS NOT ADVERTISED AND IF THE PERSON IS ON THE PAYROLL SHE RESERVES ADVERTISING IN THE NEWSPAPER. MS. LUCAS SAID THERE MAY BE SOME PEOPLE WORKING AT THE CONVENIENCE SITES THAT WOULD WANT TO APPLY FOR A CLERICAL POSITION. MS. LUCAS SAID AT THE INTERVIEW THEY LOOK AT THE PERSON'S SKILL AND QUALIFICATIONS. MS. LUCAS SAID THERE ARE SOME PEOPLE WORKING IN OFFICES THAT KNOW MORE AND IT SHOWS DURING THE INTERVIEW AND THE DEPARTMENT HEAD WOULD RECOGNIZE THAT. CHAIRMAN GREGORY SAID IF A DEPARTMENT HEAD CAN MAKE A RECOMMENDATION TO PROMOTE, WHY ADVERTISE. MS. LUCAS SAID THEY MUST HIRE THE MOST QUALIFIED PERSON FOR THE POSITION. CHAIRMAN GREGORY SAID HE DID NOT MAKE THE POLICY AND HE DID NOT LIKE THE POLICY AND HE FELT THAT IF A PERSON HAS DONE THE JOB FOR 2-3 YEARS AND THE ONLY DIFFERENCE INVOLVES BENEFITS, HE PERSONALLY DID NOT THINK THEY NEEDED TO DO THIS. CHAIRMAN GREGORY SAID WHEN YOU ADVERTISE INSIDE AND OUTSIDE, IT TELLS THE INDIVIDUAL THAT THEY ARE NOT DOING THE JOB. MS. LUCAS SAID SHE CARRIES OUT THE WISHES OF HER SUPERIOR AND THIS IS HOW MR. FULGHUM WANTS IT DONE AND SHE DID NOT MAKE THE POLICY, SHE ONLY FOLLOWS THE POLICY. CHAIRMAN GREGORY THANKED MS. LUCAS AND TOLD HER HE STILL DID NOT LIKE THE WAY IT IS DONE. MS. LUCAS SAID IT IS A DOUBLE EDGED SWORD AND EMPLOYEES HAVE THE RIGHT AND THE OBLIGATION AND THEY NEEDED TO BE CAREFUL AND ALLOWING PEOPLE TO APPLY AND TO INTERVIEW THE PEOPLE AND THEY NEED TO SELECT THE BEST QUALIFIED INDIVIDUAL WHICH GIVES YOU THE BEST FOOTING LEGALLY. MR. FULGHUM SAID HE FELT THE PERSONNEL POLICY NEEDED TO BE REVIEWED AND IT IS NOT FAIR TO RELY ENTIRELY ON THE DEPARTMENT HEAD AND MS. LUCAS CAN MAKE SURE THIS IS BEING DONE. VICE CHAIRMAN SAULS ASKED MS. LUCAS IF SHE THOUGHT THE PERSONNEL POLICY NEEDED CHANGED AND SHE SAID NO. CHAIRMAN GREGORY SAID HE THINKS IT NEEDED TO BE REVIEWED TO SEE IF IT CAN BE IMPROVED AND AMENDED AND THERE ARE THINGS THE COUNCIL HAS DISCUSSED THAT NEED FIXED. COUNCILMAN DRAYTON SAID HE ASKED THE COUNCIL IF THEY HAD ISSUES WITH THE PERSONNEL POLICY AND NO ONE PROVIDED HIM WITH ANYTHING. MR. FULGHUM SAID THE PERSONNEL POLICY ONLY COMES UP WHEN THERE ARE PERSONNEL ISSUES AND A WORKSHOP IS NEEDED. MS. LUCAS SAID THAT JASPER COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER AND THE HIRING PRACTICES MUST BE FAIR. MS. LUCAS LEAVES THE MEETING AT THIS TIME.

VICE CHAIRMAN SAULS ASKED THE ADMINISTRATOR TO CUT \$2,000,000. MR. FULGHUM SAID HE WOULD TRY TO GET THE MONEY FOR THE RAISES AND HE WOULD GET BACK TO THE COUNCIL WITH OTHER RECOMMENDATIONS. COUNCILMAN ETHERIDGE ASKED IF THE AMOUNT OF THE RAISES COULD BE GIVEN BASED ON CURRENT SALARIES OR DOES EACH EMPLOYEE HAVE TO RECEIVE THE SAME PERCENTAGE. COUNCILMAN ETHERIDGE SAID THAT THE PEOPLE MAKING LESS NEED MORE MONEY THAN THE PEOPLE IN THE HIGHER PAYING POSITIONS. COUNCILMAN BLACKSHEAR ASKED HOW THEY CAN DO RAISES WITHOUT RAISING TAXES SINCE THE ECONOMY HAS NOT CHANGED AND WHERE WILL THE MONEY COME FROM. MR. FULGHUM SAID HE WOULD HAVE PRESENTED RAISES IF HE THOUGHT THEY COULD BE DONE. COUNCILMAN ETHERIDGE SAID THAT BY NOT GETTING A RAISE IN 5-6 YEARS THEY EMPLOYEES ARE ACTUALLY MAKING 19% LESS. VICE CHAIRMAN SAULS SAID THEY NEED TO COME

UP WITH IT BECAUSE THE STATE IS MANDATING IT AND THE STATE DID NOT GIVE THE COUNTY THE MONEY TO DO IT.

MR. FULGHUM RECOMMENDED FUNDING THE LIBRARY THE SAME AMOUNT AS LAST YEAR. MR. MALPHRUS SAID THEY REQUESTED \$179,061 AND THE ADMINISTRATION RECOMMENDED \$142,700. CHAIRMAN GREGORY ASKED IF THE COUNTY HAS DONE ANY IMPROVEMENTS FOR THE LIBRARIES. MR. FULGHUM SAID THEY ARE NOT PROPOSED AND IT WOULD HAVE TO COME FROM THE BUILDING MAINTENANCE REPAIR LINE. CHAIRMAN GREGORY SAID THEY GAVE A GREAT PRESENTATION AND THE PEOPLE AND STUDENTS ARE USING THE LIBRARY. MR. FULGHUM SUGGESTED THAT THE LIBRARY AD HOC COMMITTEE MEET TO SEE IF THEY CAN FIND OTHER WAYS TO FUND THE LIBRARY'S REQUESTS.

CHAIRMAN GREGORY REQUESTED THE FOOD CONTRACT AT THE DETENTION CENTER BE CUT FROM \$275,000 TO \$235,000. COUNCILMAN ETHERIDGE SAID THE INMATE COUNT IS DOWN 35% AND HE THOUGHT MORE COULD BE CUT AND SUGGESTED CUTTING IT TO \$210,000. MR. FULGHUM SAID THEY PAY A LOT MORE PER MEAL IF THEY GO OVER THE CONTRACTED AMOUNT.

CHAIRMAN GREGORY SAID TO SEE WHAT IT LOOKS LIKE TO CUT 10%. MR. FULGHUM ASKED WHAT WAS THE COUNCIL'S GOAL. CHAIRMAN GREGORY SAID RAISES FOR THE EMPLOYEES AND TO BRING DOWN THE MILLAGE. COUNCILMAN ETHERIDGE SAID HE WOULD LIKE TO SEE THE MILLAGE CUT BY 5 MILLS AND GIVE THE EMPLOYEES A RAISE. MR. FULGHUM SAID THAT HE APPRECIATED WHAT THE COUNCIL WANTED AND HE WOULD SEE IF HE COULD FIND THE FUNDS TO PROVIDE AN INCREASE IN SALARIES, BUT BECAUSE THE STATE MANDATED IT, IT IS NOT RIGHT AND COUNCIL TRYING TO FIND IT IS NOT RIGHT.

CHAIRMAN GREGORY TOLD THE ADMINISTRATOR TO TAKE \$500,000 FROM EMS. VICE CHAIRMAN SAULS SAID THE COUNTY IS ONLY REQUIRED TO PROVIDE EMS, POLICE, THE COURT SYSTEM AND SCHOOLS AND IF THE BUDGET IS GOING TO BE CUT, THEY NEED TO CUT FROM THINGS THAT THE COUNTY IS NOT MANDATED TO PROVIDE. MR. FULGHUM DISCUSSED THE MANDATED ITEMS AND SAID THE COUNTY NEEDED TO HAVE A PLAN. COUNCILMAN ETHERIDGE SAID THE COUNCIL MAKES POLICY AND THE BUDGET IS TO PROVIDE FOR THE SAFETY AND WELFARE OF THE CITIZENS. COUNCILMAN ETHERIDGE SAID THAT THERE ARE ONLY 7 FIREMEN IN THE EMS BUDGET AND MOST OF THE BALANCE IS FOR AMBULANCES.

MR. MALPHRUS SAID THAT THEY WOULD HAVE TO CUT 15 EMPLOYEES TO MEET THE CUTS REQUESTED. MR. FULGHUM ASKED IF THE COUNCIL WISHES WERE TO HOLD STEADY ON THE MILLS, NO TAX INCREASE AND TO GIVE THE EMPLOYEES A RAISE.

COUNCILMAN ETHERIDGE ASKED WHY THE VALUE OF THE MILL CHANGED AND MR. MALPHRUS SAID THE PROPERTY VALUE DETERMINES THE VALUE OF THE MILL. COUNCILMAN ETHERIDGE SAID THE SCHOOL DISTRICT SAID THEIR PROBLEM WAS BECAUSE THE VALUE OF THE MILL WAS NOT HIGH ENOUGH. MR. MALPHRUS SAID THE STATE MONEY IS CAPPED, BUT THE HOME OWNERS DO NOT PAY SCHOOL TAX. CHAIRMAN GREGORY SAID THAT SUN CITY DOES NOT PAY SCHOOL TAX. MR. MALPHRUS EXPLAINED IF THE HOME OWNER DOES NOT PAY SCHOOL TAX AND THAT IS WHY THE VALUE OF THE MILL IS DIFFERENT.

CHAIRMAN GREGORY SAID HE FELT IT WAS THE RESPONSIBILITY OF THE ADMINISTRATOR TO GET THE BUDGET TO WHERE THE COUNCIL WANTS IT.

ADJOURN – CHAIRMAN GREGORY ADJOURNED THE BUDGET WORKSHOP/MEETING AT 11:45 A.M.

THE MEETING ENDED AT 11:45 A.M.

RESPECTFULLY SUBMITTED BY:

JUDITH M. FRANK, ccc

APPROVED BY:

REV. SAMUEL GREGORY

CLERK TO COUNCIL

CHAIRMAN