

COMMITTEE OF COUNCIL AS A WHOLE REPORT

Council Members:

Roy Costner, Chairman
Chris Bowers, Vice Chairman
Wes Hendricks, Vice Chairman Pro-Tem
Trey Whitehurst
Carl Hudson
 Ensley Feemster (absent)

Staff in Attendance:

Gerald Wilson, County Administrator
Ken Roper, County Attorney
Meagan Bradford, Clerk to Council
Lisa Bryant, Human Resources Director
Mike Hayes, Risk Manager
Scott Smith, Emergency Services Director
Ralph Guarino, Finance Director
Chris Brink, Community Development Director
Drew Sisco, Prison Director
Rick Clark, Sheriff
Creed Hashe, Chief Deputy

Guests in Attendance:

Al Willimon, Emergency Services Board
Marwin "Bo" Anthony
Tyler Smith
Stephen Patterson
Jim Miller
Rocky Odman
Keith Brockington
Kade Herrick
Wesley McWhorter
Jason Evans

The Committee of the Whole met in the Main Conference Room, at the Pickens County Administration Facility, on Monday, August 27, 2018 at 6:00 p.m. All members of the committee were in attendance, with the exception of Councilman Ensley Feemster; Chairman Roy Costner presiding.

WELCOME AND CALL TO ORDER:

Chairman Roy Costner called the Committee of the Whole meeting to order. Councilman Trey Whitehurst led the invocation and Pledge of Allegiance.

COMMITTEE OF THE WHOLE:

Chairman Roy Costner stated the first item for discussion is Log No. 101, Prison Ministry.

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Prison Ministry – Log No. 101

- Gerald Wilson introduced Chaplain Moss, the Prison Ministry Chaplain.
- Mr. Moss thanked Council for having him and stated that he would like to introduce Bo Anthony, Tyler Smith and Stephen Patterson who are pastors at three different local churches in the area. All three men talked about their experiences preaching at the Prison. Mr. Moss stated his goal is to move the chapel with the prison if there is any way possible. He stated that lives are being changed.
- After more discussion, Risk Manager Michael Hayes stated that he has contacted two moving companies. One company is in Georgia and has moved a similar chapel like the prison chapel. Michael stated the cost would be around \$18,000 just to move it 100 yards. That amount is just in utility bills due to power lines.
- County Attorney Ken Roper stated his concern is that someone could make an equal protection argument, freedom of religion argument and/or first amendment argument. He stated he could go into more detail and examples, but he would suggest not discussing those in a public setting. If Council would like to move forward to discuss this, he would suggest adding this to executive session.
- After much discussion, Chairman Roy Costner stated he understands the significance of the building, but he feels a building does not make the church. He asked the sheriff how they make the use of the facility that they have now.
- Sheriff Rick Clark stated that what he has been working on since the day he became Sheriff is our mental health, behavioral health, and religion. He stated that one thing he designed about the new prison is each pod is going to have rooms coming off of it. He stated there is also a room 20x30 feet, where he feels they can have services.
- Councilman Chris Bowers stated that he understands volunteers moved the chapel. He asked if the county would approve moving the chapel if someone was willing to move it with no expense to the county.
- Gerald Wilson stated that it is county property and council would have to make that decision.
- After much more discussion, Gerald Wilson advised that staff would gather more information about costs to move the chapel and would report back to Council.
- ❖ No action taken by committee.

Public Transportation Survey – Log No. 98

- Gerald Wilson introduced Chris Brink, Pickens County Community Development Director and Keith Brockington, Transportation Planning Manager for GPATS.
- Councilman Trey Whitehurst asked for clarification from Vice Chairman Bowers as to what he is looking for.
- Vice Chairman Chris Bowers stated that to a degree, public transportation does not exist in Pickens. He stated he simply just wanted to start the conversation.
- Keith Brockington shared a PowerPoint presentation with the committee. He stated Pickens County, being interested in elderly and disabled transit service, would need to determine what level of transit service we wish to have. FIA Section 5310 Funding is specifically designed for providing services to elderly and disabled persons. GPATS can assist with interested and eligible applicants. Mr. Brockington stated that around \$1.1 million is available this year, with around \$300,000 becoming available each year after. These services are on-call and can serve within the Greenville Urbanized Area that GPATS covers in southern Pickens County (essentially, south of SC-183). A local match of 20% is

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required for capital purchases, and 50% for operating expenses. Additionally, 55% of the application must be capital purchases and 10% of the application may be used for administration, and does not require a local match. Mr. Brockington advised that if Pickens County is interested in exploring fixed-route services (such as GTA/Greenlink or CATbus runs), he recommends broaching the topic with one of those transit agencies, as it would be easier to extend one of their services into Pickens County rather than to start a new service.

- After much more discussion, Gerald Wilson advised that staff would gather more information and report back.
- ❖ No action taken by committee.

Review of Fire Board and Districts (countywide) – Log No. 55

- Chairman Roy Costner asked Council where everyone was after having time to review.
- Councilman Wes Hendricks stated he would feel more comfortable with the plan if it is more developed.
- Chairman Roy Costner stated four things that the committee had in place to move forward;
 1. ISO's stayed the same or got better
 2. The people stayed the same (no one lost their job)
 3. Service was the same
 4. Costs were manageable and down.

He stated that when this Council ran for election, he heard citizens talking about fire fees at every meeting. He stated that Mr. Willimon and his team have spent a lot of time on this plan. He expressed that he feels the committee needs to move forward with this plan or stop discussing it.

- Councilman Trey Whitehurst asked for clarification from Chairman Roy Costner what he means when he says "move forward".
- Chairman Roy Costner stated he means to move forward with the idea of creating one Emergency Services Board. That board would start working on the budgets, working with the Fire Chiefs and working within each fire district to make sure they have what they need to begin this process.
- Vice Chairman Chris Bowers stated another part of the plan was to increase the number of board members on the Emergency Services Board.
- Councilman Trey Whitehurst inquired what will change; what will be different tomorrow than today when we move forward.
- Chairman Roy Costner answered that Council will empower and seek an Emergency Services Board made up of 12 people. That board will begin the process of helping educate on how this plan is going to work. He stated that the fire fees will go away and the millage rate will go into place.
- Al Willimon, Chairman of the Emergency Services Advisory Board, stated that they cannot go any further until they have a way to go forward. They know the path they are going down. He stated that as a board that is made up of twelve members of people throughout the county, they would solicit the fire departments and fire chiefs. Committees would have to be formed. For example, a committee is needed that studies the personnel, the hierarchy and the needs within the fire services. Another committee would be needed for

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truck and equipment assessments. He stated all of these committees would formulate a plan, instead of outsourcing for someone to build a plan.

- After more discussion, Chairman Roy Costner made a motion to make a recommendation to empower the board to begin structure and report back to Council. The motion was seconded by Vice Chairman Chris Bowers and carried unanimously.
- ❖ No action taken by committee.

Discuss Employee Engagement Survey – Log No. 100

- Lisa Bryant, Human Resources Director, stated that she follows a lot of Human Resource Newsletters and Blogs. One of the things that she read on Employee Engagement is that engagement is an incredibly difficult thing to measure. It is difficult because it is a very important feeling and it affects our bottom line. She stated that she wants to make sure everyone is on the same page in understanding what the difference is between engagement and motivation.
- Chairman Roy Costner stated that he has been a part of a lot of employee engagements. He stated that the last one was a start, stop and continue engagement; meaning what did the employees want management to start doing, stop doing and continue doing. He stated that start doing and stop doing could have a negative effect, so we have to be careful on how we word it.
- Mrs. Bryant stated that she would send the committee her PowerPoint presentation because it is not working in the meeting. The presentation has sample questions she would like to use. She stated there are important things about an engagement survey. The presentation illustrates that there is a difference between intrinsic motivation and external motivation. She stated that they would like to measure both.
- Councilman Trey Whitehurst asked Lisa Bryant how long she has been working in Human Resources.
- Mrs. Bryant answered that she has been in Human Resources for 21 years.
- Councilman Trey Whitehurst stated he had never put together an employee engagement survey and that he feels that he is not qualified to determine what questions should be included on the survey. He feels that Mrs. Bryant should put together the survey for employees.
- Chairman Roy Costner states he wants to make sure we are continuing to improve and get the best possible employees that want to work for Pickens County.
- Mrs. Bryant stated three things they need to focus on; making sure employees know this survey is anonymous, making the survey short, and the county needing to be ready to act. She stated that is where she is looking for guidance from the committee. She an article stating that 27% of the managers in companies that administered engagement surveys never saw the results. The additional 52% reviewed the results but did not take any action. She stated that if we ask the questions, we have to be ready to give feedback.
- After more discussion, it was suggested that Lisa Bryant move forward to begin formulating the Employee Engagement Survey and report back to Council for review.

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- ❖ No action taken by committee.

Update on Twin County Partnership with the District of Karlsruhe – Log No. 91

- Chairman Roy Costner stated that the District of Karlsruhe has reached out and wants to visit Pickens County to meet with the council.
- Vice Chairman Chris Bowers stated that he thinks there are great benefits to partnerships and learning from or working with others. He stated that he feels it will bring a great benefit to the county.
- Chairman Roy Costner stated they want to visit, so we will show them how our government works. He stated they have 90+ councilmen, where we have 6. They have no unincorporated areas, where we have a lot of unincorporated areas. He expressed that he would like to take them to our museum as well. The only expense to the county would be if we took them to dinner. He stated that he wanted Council's opinion before he did anything.
- Councilman Carl Hudson stated South Carolina does a lot of business with Germany. He stated that he heard there are 180 German companies in South Carolina.
- After much more discussion, it was suggested that Council move forward on extending an invitation to the District of Karlsruhe to come visit Pickens County.
- ❖ No action taken by committee.

ADJOURN:

Hearing no further Committee business, Chairman Roy Costner called for a motion to adjourn. Motion was made by Vice Chairman Chris Bowers, seconded by Councilman Trey Whitehurst and carried unanimously. The Committee of the Whole stood adjourned at 8:39p.m.