



**JASPER COUNTY COUNCIL
COUNCIL CHAMBERS
358 THIRD AVE., RIDGELAND, SC 29936
MARCH 2, 2011, 3:00 P.M.
COUNCIL WORKSHOP/MEETING
MINUTES**

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

STAFF PRESENT: ADMINISTRATOR-ANDREW FULGHUM, CLERK TO COUNCIL-JUDITH FRANK, COUNTY ATTORNEY - MARVIN JONES, DIRECTOR OF ADMINISTRATIVE SERVICES-RONNIE MALPHRUS, DIRECTOR OF EMERGENCY SERVICES-WILBUR DALEY, DIRECTOR OF ENGINEERING SERVICES-DALE TERRY, PLANNING DIRECTOR-DAVID JIROUSEK, BUSINESS LICENSE DIRECTOR - RENTY KITTY, DETENTION CENTER DIRECTOR-ARTHUR BENJAMIN, RECREATION DIRECTOR - JOHNNY DAVIS, HR DIRECTOR - GLORIA LUCAS, PROJECT COORDINATOR - CHRISTY HERMAN , ADMINISTRATIVE ASSISTANT - HONEY JOHNSON

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 BLACKSHEAR CALLED THE MEETING TO ORDER AT 3:00 P.M.

PLEDGE OF ALLEGIANCE- CHAIRMAN BLACKSHEAR LED THE PLEDGE OF ALLEGIANCE.

INVOCATION - COUNCILMAN DRAYTON GAVE THE INVOCATION

APPROVAL OF AGENDA - CHAIRMAN BLACKSHEAR ASKED FOR ANY ADDITIONS OR CHANGES TO THE AGENDA. THERE WERE NONE. THE AGENDA WAS APPROVED AS PRESENTED.

DISCUSSION OF RETREAT GOALS - REVIEW RETREAT GOALS, ESTABLISH TIMELINE FOR REALIZATION OF GOALS, REVIEW OF

RESOLUTION TO APPROVE MISSION STATEMENT AND GOALS, DISCUSSION OF COUNCIL MEMBER APPOINTMENTS TO THE VARIOUS BOARDS: MR. FULGHUM SAID HE INVITED THE STAFF MEMBERS WHO WILL WORK ON A PLAN TO ACCOMPLISH THE GOALS. MR. FULGHUM SAID THAT THE COUNCIL ESTABLISHED 16 GOALS AND 27 WORK ITEMS THAT WILL HELP ACHIEVE THE GOALS. MR. FULGHUM REVIEWED THE ITEMS AND SUGGESTED THAT THE COUNCIL COMMITTEES MEET AND WORK ON THE EXPECTATIONS THE COUNCIL HAS REGARDING THE GOALS. MR. FULGHUM LISTED THE VARIOUS COUNCIL COMMITTEES AND THE DIVISIONS THEY WORK WITH. MR. FULGHUM SAID THE COMMITTEE CAN MAKE RECOMMENDATIONS TO THE COUNCIL FOR APPROVAL. MR. FULGHUM SAID THE COMMITTEE MEETINGS ARE ALSO SUBJECT TO THE FOIA AND THAT A STAFF MEMBER IS ASSIGNED TO WORK WITH EACH COMMITTEE, BUT MORE STAFF MEMBERS MAY ATTEND THE MEETINGS. MR. FULGHUM SAID HE WOULD LIKE THE COUNCIL TO ESTABLISH A TIME THAT THEY WOULD MEET EACH MONTH. VICE CHAIRMAN GREGORY SAID HE THOUGHT THIS MEETING WAS TO REVIEW THE GOALS AND TO DO ITEMS THE COUNCIL CREATED AT THE RETREAT. MR. FULGHUM RESPONDED THAT HE NEEDED THE COUNCIL TO PROVIDE ACTION ITEMS UNDER THE GOALS TO DIRECT THE STAFF. VICE CHAIRMAN GREGORY QUESTIONED IF THE COUNCIL SHOULD PROVIDE THE ACTION NEEDED OR SHOULD THE ADMINISTRATOR. MR. FULGHUM SAID HE WOULD LIKE FOR THE STAFF AND COUNCIL TO WORK THROUGH THIS TOGETHER. VICE CHAIRMAN GREGORY SAID HE FELT THE ENTIRE COUNCIL SHOULD WORK ON THIS SO THAT EVERYONE IS ON THE SAME PAGE. VICE CHAIRMAN GREGORY SAID HE FELT THE ADMINISTRATOR SHOULD PROVIDE THE INFORMATION TO THE COUNCIL FOR THEIR APPROVAL. CHAIRMAN BLACKSHEAR SAID THE GOALS FALL UNDER DIFFERENT COMMITTEES AND THE COMMITTEES CAN MEET WITH THE STAFF AND BRING THE RECOMMENDATIONS BACK TO COUNCIL. VICE CHAIRMAN GREGORY SAID THAT SINCE THESE ARE THE COUNCIL'S GOALS HE FELT THE COUNCIL SHOULD WORK ON THEM TOGETHER. VICE CHAIRMAN GREGORY SAID A WORKSHOP WAS CALLED TODAY AND THE STAFF NEEDS TO KNOW WHAT THE COUNCIL EXPECTS. VICE CHAIRMAN GREGORY SAID HE FELT THE WORKSHOP WAS CALLED SO EACH COUNCIL MEMBER COULD EXPRESS THEIR OPINION. MR. FULGHUM REVIEWED THE COUNCIL'S MISSION STATEMENT AND GOALS. MR. FULGHUM SAID THE GOAL TO IMPROVE FIRE PROTECTION WOULD BE ASSIGNED TO THE EMERGENCY SERVICES COMMITTEE AND THEY WOULD WORK WITH MR. DALEY. VICE CHAIRMAN GREGORY SAID THEY WANTED TO MAKE CHANGES TO THE PERSONNEL POLICY AND HE FELT THE ENTIRE COUNCIL SHOULD WORK ON IT TOGETHER WITH THE ATTORNEY AND CHANGES NEED TO BE MADE AND THE POLICY UPDATED. MR. FULGHUM ASKED IF THE ENTIRE COUNCIL WAS IN AGREEMENT. VICE CHAIRMAN GREGORY SAID THE COUNCIL HAS DISCUSSED THIS AND THEY NEED TO MAKE SURE THE ITEMS ARE CLARIFIED, THAT THE CHANGES ARE MADE AND THE POLICY IS UPDATED. MR. FULGHUM SAID THE COMMITTEES NEEDED TO SET UP DATES TO MEET. VICE CHAIRMAN GREGORY SAID THAT BY LAW THE COUNCIL IS TO DO THE PERSONNEL POLICY. MR. MALPHRUS ASKED IF HE

MEANT THE ENTIRE COUNCIL WOULD WORK ON IT. VICE CHAIRMAN GREGORY SAID YES, THEY WOULD WORK ON IT TOGETHER. CHAIRMAN BLACKSHEAR SAID HE FELT IT SHOULD GO TO COMMITTEE AND BRING RECOMMENDATIONS BACK TO THE COUNCIL. VICE CHAIRMAN GREGORY SAID HE WAS NOT SURE THE COMMITTEE KNOWS WHAT THE OTHER COUNCIL MEMBERS WANT. CHAIRMAN BLACKSHEAR READ A SECTION OF THE PERSONNEL POLICY DEALING WITH THE AUTHORITY OF THE HR DIRECTOR REGARDING TERMINATION OF AN EMPLOYEE. CHAIRMAN BLACKSHEAR SUGGESTED THAT THE COUNCIL MEMBERS GO THROUGH THE PERSONNEL POLICY AND LET THE ADMINISTRATIVE COMMITTEE KNOW WHAT CHANGES THEY WOULD LIKE TO MAKE. VICE CHAIRMAN GREGORY SAID THAT BY LAW THE COUNCIL SHOULD REVISIT THE POLICY. VICE CHAIRMAN GREGORY SAID HE FELT THE ENTIRE COUNCIL SHOULD WORK ON IT TOGETHER WITH THE ATTORNEY SINCE THE COMMITTEE DOES NOT KNOW ALL THE CHANGES THAT THE ENTIRE COUNCIL MAY WANT TO MAKE. CHAIRMAN BLACKSHEAR SAID THE COUNCIL SHOULD REVIEW THE POLICY AND LET THE ADMINISTRATIVE COMMITTEE KNOW WHAT CHANGES THEY WANT AND THE ADMINISTRATIVE COMMITTEE WILL REVIEW IT AND MAKE A RECOMMENDATION TO THE ENTIRE COUNCIL. VICE CHAIRMAN GREGORY SAID THE COUNCIL MAKES THE POLICY AND THE MAJORITY OF COUNCIL MAKES THE DECISIONS. ATTORNEY JONES SAID THE COUNCIL IS THE POLICY MAKERS AND ANY COUNCIL MEMBER CAN ATTEND ANY COMMITTEE MEETING. ATTORNEY JONES SAID HE WOULD DRAFT AN ORDINANCE TO AMEND THE PERSONNEL POLICY. COUNCILMAN DRAYTON SAID HE WAS CHAIRMAN OF THE ADMINISTRATIVE COMMITTEE AND HE WOULD MAKE SURE ANY ITEMS REGARDING THE PERSONNEL POLICY THAT THE OTHER COUNCIL MEMBERS WANTED DISCUSSED WOULD BE DISCUSSED.

MR. FULGHUM SAID HE WOULD PROVIDE THE COUNCIL'S MISSION STATEMENT TO ALL THE EMPLOYEES. COUNCILMAN ETHERIDGE SAID THAT THE ADMINISTRATOR MADE A STATEMENT THAT HE DID NOT KNOW WHAT THE COUNCIL GOAL REGARDING IMPROVING RURAL FIRE PROTECTION. COUNCILMAN ETHERIDGE SAID HE KNEW THE COUNTY WAS SHORT OF FIREMAN AND HAD NO VOLUNTEERS AT MOST OF THE FIRE STATIONS, BUT IF A FIRE TRUCK HAS TO GO 36 MILES TO A FIRE THAT IS A PROBLEM. MR. FULGHUM SAID THAT IMPROVING FIRE PROTECTION MAY MEAN DIFFERENT THINGS TO DIFFERENT COUNCIL MEMBERS. VICE CHAIRMAN GREGORY SAID THERE ARE NO FUNDS AND A WAY TO PROVIDE THE SERVICE IS NEEDED. VICE CHAIRMAN GREGORY ASKED MR. FULGHUM TO DEFINE EFFICIENT. MR. FULGHUM SAID TO TRY AND PROVIDE SERVICES AND TO IMPROVE SERVICE. VICE CHAIRMAN GREGORY ASKED DID IT MEAN TO BE COURTEOUS TO THE PUBLIC AT ALL TIMES. MR. FULGHUM SAID IF THERE IS A PROBLEM WITH THAT THEN HE NEEDS TO KNOW SO TRAINING CAN BE OFFERED.

COUNCILMAN ETHERIDGE SAID HE DID NOT FEEL THE MISSION STATEMENT HAS BEEN ACCOMPLISHED AND HE ASKED WHY THEY WERE SETTING GOALS IF THEY ARE NOT GOING TO BE CARRIED OUT. CHAIRMAN BLACKSHEAR SAID THE COUNCIL CAN GET MONTHLY REPORTS AS TO THE STATUS OF THE GOALS. COUNCILMAN SAULS SAID HE WAS EXCITED TO BE

ON COUNCIL AND WORKING TOGETHER TO TEND TO THE BUSINESS OF THE COUNTY AND MEETING THE GOALS TO MAKE THE COUNTY BETTER. THE COUNCIL SET THE FOLLOWING COMMITTEE MEETING TIMES - ADMINISTRATIVE SERVICES COMMITTEE WILL MEET ON THE 2ND TUESDAY OF EACH MONTH AT 2:00 P.M.; THE DEVELOPMENT SERVICES COMMITTEE WILL MEET ON THE 1ST WEDNESDAY OF EACH MONTH AT 10:00 A.M.; THE ENGINEERING SERVICES COMMITTEE WILL MEET ON THE LAST MONDAY OF EACH MONTH AT 3:30 P.M. THE EMERGENCY SERVICES AND INTERGOVERNMENTAL COMMITTEES DID NOT SET A DATE AND TIME. COUNCILMAN SAULS TOLD THE ADMINISTRATOR THAT HE WANTED AN UP TO DATE FINANCIAL STATEMENT FOR THE EMS AND DETENTION CENTER AT EACH MEETING OF THE EMERGENCY SERVICES COMMITTEE. MR. FULGHUM SAID HE WOULD GO THROUGH THE GOALS AND ASSIGN THEM TO THE COMMITTEES. MR. FULGHUM REVIEWED THE APPOINTMENT OF THE FOLLOWING COUNCIL MEMBERS - COUNCILMAN DRAYTON IS APPOINTED TO THE LCOG BOARD, THE LIBRARY AD HOC COMMITTEE AND THE CYPRESS RIDGE BUSINESS INDUSTRIAL BOARD; COUNCILMAN ETHERIDGE IS APPOINTED TO THE EOC BOARD, THE DETENTION CENTER AD HOC COMMITTEE AND THE LIBRARY AD HOC COMMITTEE; COUNCILMAN SAULS IS APPOINTED TO THE LOW COUNTRY ALLIANCE BOARD; VICE CHAIRMAN GREGORY IS APPOINTED TO THE DETENTION CENTER AD HOC COMMITTEE.

EXECUTIVE SESSION - DISCUSSION REGARDING EMPLOYMENT, APPOINTMENT, COMPENSATION, PROMOTION, DEMOTION, DISCIPLINE, OR RELEASE OF AN EMPLOYEE, A STUDENT, OR A PERSON REGULATED BY A PUBLIC BODY OR THE APPOINTMENT OF A PERSON TO A PUBLIC BODY; HOWEVER, IF AN ADVERSARY HEARING INVOLVING AN EMPLOYEE OR CLIENT IS HELD, THE EMPLOYEE OR CLIENT HAS THE RIGHT TO DEMAND THAT THE HEARING BE CONDUCTED PUBLICLY NOTHING CONTAINED IN THIS ITEM SHALL PREVENT THE PUBLIC BODY, IN ITS DISCRETION, FROM DELETING THE NAMES OF OTHER EMPLOYEES OR CLIENTS WHOSE RECORDS ARE SUBMITTED FOR USE AT THE HEARING-DEVELOPMENT SERVICES-
COUNCILMAN SAULS MOTIONED AND VICE CHAIRMAN GREGORY SECONDED THE MOTION TO GO INTO EXECUTIVE SESSION FOR DISCUSSION REGARDING EMPLOYMENT, APPOINTMENT, COMPENSATION, PROMOTION, DEMOTION, DISCIPLINE, OR RELEASE OF AN EMPLOYEE, A STUDENT, OR A PERSON REGULATED BY A PUBLIC BODY OR THE APPOINTMENT OF A PERSON TO A PUBLIC BODY; HOWEVER, IF AN ADVERSARY HEARING INVOLVING AN EMPLOYEE OR CLIENT IS HELD, THE EMPLOYEE OR CLIENT HAS THE RIGHT TO DEMAND THAT THE HEARING BE CONDUCTED PUBLICLY NOTHING CONTAINED IN THIS ITEM SHALL PREVENT THE PUBLIC BODY, IN ITS DISCRETION, FROM DELETING THE NAMES OF OTHER EMPLOYEES OR CLIENTS WHOSE RECORDS ARE SUBMITTED FOR USE AT THE HEARING-DEVELOPMENT SERVICES THE MOTION CARRIED WITH ALL MEMBERS PRESENT VOTING IN FAVOR.

RETURN TO OPEN SESSION - COUNCILMAN SAULS MOTIONED AND COUNCILMAN GREGORY SECONDED THE MOTION TO RETURN TO OPEN SESSION. THE MOTION CARRIED WITH ALL MEMBERS PRESENT VOTING IN FAVOR.

CHAIRMAN BLACKSHEAR REPORTED THAT THEY DISCUSSED MATTERS RELATING TO DEVELOPMENT SERVICES EMPLOYMENT AND NO ACTION WAS NEEDED.

ADJOURN - COUNCILMAN SAULS MOTIONED AND COUNCILMAN GREGORY SECONDED THE MOTION TO ADJOURN. THE MOTION CARRIED WITH ALL MEMBERS PRESENT VOTING IN FAVOR.

THE MEETING ENDED AT 5:30 P.M.

RESPECTFULLY SUBMITTED BY:

APPROVED BY:

JUDITH M. FRANK, CCC
CLERK TO COUNCIL

LEROY BLACKSHEAR
CHAIRMAN