



**MINUTES
REGULAR MEETING
FAIRFIELD COUNTY COUNCIL
SEPTEMBER 12, 2022**

Present: Moses Bell, Shirley Greene, Cornelius Robinson, Tim Roseborough, Clarence Gilbert, Doug Pauley (Council Members); Malik Whitaker (County Administrator), Charles Boykin (County Attorney); Dr. Kimberly Roberts, Clerk to Council)

Absent: None.

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 forty two other individuals.

Due to COVID-19 (Coronavirus), the meeting is being live-streamed through the County's YouTube page in order to keep citizens informed.

1. CALL TO ORDER

Chairman Bell called the Regular Meeting to order at 6:00pm.

2. APPROVAL OF THE AGENDA

Motion made by Councilman Trapp, seconded by Vice Chair Greene to approve the agenda. ***The motion carried 7-0.***

3. INVOCATION

Councilman Trapp led the invocation.

4. APPROVAL OF MINUTES

Motion made by Councilwoman Greene, seconded by Councilman Roseborough to approve the minutes from the Public Service & Development 7/25/22, Administration & Finance 7/25/22, and the Regular Meeting August 22, 2022, and Special Called August 26, 2022. ***The motion carried 7-0.***

5. PUBLIC PRESENTATIONS

None.

6. 1ST PUBLIC COMMENT (3 MINUTES): INPUT MUST PERTAIN TO ITEMS ON THE AGENDA, FOR WHICH NO PUBLIC HEARING IS REQUIRED OR HAS BEEN SCHEDULED. THE TOTAL TIME ALLOCATED TO THIS PUBLIC COMMENT SEGMENT IS 30 MINUTES.

Dr. Roberts read the following statement:

Fairfield County Government welcomes public input during appropriate times at County Council meetings. Such input will be allowed in the time, place and manner determined by the Chair of the County Council as the presiding officer. Persons wishing to speak must conduct themselves in the following manner:

Sign up at the appropriate time to speak, refrain from engaging in conduct or speech that seeks to disrupt or disturb the meeting, respect the time limit for the public comment, and refrain from personal attacks or personal statements about any individual(s). Such statements are disruptive because this part of our meeting is not conducive for such exchanges between individuals.

As stated, speakers were expected to express themselves within the time, place and manner previously described. Any violation will result in a warning from the Chair of County Council or the presiding officer. Any failure to heed the warning of the Chair or presiding officer will result in the violating speaker forfeiting their opportunity to finish speaking or to speak during the remainder of the meeting. Council welcomes the comments from members of the public and ask for the cooperation of everyone to allow for the orderly conduct of the people's business.

- Sue Rex– Ordinance 797
- Yvette Howard – Economic Development
- Randy Bright – Ordinance 798

7. PUBLIC HEARINGS

An Ordinance Authorizing (1) the Execution and Delivery of a Special Source Revenue Credit Agreement by and Between Fairfield County, South Carolina (The "County") and Fairfield County School District Education Foundation (The "Company") to Provide for Special Source Revenue Credits with Respect to Certain Property Located in the County (TM#: 144-02-02-056-000); (2) the Benefits of a Multi-County Industrial or Business Park Designation to be Made Available to the Company and Such Property; and (3) Other Matters Relating Thereto. Mr. Bell opened the public hearing at 6:11pm. Randy Bright signed up to speak. Mr. Bell closed the public hearing at 6:17pm.

8. ORDINANCES, RESOLUTIONS AND ORDERS

A. Second Reading Ordinance No. 798: An Ordinance to Appropriate Funds Received by Fairfield County from the State of South Carolina Pursuant to the Rural County Stabilization Fund Established by Proviso 113.9 of the State General Appropriation Act (H.5150). Motion made by Councilman Trapp,

seconded by Councilman Roseborough. Deputy Administrator Williams referred to a briefing document included in the Council's packet that outline what the Rural Stabilization fund was and the recommendations. She said the Rural Stabilization fund was a proviso that the General Assembly approved for that year for any county that had a population growth as determined by the 2020 census of less than 5.35% since 2010. Fairfield County was one that had a reduction in population, therefore, the County would receive \$351,477 in Rural Stabilization funding. The recommended usage of those funds were \$100,000 for a land development study. The County's zone ordinance had to be revised and updated as a part of the comprehensive plan update. There was an increased interest in new development in the county. They wanted to use the funding to update the county's road development and land disturbance standards so they could be prepared as new development came. They also recommended hiring a County Engineer at \$120,000 to include pay and benefits. The County Engineer would perform professional civil engineering work in the design development review and/or the coordination of County road paving and maintenance projects, manage the County C fund grant program (the federal retirement fund for transportation projects) and assist with other County capital improvement projects as necessary. Currently the work was handled through a contract with an outside consulting firm. They believed bringing the position in-house would reduce costs. The engineer would report directly to the County Administrator but would work closely with the Director of Public Works on any road projects. They recommended a gateway signage design at \$50,000. The monies would be used to solicit proposals for landscape architect or engineer to design gateway signage at Fairfield County border on I-77. The design would include a cost estimate for the construction and installation of a gateway sign. This was for the initial design of gateway signage. They also recommended a housing study at \$40,000. They would solicit proposals for a study of housing opportunities within Fairfield County. The study would incorporate items from the comprehensive plan that was currently being updated that were related to anticipated growth and development along with looking at where they would have infrastructure from the wastewater treatment plant as well as existing infrastructure. The results of the study would include recommendations on where to guide residential growth in Fairfield County in a manner that allowed the County to support residential growth but also preserve their rural character. She said finally they were recommending a class and comp study at approximately \$20,000. It went along with administration's efforts to update the County's Human Resources policy and procedures. The study would review internal equity and pay relationships between positions and compare the County's pay schedule with similar organizations of their size. The study would help

the County with employment recruitment, retention and containing their labor costs. All of the recommendations totaled \$330,000 with a balance of \$21,477 in contingency, if needed. Mr. Pauley said he assumed with everything that was detailed that the \$120,000 for an engineer would be figured into the County's budget year after year. Mr. Whitaker said the monies were recurring funding from the State. Mr. Pauley asked if the State would fund the \$120,000 every year. Mr. Whitaker said no, the State was providing the funding from the Rural Stabilization. Mr. Pauley said right for the engineer for the first year. Mr. Whitaker said the State would provide them \$350,000 and it was recurring for counties experiencing population declines and they were requesting some of the monies to fund the position. Mr. Pauley asked if they would receive that money every year to fund the position and Mr. Whitaker said yes. Mr. Bell said the land development study was a way to address the issue of the many RD -1 zonings (mining and wood mills) in the County. It would be helpful as they began to develop smart growth. Signage was something that was talked about for 10 or 12 years. These funds would help them accomplish that. He thanked administration for their work on the project. ***The motion carried 7-0.***

B. Third & Final Reading Ordinance No. 797: An Ordinance Authorizing (1) the Execution and Delivery of a Special Source Revenue Credit Agreement by and Between Fairfield County, South Carolina (The "County") and Fairfield County School District Education Foundation (The "Company") to Provide for Special Source Revenue Credits with Respect to Certain Property Located in the County (TM#: 144-02-02-056-000); (2) the Benefits of a Multi-County Industrial or Business Park Designation to be Made Available to the Company and Such Property; and (3) Other Matters Relating Thereto. Motion made by Councilman Trapp, seconded by Councilman Robinson. Mr. Pauley said he would like to know since they were responsible for taxpayers money if any Council member had reached out to see what the tax relief would be. Mr. Whitaker asked for clarification and Mr. Pauley said he was asking about the tax relief from the special source revenue. Mr. Whitaker said it should have been in the document provided to Council but if it was not, he could get that information. He said they had copies of the ordinance and the agreement but if it was not included they would get that information. Mr. Pauley said ok and he wanted it on the record that he reached out because he wanted to make sure that he was taking care of taxpayers money. If eight homes were built at a \$200,000 value, they were looking at approximately \$42,000 of tax relief. He was also curious that if the focus was to bring in qualified teachers for the children of Fairfield County, if teachers from other schools be allowed to stay there. The STEM school was in the process of building a new school on the bypass. They wanted great teachers in all schools in Fairfield County. He said also he had not heard anything from the Town of Winnsboro that

plans were approved – no plans had been submitted to the town as of that day. Vice Chair Greene made an amended motion to amend the agreement attached to Ordinance 797 to include residential preparatory students seeking teaching certificates to the list of persons eligible for housing in the teacher village. The motion was seconded by Councilman Roseborough. ***The motion carried 5-2.*** Councilman Trapp made a motion to approve the ordinance with the amendment, seconded by Vice Chair Greene. Mr. Bell said if the teacher village did not exist, they would not have the \$42,000 and because the teacher village would bring more people into the County, it would further improve the economy. There would be more traffic in grocery stores, etc. ***The motion carried 5-2.***

C. BOARD AND COMMISSION MINUTES (For information only)

Disabilities & Special Needs – June 17, 2022

9. BOARD AND COMMISSION APPOINTMENTS

None.

10. OLD BUSINESS

None.

11. NEW BUSINESS

None.

12. COUNTY ADMINISTRATOR'S REPORT

- A.** Courthouse Renovations Update – Mrs. Williams said they were in phase 2 of the renovations. She attended a site visit last week (September 1st) with the project engineer – John Hendricks of GMK Associates, the project manager, Timothy Martin and the site superintendent, Bruce Williamson. The work related to the cornerstone, foundation drainage and elevator walls for the basement were complete. That day, the Town of Winnsboro removed the power lines behind the building (it was one of the things that needed to be done before the steel could be delivered). The contractor could then coordinate the delivery of the steel. They would then start to see vertical construction. They were still tracking to have phase 2 completed in early 2023. Phase 3 (internal renovations of the existing building) would begin after the completion of phase 2 so there was no scheduled start date as of yet. They asked GMK to assist with identifying the needs for the newly renovated space. When the new addition was completed, staff would move from the current courthouse into the new space until those renovations were completed and then move back into the

current space. They would work on a furniture and equipment needs list based on the move. There were no questions.

- B. Public Safety Update** – Mr. Whitaker said they spent a lot of time listening, learning and problem-solving around some of the public safety challenges that they were facing as a County as well as the State and nation. He talked about and presented the following slides:

Department Issues

Three Issues

Recruitment (how do you get quality staff?)

Retention (how do you keep quality staff?)

Staffing (how many do you need?)

State Issues

HORRY COUNTY, S.C. (WPDE) — Across the board, finding enough workers to meet the workload day in and day out is not as easy as it once was. The workforce post-pandemic lockdown is seeing worker shortages across almost every industry including law enforcement.

"There's a lot of vacancies throughout the state at our local detentions centers, departments of correction," said Horry County Sheriff Phillip Thompson. "I think it's about a 30% vacancy rate throughout the state for detention centers."

State Issues

MONCKS CORNER, S.C. (AP) — A sheriff's office in South Carolina is in desperate need of deputies to staff its detention center.

In the last three months, the Berkeley County Sheriff's Office has lost 18 deputies at the Hill-Finklea Detention Center in Moncks Corner. Those losses bring the deficit to 29 since the beginning of the year — more than half of the facility's 54-person staff, WCSC-TV reported.

State Issues

COLUMBIA — Staff shortages at the Richland County jail require employees be saddled with overtime and still leave the site understaffed, the most recent state inspection found.

Some 65 percent of the correctional officer positions at Alvin S. Glenn Detention Center were unfilled as of its most recent annual inspection by the state Department of Corrections, which came after the county had agreed to raise pay and freeze dozens of open positions at the facility.

Context

From a personal perspective, I am getting calls constantly about hiring and retention bonuses, moving employees from exempt to non-exempt in order to retain them, and many other issues brought about by the labor shortage that is most predominantly affecting law enforcement and EMTs, at least from what I have seen. I can attest to the fact that every county in the

state is grappling with this issue right now and is trying everything they can think of to continue operations in the current climate. "

Fred Williams, FC Employment Attorney

National (The Great Resignation)

The Great Resignation, also known as the Big Quit and the Great Reshuffle, is an ongoing economic trend in which employees have voluntarily resigned from their jobs in masse, beginning in early 2021. Possible causes include wage stagnation amid rising cost of living, long-lasting job dissatisfaction, safety concerns of the COVID-19 pandemic, and the desire to work for companies with better remote-working policies.

The Challenge

Since August 2021, over 4 million Americans have quit their jobs each and every month through April 2022. This trend is likely to continue as economists noted how there were roughly 65 unemployed workers for every 100 job openings around the end of 2021. Although these numbers are reflective of all industries, a Police Executive Research Forum special report noted a 5% decrease in hiring rates for police officers throughout the U.S.

Police Executive Research Forum. (2021)

PERF Special Report: Survey on Police Workforce Trends

Fairfield County

Detention Center operates on a Budget of \$2,300,419 and is responsible for:

Detainee Processing, Detainee Commissary, Detainee Labor Force, Detainee Transportation, Facility Security, Custody of pretrial and sentenced detainees, Detainee Medical Care, Food Services and Maintenance of Incarceration Records

Detention Center Update

Recruitment issues -6 vacant positions

Retention issues- pay increase existing staff

Staffing issues – the need for more officers according to the findings of a professional staffing study

Update

We are working on hiring a new director with a mandate for current filling vacancies, we are analyzing a pay increase for DC officers, and we are analyzing a proposal to create new DC officer positions.

Emergency Management Services operates on a Budget of \$1,046,016 and is responsible for:

Developing and Maintaining Emergency Operations Plans for the county, Emergency response training program, Public education for emergency management plan, Emergency mitigation, Emergency operating Center,

warning systems, evacuation, incident command systems, response services, dissemination of public information

Update

Succession planning with Jennifer McGriff appointed as interim Emergency Management Services/ 911 Director

Emergency Medical Services operates on a Budget of \$4,113,421 and is responsible for:

Providing emergency medical care to entire County (710 miles and two large lakes)

Providing emergency medical care patient transportation services

Providing rescue and hazardous material services

Providing free educational classes to the community on first aid, CPR, and AED usage

Supplying and maintaining AEDs located in various government building throughout the county.

Developing and training on disaster plans for the county

EMS Update

New interim director

Discussing with Interim Director

Changing from a 4-shift system to a 24/72-hour shift

Increase the pay rate for an EMT

Reclassifying a position into a paramedic position

Fire Services operates on a Budget of \$ 1,163,648 and is responsible for:

Fire Suppression (house fires, car fires, wood and brush fires and others)

Fairfield County covers more than 710 square miles

Responding to all hazards within the unincorporated areas of Fairfield County and the Town of Ridgeway to include vehicle accidents, downed trees and power lines on roadways, emergency medical calls, fire alarms and missing persons.

Administering and enforcing the fire code

Conducting training and public education on fire prevention

Performing plan review for new commercial construction and conducts fire inspections

Fire Services

Deputy Administrator is meeting with FS Chief once a month to discuss challenges in Fire Service and assist with the update of the Fire Service Plan

Planning a volunteer recruitment Open House later this month

Recommended the purchase of a new tanker truck with the second allotment of ARPA funding

Council chair requested funding to replace air packs

Sheriff's Office

We do not control Sheriff Office budget. In discussion with Sheriff about retention challenges and what if anything we can do to support his needs (many strategies for retention)

Year	Fairfield County Sheriff Budget	Fairfield County Sheriff Dept Salary	Newberry County Sheriff Budget	Newberry County Sheriff Dept Salary	Chester County Sheriff Budget	Fairfield County Sheriff % of County Budget	Fairfield County % budget increase over previous year	Fairfield County Budget (overall)	Appropriations from Fairfield County Fund Balance (County's Saving)
2015	\$ 3,258,849	\$1,786,483	\$3,339,241	\$1,798,224	\$ 2,621,340	9.8		\$ 33,244,526	\$ 346,443
2016	\$ 3,505,824	\$1,871,028	\$3,484,393	\$1,845,433	\$ 2,676,845	10	7	\$ 34,769,880	\$ 459,069
2017	\$ 3,674,216	\$1,953,632	\$3,610,683	\$1,845,433	\$ 2,809,163	10.8	6.3	\$ 33,277,807	\$ 4,060
2018	\$ 3,829,352	\$2,132,703	\$3,638,954	\$1,893,178	\$ 3,231,185	9.8	5.4	\$ 38,757,185	\$ 2,538,873
2019	\$ 4,089,528	\$2,095,630	\$3,702,545	\$1,932,893	\$ 3,231,185	10	6.4	\$ 40,555,085	\$ 2,986,440
2020	\$ 4,638,938	\$2,294,333	\$4,110,567	\$2,013,993	\$ 3,437,689	10.2	11.2	\$ 45,423,687	\$ 4,213,986
2021	\$ 4,770,241	\$2,551,168	\$4,335,015	\$2,357,645	\$ 3,574,803	10.2	2.8	\$ 46,446,959	\$ 5,269,550
2022	\$ 4,915,123	\$2,564,254	\$4,337,295	\$2,357,645	\$ 3,983,980	11.3	3.4	\$ 42,619,792	\$ 1,413,856
2023	\$ 5,094,821	\$2,619,158	\$4,406,579	\$2,404,798	\$ 4,612,719	12.3	3.4	\$ 41,720,110	\$ 1,445,642

Fairfield County Sheriff department 2023 salaries are without SRO officers

Total % increase of the Sheriff's budget from 2015 to current 36%

Total % increase of the County's budget from 2015 to current 19.5%, although the budget increase from 2015 to 2021 by 28.4%

Fairfield County population decreased from 2010 2020 - 12.56%; Fairfield County Population is 20,948

The county's budget has decreased by 11% over the past 2 years by approximately \$9 million

Newberry County has a population of 37,719...the sheriff cars are included in their budget.

Chester County has a population of 32,294...cannot tell whether their cars are included in their budget, it do include capital.

Chester county salaries are not broken out in their budget, it also includes fringe.

Kershaw County Sheriff Department provides protection at \$108/person; Kershaw population is 65,403

Chester County Sheriff Department provides protection at \$142/person

Newberry County Sheriff Department provides protection at \$117/person

Fairfield County provides protection at \$243/person; Fairfield Sheriff budget is 14% more than Newberry and 10% more than Chester

Mr. Whitaker stated that the issues with public safety were national, State and regional-wide problems and they working, along with the rest of the Country, to try come up with some valuable solutions.

13. CLERK TO COUNCIL'S REPORT

None.

14. COUNTY COUNCIL TIME

Mr. Gilbert said he had said it in the past and he would continue to do so until things changed. The County consisted of seven districts and each district had a representative and each representative should be informed of every important meeting that happened in reference to Fairfield County business. Last week, a meeting and phone conference between the Town of Ridgeway, the Administrator and Chairman. It resulted in something major. Some of them were unaware of the meeting nor were they informed of its results. They did not find out until it was mentioned in The Voice. "You" may not care for a couple of them, but they represented the citizens of the County also and it was his duty to inform them of crucial and important meetings taking place. Too often, that was not the case. He claimed that the board should work together but how could they if some of them were excluded. Maybe if the full board was included or aware of those meetings, they might go better.

Two or three did not represent all of the County. He wanted them to work with him then include them if it was for the betterment of the County. He said the County hired Mr. Chris Cult as the Director of the Detention Center over experienced candidates. Mr. Cult had no experience in detention center or supervisory experience. When Mr. Cult did not show up for work that day, the staff at the Detention Center called the Administration to find out why. They were told he did not want to give up his police certification. He would have to be certified for the Detention Center. That meant he would have to go the academy for training and management training. It could take months for him to get a slot for the training and then wait for management training. It could take six months and all the while we would pay him as much as \$90,000 and he may not qualify for the job. One of the reasons "you" did not know that he was not qualified was because "you" did not allow the detention center management nor the Director of HR to take part in the hiring process. That was unheard of – who was running that place. He asked for some information that day and was told that I needed to have a FOIA or be on a special committee. What was the problem? What was he trying to hide? It was not funny, Mr. Trapp – it was serious. Mr. Bell asked Mr. Whitaker if he knew anything about a meeting with Ridgeway. He answered off mic and Mr. Gilbert said so you did not have a meeting. Mr. Whitaker shook his head no. Mr. Gilbert asked why was the conversation with The Voice from Mr. Bell (Mr. Whitaker spoke off mic) and Mr. Gilbert said here we go with the fake news, really. Mr. Bell asked if there was anyone else who wanted to speak. Mr. Gilbert said to Mr. Trapp why don't you grow up and quit laughing all the time sir. Mr. Trapp responded off mic.

Mr. Robinson said he thought at the last meeting the Chair gave honor to the firefighters for their volunteer services. In the past, it was a thing of his and he thought they should do something for the volunteers for recreation. They have needed to do something for years for them. He asked for Council's input as to what they could do for them to show gratitude. He thought they had coaches who had volunteered for 25-30 years. He could not speak for the entire Council but he thought they may want to do something. Mr. Trapp he thought that was a good idea.

Mr. Pauley asked the status of the animal control update that was presented by Mr. Innis. He, Mr. Robinson and Mr. Roseborough served on that committee. Were they going to look at that soon regarding the recommended changes. Mr. Roseborough said at that time, Mr. Innis was out due to health reasons and they did not want to discuss it until he returned. Mr. Bell asked if he had a meeting last week with some members of Hoof & Paw and Mr. Roseborough said that was correct.

Mr. Bell said the grant application was submitted and it was good news. Mr. McMeekin called him yesterday and said the agreement was transformative.

He read a paragraph of a letter sent to them: We know that the last couple of months have been quite stressful for everyone involved in this endeavor but your thoroughness and restraint demonstrated by negotiating good faith with each other for the betterment of the citizens of the Town of Winnsboro, the Town of Ridgeway and Fairfield County will hopefully lead to reaping the rewards from your diligence. Obviously, the completion of the application had come down to the wire with a few snags near the end. Regardless, continue to follow up with our RIA over the next several months until the grant awards have been announced, which was not expected until February or March 2023. We anticipate that once RIA gets into the details of the application, they would come back to us with questions. As always, if you have questions, please feel free to reach out to me at any time. He reiterated to the Administration that he wanted them to feel good about work they have done. They made some touchdowns but some of them had to be field goals but they put some points on the board. They attended someone else's meeting the other night and someone came to them and told them a story. They said they looked at google maps and looked at South Korea, Japan and other countries. They saw one dark spot and they wondered why there was one dark spot. They realized it was North Korea. Their point was that North Korea was dark because of its leadership. The person commended Fairfield County for the work done to bring them to the point where they were that day and for the leadership – them trying to get infrastructure for the County to grow and prosper. That was what it was all about. They would get some snags and people saying all kinds of things but they could not deny the progress that this Council had made. He wanted the Council and Administration to feel good about the work done at that point. The County would grow and prosper based on some of the decisions that Council made. He seriously wanted to thank them all for doing the grunt work and getting to a place where they could see then that there were points on the board. They made some touchdowns and some field goals. He was excited for the future of Fairfield County because of the work they did there. After taking all of the abuse, they did the work.

Mr. Pauley asked for the amounts of the grants that were applied for. Mr. Bell said it was \$10 million for one grant and \$10 million in the other. Mr. Pauley said thank you. Mr. Bell said he was referencing the grants that they worked on.

15. EXECUTIVE SESSION: (The following statement is provided in compliance with the South Carolina Freedom of Information Act: Subsequent to Executive Session, Council may take action on matters discussed in Executive Session.)

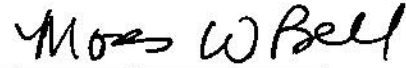
None.

ADJOURN

At 6:53 p.m., motion made by Councilman Trapp, seconded by Councilman Roseborough, to adjourn. ***The motion carried 7-0.***



KIM W. ROBERTS Ed. D.
CLERK TO COUNCIL



MOSES BELL
CHAIRMAN