



**MINUTES
WORK SESSION
FAIRFIELD COUNTY COUNCIL
APRIL 24, 2018**

Present: Billy Smith, Douglas Pauley, Neil Robinson, Jimmy Ray Douglas, Dan W. Ruff, Mikel Trapp, Bertha Goins, Council Members; Jason Taylor, County Administrator; Davis Anderson, Deputy County Administrator; Patti L. Davis, Clerk to Council.

Other Staff: Laura Johnson, Comptroller; Anne Bass, Deputy Comptroller

In accordance with the South Carolina Code of Laws, 1976, Section 30-4-80 (e), as amended, the following persons and/or organizations have been notified of the time, date and location of this meeting: The Independent Voice of Blythewood and Fairfield, The Country Chronicle, and one hundred twenty seven other individuals.

I. CALL TO ORDER

Chairman Smith called the Work Session to order at 6:00 p.m.

II. INVOCATION

Council Member Douglas led the invocation.

III. ITEMS FOR DISCUSSION:

A. FY 2018-2019 Budget:

The following items were discussed:

- Mr. Jason Pope, Fire Service: Per Mrs. Johnson, the budget presented included \$51,000 in the operating account to purchase several breathing apparatus. Mr. Pope has now requested that the \$51,000 be removed and \$130,000 be included toward a three year replacement plan for the entire breathing apparatus package. Mr. Pope described the air packs (self-contained breathing apparatus) as having many components. About 60 of the air cylinders are at end-of-life and must be retired and replaced. The current air packs are over 15 years old. The County has about 130 at the cost of \$5,000 each to replace, including the pack, cylinder and face piece. After consideration, it would not be wise to replace a piece of obsolete equipment. The industry is moving to a new standard with a higher PSI. The current air packs are 2216 and everything is moving to 4500. If the cylinders were purchased now, they would not be able to be used in a couple of years. Therefore, this was felt not to be a wise way to spend money. It will cost \$600,000 to replace all equipment, so this is why it was thought better to do in phases. At the end of three years, the County will have completely new air packs, which will be good for another 15 years. Mitford received a \$75,000 FEMA grant enabling the department to buy 14 air packs. This reduction is included in the first year's request. There are requirements as to how many of these must be on the engines, etc. A tanker truck is also being removed from the proposed budget which will cover the cost for this year.

- Revenues: Mrs. Johnson reviewed all revenue accounts. Information was given to Council covering years 2015, 2016 and 2017 along with 2018 actual amounts received for comparison. The adopted budget is always kept conservative. Reduction in specific accounts was discussed. Chairman Smith requested more information concerning line 4104. Mrs. Johnson will contact the Tax Auditor, and she will provide more information at that time.
- COLA. Administration is recommending a 3% cost of living. Last year, Council directed Administration to move toward a merit-based pay system where departments will analyze the staff and pay a percentage based on performance. Last year, the staff implemented the merit-based pay system, which was completed by every department and reviewed by Administration. Therefore, this process is recommended to go forward this year. Justification would have to be provided for each employee receiving a merit-based increase. To reiterate, Chairman Smith stated an additional 3% has been budgeted for each department, and this will be handled on the merit-based approach that Council has discussed in the past. Per Mr. Anderson, all departments followed the recommendations during the trial run last year. The appraisals will be performed in May and June with the cost of living going into effect in July. Discussion ensued concerning merit-based system versus across the board COLA.
- Sheriff's Department Request. Per Sheriff Montgomery, the request totals \$83,877.31 for salary increases across the board to get the starting salary to \$38,000. This would help both with keeping current employees and with future recruitment. This amount includes removing the courthouse security along with the vehicle from the budget. Mrs. Bass discussed the figures before Council on the Proposed Salary Adjustment form. Council Member Pauley asked for confirmation concerning the deputy at the courthouse. Per the Sheriff, a FT position had been requested; however, this has been removed, and there will still be a PT person at the courthouse once the position is filled. Chairman Smith would prefer to keep the courthouse position if possible. Discussion ensued concerning the already included 3%, which would raise the starting pay of a new recruit to \$36,360. If being asked to go above what the Administrator has recommended, Chairman Smith would like the opportunity to look over the most recent material. With the current situation in the County, any request for increase must be looked at very closely. He would be fine with proceeding with the Administrator's recommendation or would be fine with looking into it more and revisit at a future time. Going with the Administrator's recommendation would require no additional money; however, any increase would require discussion about where the increased amount would come from. Council Member Robinson and Council Member Pauley inquired concerning a career ladder. The Sheriff has thought of this, and also informed the Council that every other Sheriff's Department is also requesting increases this year. Chairman Smith discussed proceeding with the 3% today and once the other counties have passed their budgets and we then see that there is a problem, this could then be revisited at that time to remain competitive. It would also be helpful to have a written plan in place to present to Council. Council Member Robinson inquired if the Sheriff evaluates the department on a regular basis. Per Sheriff Montgomery, evaluations are performed quarterly. Vice Chair Goins would also agree to the Administrator's recommendation but would like to

know how any amount above this would be funded before making that decision. Future work session will be announced.

{Recess 7:25 p.m. to 7:45 p.m.}

- Elected officials. Mr. Anderson distributed a salary study and, based on this information, no salary increases are recommended at this time.
- Great Falls contract. Per Mr. Taylor, there is an old contract in place, which is not a workable contract. It was thought that the Mitford exit at 200 would have grown more. Great Falls wants the contract to be resolved. Attempts are being made to buy out the old contract and acquire 250,000 gallons of capacity from the Great Falls sewer plant. Capacity is being received for a lower rate. Once the check is written, Great Falls will then write a letter to DHEC and this will be removed from their inventory with the County owning this commodity. This would be \$166,667 for three years. The contract will be brought back to Council to ratify.
- Wi-fi devices versus hotspot. Email sent to Council from Mrs. Pickett. She has researched this matter, and at this point, it warrants further research. This will be left up to Administration to follow through.
- Salary study. Mr. Anderson has distributed the salary study to Council which was performed in 2016.
- Fleetsoft subscription versus purchase. Mr. Allen is working on this research project.
- Summary/flow chart of vehicle changes. Mr. Anderson has distributed this to Council. In addition, some luxury features were removed thereby putting the price for these vehicles back to the base price. Chairman Smith requested these final figures be sent out to Council once ascertained.
- Cost sharing on SRO's. This will be further looked at in the future. When school is active, the SRO is at the school. When school is not active, the Sheriff's Department utilizes the SRO. A study needs to be performed to see what an appropriate level of cost sharing would be based on the level each entity is utilizing this personnel.
- Ms. Johnson distributed an updated list of the entity recommendations.

IV. Adjourn

At 8:00 p.m., it was moved by Council Member Trapp, properly seconded by Council Member Ruff to adjourn. ***The motion carried unanimously 7-0.***

PATTI L. DAVIS
CLERK TO COUNCIL

WILLIAM B. SMITH, JR.
CHAIRMAN