

## **PERSONNEL COMMITTEE**

5:00 p.m., Thursday, November 1, 2018

Council Chambers

1207 Palm Boulevard, Isle of Palms, South Carolina

### **AGENDA**

1. Call to order and acknowledgement that the press and public were duly notified of the meeting in accordance with the Freedom of Information Act.
2. **Approval of Previous Meeting's Minutes**  
Regular Meeting of October 4, 2018  
Special Meeting of October 22, 2018
3. **Citizens' Comments**
4. **Old Business**
  - A. After-action discussion of 2018 Employee Recognition/Appreciation Event
  - B. Review, revise and/or approve Mercer group brochures for three searches – City Administrator, Police Chief and Assistant Director of Public Works
  - C. Update on developing a policy for merit increases for long-term employees who are at the top of their salary range
5. **New Business**
  - A. Consideration of appointments/re-appointments to boards and commissions to recommend to City Council
  - B. Discussion of role of City Administrator as defined in the IOP City Code, Title I Government and Administration, Chapter 4, Officers and Departments, Article B, City Administrator, Section 1-4-11, Office Established, Duties
  - C. Discussion of role of Chief of Police as defined in the IOP City Code, Title 2, Public Safety, Chapter 1, Police Protection, Section 2-1-1 and 2-1-2
  - D. Update on RFP process for City Attorney and Assistant City Attorney
  - E. Discussion of employee evaluations 2018
  - F. Discussion of citizen advisory committees
  - G. Strategic Planning for 2019
6. **Miscellaneous Business**

Next Meeting Date: 5:00 p.m., Thursday, December 6, 2018
7. **Executive Session**

Upon returning to open session, the Committee may take action on matters discussed in Executive Session
8. **Adjourn**

**PERSONNEL COMMITTEE**  
5:00 p.m., Thursday, October 4, 2018

The regular meeting of the Personnel Committee was held at 5:00 p.m., Thursday, October 4, 2018 in City Council Chambers, 1207 Palm Boulevard, Isle of Palms, South Carolina. Attending were Councilmembers Moye and Rice, Chair Ferencz, Interim Administrator Fragoso and Clerk Copeland; a quorum was present to conduct business.

1. Chair Ferencz called the meeting to order and acknowledged that the press and public were duly notified of the meeting in accordance with the Freedom of Information Act.

2. **Approval of Previous Meeting's Minutes**

**MOTION:** Councilmember Rice moved to approve the minutes of the regular meeting of September 6, 2018 as submitted; Councilmember Moye seconded and the motion PASSED UNANIMOUSLY.

3. **Citizens' Comments** – none

4. **Old Business**

A. **Update on 2018 Employee Appreciation**

Interim Administrator stated that the event is planned for Friday, October 19<sup>th</sup> from 11:00 a.m. til 1:00 p.m. in the parking lot behind City Hall; all administrative offices will be closed and shift employees will be encouraged to attend, even if off-duty. Longevity will be recognized for employees who have served five (5), ten (10), fifteen (15), twenty (20), twenty-five (25) and thirty (30) years, and gifts will be presented to each. Invitations went out to employees and Council members this week.

Chair Ferencz suggested that a schedule of events or an informal agenda might be helpful, particularly for those who might come late.

As far as the gifts are concerned, Human Resources Officer DeGroot and Interim Administrator Fragoso have decided to go with small gift catalogs for each milestone of increasing values as the number of years increase.

Recalling the Leola Hanbury Award, the Interim Administrator reminded the Committee that they needed to discuss and recommend the criteria for awarding it so that it could be presented at the annual Employee Recognition event when an employee's actions warrant it.

B. **Update on progress in searches for City Administrator, Chief of Police, and Assistant Director of Public Works**

Human Resources Officer DeGroot reported that Jim Mercer had become ill after the ICMA Conference; therefore, the production of the City brochures got behind schedule. He did anticipate having the narrative for the Police Chief's position tomorrow. He also mentioned that he spoke with several potential candidates at the conference.

Interim Administrator Fragoso reminded the Committee of the email she had sent stating that any time the three (3) members of the Committee were discussing this issue, they would be considered to be having a meeting. Therefore, any meeting needs to be properly advertised twenty-four (24) hours in advance and to generate an agenda to post to the website.

Referring to the narratives, Chair Ferencz did not think the Committee would need to meet to discuss them; she thought that each member could write his/her comments on the document and return them to HR Officer DeGroot to forward to Mr. Mercer.

**C. Discussion of developing a policy for merit increases for long-term employees who are at the top of their salary range**

The Interim Administrator stated that she did not have an update at this time, but she said that she has reached out to the Municipal Association to find out if an Attorney General's opinion has been handed-down on how to do this legally. She did explain that the problem with paying a lump sum, as some cities do, is that it is done retroactively, i.e. services already done.

**D. Recommendation for the adoption of the revised Employee Handbook**

Noting that "clean" copies of the Employee Handbook were a part of the meeting packet, Interim Administrator Fragoso stated that it contained the changes made at the September meeting.

Chair Ferencz directed attention to the second and third paragraphs of page 18 where the sentence is duplicated in paragraph three.

On the same page in paragraph four, "discretion" is given to two (2) different entities, the City Council and the City Administrator; Chair Ferencz asked which was correct.

The Interim Administrator said that no changes were made to this section of the handbook, she would need to check the existing handbook to learn what was there before any revisions were made.

**MOTION: Councilmember Moyer moved to recommend City Council to adopt the Employee Handbook as revised in 2018, including the 2 corrections from this meeting; Councilmember Rice seconded and the motion PASSED UNANIMOUSLY.**

Chair Ferencz thanked HR Officer DeGroot and Interim Administrator Fragoso for their work on completing this tedious task.

**5. New Business**

**A. Discussion of role of City Administrator as defined in the IOP City Code, Title I Government and Administration, Chapter 4, Officers and Departments, Article B, City Administrator, Section 1-4-11, Office Established, Duties**

Chair Ferencz recalled that several months ago the Committee agreed to look at possibly changes to the City Code and other municipal documents. Since the Committee is in the process of hiring a new City Administrator, the Chair thought it would be a good time to hone in on the City Administrator's duties as described in the City Code. She added that she would like to look at the job description for this position at the same time. The fact that the Code does not mention

procurement would need to be corrected to state that the City Administrator serves as the purchasing agent for the City.

Interim Administrator Fragoso noted that Council recently approved the revised job description for the position of City Administrator.

The Chair asked that the HR Officer and the Interim Administrator look at other City Codes to compare them with IOP's.

The Interim Administrator added that a search of the Code needed to be done to insure that this section is consistent with other directives for the City Administrator in the Code.

The Chair asked that the same type of scrutiny be given to the Chief of Police position.

#### **B. Consideration of timekeeping software**

Treasurer Suggs was asked to join the discussion for this topic.

The Treasurer stated that HR Officer DeGroot selected three (3) vendors to provide demonstrations on their products; the attendees included some employees since they will be the end users, all department managers and supervisory positions in the Police and Fire Departments. The materials in the meeting packet were a price comparison between the three (3) and a comparison of renting versus buying the equipment. The lost cost vendor NOVAtime is the vendor the employees chose and the vendor recommended by BS&A. She reported that NOVAtime offers, at no charge, as much support time as needed in the first year for supervisory and administrative positions.

When asked to comment on her evaluation of the three (3) products, HR Officer DeGroot stated that the selection was a collaborative one in that the users were able to see the functionality. She stated that, personally, she was pleased that the choice was NOVAtime because their product appeared to be the most user-friendly; she added that BS&A has had good implementation experiences with them as well.

Councilmember Moyer asked if the City was looking for other key services, outside the obvious one, from these vendors. According to HR Officer DeGroot, the NOVAtime product has some advanced parts that the City will look at.

Treasurer Suggs stated that this system will simplify the process of knowing when overtime begins, which can be quite cumbersome for shift employees in weeks that include a holiday; their process will eliminate all guesswork from the calculation and standardize such decisions across all departments.

Interim Administrator Fragoso stated that this activity is budgeted in this fiscal year in the amount of twenty-eight thousand dollars (\$28,000), and the first year's expenditures are far less than budgeted.

Although her recommendation usually is to buy equipment and systems, in this case Treasurer Suggs is recommending rental; renting will give the City more flexibility to upgrade to newer technology when it becomes available and, under the rental program, any broken equipment can be replaced at no cost to the City.

**MOTION:** Councilmember Moyer moved to recommend to the Ways and Means Committee the rental of a bio-metric time and attendance system; Councilmember Rice seconded and the motion PASSED UNANIMOUSLY.

**6. Miscellaneous Business**

**Next Meeting Date:** 5:00 p.m., Thursday, November 1, 2018 in the Conference Room

**7. Executive Session – not needed**

**8. Adjournment**

**MOTION:** Councilmember Rice moved to adjourn the meeting at 5:40 p.m.; Councilmember Rice seconded and the motion PASSED UNANIMOUSLY.

Respectfully submitted:

Marie Copeland  
City Clerk

## **Special Personnel Committee Meeting**

8:30 a.m., Monday, October 22, 2018

A Special Meeting of the Personnel Committee was called to order at 8:30 a.m., Monday, October 22, 2018 in the City Hall Conference Room, 1207 Palm Boulevard, Isle of Palms, South Carolina. Attending the meeting were Councilmember Moye and Rice, Chair Ferencz, Interim Administrator Fragoso, Human Resources Officer DeGroot and Clerk Copeland; a quorum was present to conduct business.

1. Chair Ferencz called the meeting to order and acknowledged that the press and public were duly notified of the meeting in accordance with the Freedom Information Act.

### **2. Purpose**

Discussion of current search process to hire a City Administrator, Chief of Police and Assistant Public Works Director

Chair Ferencz stated that the purpose of the meeting was to discuss the narratives received from The Mercer Group that were to go into the brochures they were generating for each position. It seems that Jim Mercer became quite ill after attending the International City Managers Association meeting, and the work he was doing was delayed, but, after several phone calls, the narratives were sent to the Personnel Committee members on Friday, October 19<sup>th</sup>. The members agreed that the narratives lacked the quality seen in the brochures included in their marketing literature, and they were very disappointed in the work. She stated that the goal of the meeting was to make whatever changes they thought were needed and to send it back to Mr. Mercer today so that the visuals could be added and so that a proof could be returned on Friday, October 25<sup>th</sup>. Chair Ferencz said that the goal was for Mercer to have the brochures ready and to begin distributing them no later than November 1<sup>st</sup> since the process was already four (4) weeks behind the timeline set by Mr. Mercer.

Councilmember Moye said that, for him, the brochures were to serve two (2) purposes; the brochures were intended to draw top candidates to the position and to screen out people who were not a good fit. He said that he was “underwhelmed” with what the Committee has received, and he was counting on The Mercer Group’s ability to draw top candidates.

In the narrative for the Chief of Police position, Councilmember Moye wanted the challenges facing the new Chief spelled out for candidates. The City has significant drainage issues that produce flooding after a heavy rainfall; the Public Safety Building is going into remediation that no one knows what the contractor will find. The massive population boom on the other side of the Connector generates serious traffic problems from May through September; fresh eyes could have ideas and experiences relative to traffic and parking that will help today and carry into the future, etc.

In addition, Councilmember Moye commented that, when a job opens up, people who might be interested the position want to know why the job is open; he wanted to see mention of Chief Buckhannon’s tenure with the City and his CALEA accomplishments, for example, and the same holds for the City Administrator position.

The members also agreed that comments about the Windjammer should be removed; they did not think that one Front Beach business should be singled out.

They want the statement that the person hired should plan to move to the island removed; they agreed they never discussed that. If such a statement was necessary, she suggested that it state that the person should live within a reasonable distance to be able to respond in a timely manner.

The Chair stated that it looked as if Mr. Mercer had simply used every attribute he was given by the Committee for all three (3) positions; Councilmember Moya opined that there were "too many bullet points and the writing was really poor."

Councilmember Moya did not remember the Committee talking about the Chief of Police or the City Administrator as needing to be charismatic, and he thought it should also be removed.

Councilmember Rice asked if the Committee could ask Mr. Mercer to team up with one of his business associates to "polish" the narratives to resemble the brochures on in your marketing materials.

Chair Ferencz noted that The Mercer Group is a big company, so he should be able to hand the Isle of Palms' work to an associate in the firm.

Councilmember Rice pointed out that the narratives for the City Administrator and the Chief of Police do not mention storm readiness, preparations, evacuations or post-storm responsibilities. In the narrative for the Chief of Police, a statement that the facility is "in good shape" is a total falsehood, and the building's remediation should be noted among the challenges the new Chief must deal with. She opined that the first paragraph, which is the same in all three (3), should be rewritten with mention of an ocean-side community. In the narrative for the City Administrator, she stated that the City's Vision Statement should fall under the prior heading – Isle of Palms, and the balance of the Committee agreed. The narrative for the Public Works Assistant Director had many typos that she edited; she gave her corrections to the HR Officer.

Councilmember Rice opined that it was "imperative" for the Committee to ask that Mr. Mercer work with another staff member; she thought it would be insane to think that they would get a different work product from Mr. Mercer.

In a recent phone conversation, Mr. Mercer named an associate whom he has worked with frequently, but Chair Ferencz did not remember the name; the email sent to him recapping the phone conversation was copied to her. From viewing The Mercer Group's website, the Chair commented that narratives written by Mr. Mercer were one (1)-page descriptions, but the narratives written by some of the First Vice Presidents were much more elaborate and well written.

In the opening paragraph of each, the Chair noted that Mr. Mercer did not establish that the Isle of Palms is a beachfront community that is "family-friendly," which we stress in all literature about the island, or "an Atlantic Ocean barrier island" as descriptions. She recalled that, when Mr. Mercer was in town, she and the Mayor had shown him around the island and introduced him to people so that he would get a feel for the island and its residents. She told the Committee about reading from the Conde Nast website the description of the Isle of Palms is simple, but a glowing and inviting description of the island. Rather than single out The Windjammer, she suggested language like "a centralized commercial area with boutiques, restaurants, and hotels;" she also wanted to see reference to the Isle of Palms being selected as the Safest City in South Carolina for its population size. For the City Administrator, she thought that reference should be made that the City "has a renewed energy and involvement of the residents to insure the island remains family-friendly, etc." For the Assistant Public Works Director, she wanted the narrative to include



that “protecting our beaches and residential structures from flood and drainage issues are a major concern.”

Councilmember Rice wanted a reference to the island’s Turtle Team that is made up of sixty-five (65) residents who are up before dawn every day to patrol the beach in turtle season to protect the loggerhead turtles’ nests, plus the City’s efforts toward the conservation of the beaches.

The Chair referred to the second paragraph of the narrative of the Chief of Police and opined that it should state that the Chief retired after thirty-seven (37) years with the City. It should also note that he guided the Department “through its sixth accreditation representing fifteen (15) years of maintaining four hundred eighty-five (485) Commission on Accreditation of Law Enforcement Agencies (CALEA) standards,” which would tell a prospective candidate the level of the Police Department.” Rather than including so many bullet points, the Chair thought the brochure should contain a link to the job description for the positions. She clearly stated that she wanted the brochure to be a marketing tool.

Chair Ferencz reported that the last telephone communication with Mr. Mercer included the Mayor, the HR Officer, the Interim City Administrator and herself; the purpose of the presence of these people was to impress upon him the sense of urgency felt by the Personnel Committee, the Mayor and the City Administrator.

Human Resources Officer DeGroot suggested that the audio of this meeting be sent to him so that he understands the level of dissatisfaction and deep concern of the Committee in his work product. If he could receive this recording today, possibly he could create the brochure he is being paid to do in a reasonable timeframe.

Interim Administrator Fragoso thought that it might be necessary for the person he selects to work with to come for a visit and to speak with all of the Council members. She opined that these narratives were only job descriptions, which the City already has.

The HR Officer stated that Mr. Mercer has the information, so he should work with one (1) of his team mates to re-script the narratives. If that were to be the first step, the City might avoid the expense of another visit and setting up meetings with Councilmembers.

The Committee agreed that responsibility to re-write the narratives did not fall to them but was part of the job The Mercer Group was being paid to do, and the City deserved better.

The annual Accomplishments of the City could be a good resource for them since it covers what the City has done, where it stands today and what it is working toward.

The Chair expressed confidence that fresh eyes and fresh ideas from someone within The Mercer Group could take what has been done and give the Committee what it expected.

The Chair stated that she saw a consensus of the Committee agreeing that she needed to contact Mr. Mercer again and to make the Committee’s position clear; this second person might need to visit the island or maybe his notes could be comprehensive enough to explain what the Committee wants. She wants to present the island in such a way as to make it a great place to work and, despite the challenges, a place where he/she would want to work. The Chair opined that the nuances of the City could be properly placed in the narratives to make the job opportunities exciting.



By the meeting on November 1, the Chair said that decisions should be made about who in The Mercer Group is going to take on the task or what the next steps are. She would leave it to the HR Officer and the Interim Administrator to communicate what occurred in the phone call with Mr. Mercer via email so as not to hold another Special Meeting.

**3. Adjournment**

**MOTION: Councilmember Moya moved to adjourn the meeting at 9:10 a.m.; Councilmember Rice seconded and the motion PASSED UNANIMOUSLY.**

Respectfully submitted:

Marie Copeland  
City Clerk

# **William "Marty" Brown**

(615)-887-3950, marty.wm@gmail.com

## **Education**

B.S., Civil Engineering, Tennessee Technological University, 2004

## **Professional Registrations**

Professional Engineer: CO (#44857), SC (#32392)

## **Distinguishing Qualifications**

- 12+ years of experience in airfield planning, design, and construction management, possessing a strong knowledge of FAA and UFC standards and design criteria
- Specialized in civil aviation design, including surface modeling, geometrics, airspace analysis, stormwater and underdrain systems, lighting and signage layout, airfield pavement design, quantity and cost estimating, construction phasing, safety planning, specification writing, contract document preparation, and bidding services
- Competent in airport planning: ALPs, Master Plans, and EIS documents
- Competent in construction management and project administration

## **Design Software**

AutoCAD Civil 3D, Bentley InRoads and ProjectWise, Transoft Solutions AviPLAN Turn

## **Relevant Work Experience**

### **1. Parrish & Partners, LLC – Charleston, SC**

**March, 2015 - Present**

- Senior Engineer/Project Manager performing various technical design/planning functions
- Served an integral role to grow the start-up firm from 20 to 60 employees in 2+ years
- Developed new business regionally in North Carolina and South Carolina

### **2. CH2M HILL, Inc - Englewood, CO**

**September, 2007 – March, 2015**

- 3+ years as a staff engineer at corporate headquarters in Colorado
- 4+ years as a full-time teleworker and remote design resource in South Carolina
- Projects included commercial, general aviation, and military airfield improvements ranging from \$500,000 to \$300 million total construction cost
- 2008 (FNL), 2009 (FNL), 2010 (GCRA), 2011 (DIA), and 2012 (FNL) CH2M HILL Individual Performance Award recipient for project delivery excellence
- 2008 and 2009 Interoffice Award for project diversity and communication/morale
- 2011 Colorado Asphalt Pavement Association (CAPA) "Best Overall Quality Airport" project award for work at Fort Collins-Loveland Municipal Airport (FNL)
- 2013 Virtual Mentor for a summer intern
- 2013/2014 Social Media Ambassador for the Transportation Business Group
- 2014 Conference Planning Committee - Transportation "JuMP" Organization
- 2015 Brand and Culture Ambassador – Corporate "Game Changer" Initiative

### **3. Garver Engineers, LLC - Brentwood, TN**

**February, 2005 - August, 2007**

- Civil/Aviation Staff Engineer at a 10-person regional satellite office
- Projects primarily include general aviation airfield improvements ranging from \$80,000 to \$3.5 million total construction cost
- 2007 Corporate Logo Design Contest winner. The logo is still in use today.

## **Professional Societies**

- American Society of Civil Engineers (ASCE) – Member #9136442
- Charleston CE Club
- South Carolina Aeronautics Association - Conference Planning Committee (2017, 2018)

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**Senior Vice President, Director of Client Service (1990-2008)**

Managed all aspects of relationship management function for service delivery to over 6,000 clients with industry leading client retention rates of 97% or higher each year.

Recruited a talented, high performing leadership team and led various organizational realignments to improve business line efficiency and service delivery across different size business segments.

Participated as a senior leader in numerous acquisitions by:

- Actively participating in the due diligence and contract negotiation process
- Ongoing client calling efforts focused on retention
- Assimilating new team members to our culture and service model

Instituted franchise wide client conferences resulting in consistent message and product delivery to all clients and created and facilitated the Sponsor Advisory Council which consisted of 50 of our largest clients acting as our primary product focus group

Created annual business planning process and materials to track client deliverables, strategic initiatives, broaden relationship breadth and depth, track accountabilities and encourage our relationship staff to focus on non-tactical items and create a strategic focus during client meetings.

Significant time and effort commitment to new business development

Hired significant new staff each year; created staffing models and service models across franchise

## **EDUCATION**

Bachelor of Business Administration

University of Texas, Arlington, TX

## **PROFESSIONAL DEVELOPMENT**

Essentials of Business for Nonprofit Organizations

Wake Forest University, Charlotte, NC

## **CERTIFICATIONS AND LICENSES**

Previously held FINRA Securities License 7 and 65

American Bankers Association, Certified Retirement Services Professional

Entry #: 12

Date Submitted: 9/4/2018 2:04 PM

**Applicant Name**  
Steven Corney**Position Sought**  
Planning Commission**Home Phone**  
(843) 697-9998**Work Phone****Address**  
13 Edgewater Aly, Isle of Palms, South Carolina 29451**Email**  
steve@corney.org**How many years have you lived in the Isle of Palms?**  
20**State your interest in serving on this Board or Commission.**

I love living on IOP and would like the opportunity to utilize my experience to support the City. I recently retired from a 40-year career as a professional engineer planning, managing and implementing civil and environmental projects for federal, municipal and corporate clients.

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**  
No**Have you ever served as an elected official of a local government?**  
No**Education**  
BS Civil Engineering / Penn State**Occupation**  
Retired / Managing Engineer**Upload Résumé****Corney Resume 090418.pdf**  
328.95 KB**Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:**

I have 40 years of experience in the management of environmental and civil engineering projects and have been responsible for all phases of project planning and implementation including financing, agency negotiations, permitting, design, staffing, health & safety, quality assurance, contracting, procurement, public relations and construction. I have been an Environmental Engineer for Ford Motor Company; Manager of Plant and Environmental Engineering for Jeep Corporation; Senior Engineering Manager for Chrysler Corporation and a member of the Executive Committee for McLaren/Hart Engineering Corporation. I have a degree in Civil / Environmental Engineering from the Pennsylvania State University and am a licensed Professional Engineer and General Contractor. In the past, I have also been President of my 235-member condominium association for 5-years.

**Professional Affiliations**  
Registered Professional Engineer. Licensed General Contractor.**Service Club/Association Memberships****Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?**  
No

**Note:** This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

Date

9/4/2018

**Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?**

I have many family members living in the Lowcountry and had visited IOP many times. A career transition allowed me to move to IOP 20+ years ago, purchase a home, and make it my permanent residence. Now that I am retired, my travel has been eliminated....I enjoy my time on IOP.

**What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?**

IOP is my home. Unfortunately, until now, my career (with its extensive travel requirements) prevented me from being actively engaged in City government. I have extensive project planning experience and my recent retirement allows me the time "give back" to the City.

**What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?**

I have actively followed "life" on the IOP for many years. I understand the changes in resident population during the past 20 years, the changing tourist demographic (mini-hotels and day trippers), the planning and financing/budgeting for beach renourishment, the marina purchase/improvements and bond issues, the boom of real estate prices, the county accommodations tax, and City business tax issues. I have attended candidate forums and voted in essentially all City elections.

**What do you feel are the most important services provided by our City?**

Safety of our residents and guests is always the highest priority—IOP Police/Fire/Emergency Services have been impressive. Services to support "livability" for residents—parking, storm water management, recreation facilities and programs. Services in support of maintaining successful, sustainable businesses on IOP.

**What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?**

Maintaining a balance between a residential island and a tourist destination will always be a challenge—but we need both. City projects for marina repair/development, stormwater management, IOPWSC sewer expansion, ongoing beach renourishment, and parking are projects that will be addressed in the near future.

**What is your vision for Isle of Palms?**

When I travel the country, I have always described IOP as the most "comfortable" place that I have ever lived. I always smile when I drive over the IOP connector and smell the salt marsh. We need to keep that feel and an appropriate balance between residents and tourists as we move forward.

**Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?**

No foreseeable organizational or business conflicts. Difficult decisions based on facts, even though they may have negative effects for some, are not always easy, but are always defensible.

**How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?**

Properly taking care of routine issues is as important as, and prepares the team for, the 5 – 10% of the "exciting" issues. I have worked for both small entrepreneurial firms and large corporate conglomerates and understand the balance between the exciting and the routine.

**Would you be willing to assume a leadership role and, if so, what skills do you bring that would make you capable of being an effective leader?**

Yes, after some time (since this would be my first role on a city commission), I would be comfortable in a leadership role. In my career, I have led 30-person offices, 1000-person regions and multi-national program teams. Clear communication, established procedures and consistent implementation are traits that are required.

## STEVEN J. CORNEY, P.E.

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13 Edgewater Alley • Isle of Palms • South Carolina • 29451 • 843-697-9998 • [steve@corney.org](mailto:steve@corney.org)

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Technical leader and senior operations executive with extensive experience in civil and environmental engineering projects and the management of engineering, consulting and construction business operations. Experienced as a member of a corporate executive management team and with the strategic, financial, management and operations requirements of worldwide operations. Demonstrated strategic planning and business development experience that has resulted in the growth of business units, technical practices, national programs and client account relationships. Manages relationships with industrial, commercial, federal and municipal clients. Strengths also include:

- Alternative Delivery Project Implementation
- Project Earned Value Management
- Contract Negotiation
- Technical Leadership
- Interpersonal Communication
- Operations Performance Management
- Strategic Planning / Revenue Growth
- Client Relationship Management
- Team Building
- Licensed General Contractor

### **EXPERIENCE**

#### **AECOM Technology Corporation, Charleston, South Carolina (1999 to 2017)**

##### **Vice President/ Practice Leader /Alternative Delivery Programs (2008 to 2017)**

Responsible for capture and implementation of performance based remediation, design/build, and EPCM civil, environmental and cross-discipline projects, programs and clients. Portfolio of projects includes manufacturing, oil & gas, chemical, pharmaceutical, utility and public sector clients, including landfill design and construction, sediment dredging, water treatment, facility deactivation and soil and groundwater assessment, remediation and closure. Development and implementation of complex projects as Lead Engineer or General Contractor and contract mechanisms including design/build, performance-based, cost-to-closure, EPCM and alternative contracting mechanisms utilizing environmental, water, transportation and facilities business lines.

##### **Vice President/ Southeast Regional Manager/ Earth Tech, Inc. (1999 to 2008)**

Regional Executive with P&L responsibility for 680 employees in 14 offices in South Carolina, North Carolina, Georgia, Alabama and Florida including consulting and construction practices for environmental, transportation, water/wastewater treatment and facilities engineering. Clients included industrial companies, state/local municipalities and federal agencies. Responsible for growth initiatives, including: expansion of key industrial accounts; development of national watershed management and planning initiative; and capture of new contracts for DOE.

#### **TEAM, A Limited Liability Company, Mt. Pleasant, South Carolina (1997 – 1999)**

##### **President / Founder**

Founder and director of an engineering and construction firm specializing in project management, technical direction and innovative technology implementation for the electric power generating industry. Projects included the laser alignment of turbine components for generators at fossil and nuclear power generating plants and the evaluation and repair of high-pressure steam turbines and generators.

**McLaren/Hart, Incorporated, Detroit, Michigan (1988 – 1997)****Vice President / National Director of Engineering & Director of Central Region Operations**

Member of the company's Executive Committee with management and technical responsibility for the Engineering Practice in 17 offices nationwide. Also responsible for P&L and strategic direction for the Central Region. Grew the region from one office to eight offices in Michigan, Ohio, Pennsylvania, Illinois, Texas and Missouri. Responsible for projects including, negotiations with U.S. EPA and state agencies for PRP Superfund sites; design and manufacture of thermal desorption treatment systems; deactivation, remediation and demolition of automotive manufacturing facilities and implementation of brownfield redevelopment alternatives; TRI reporting and development of manufacturing product life cycle program; and design and construction of water treatment systems, containment caps, and slurry walls for soil and groundwater remediation projects.

**Chrysler/AMC/Jeep Corporation, Highland Park, Michigan (1985 – 1988)****Manager / Plant Engineering, Energy & Environment**

Manager of Environmental Activities for Jeep Corporation including all air, water and hazardous substance compliance programs, conversion of coal-fired boilers, construction of wastewater treatment plant and air permitting of all operations. After Jeep Corporation was acquired by Chrysler Corporation, managed the Chrysler Remediation Program and the corporate financial reserve accounts at all facilities for RCRA, CERCLA and TSCA liabilities.

**Ford Motor Company (1979 to 1985)****Senior Facilities Engineer, Livonia, Michigan**

Provided facility and environmental engineering support for manufacturing plants in Michigan, Ohio, Indiana and Puerto Rico including, the development of facility asset preservation and preventative maintenance programs for water and wastewater treatment systems, HVAC, boilerhouses, roads, roofs, fire protection systems, and electrical distribution systems. Implemented wastewater treatment design and construction program at 13 facilities for pretreatment program compliance.

**Environmental Engineer, Dearborn, Michigan**

Supervised the construction, startup and operation of four wastewater treatment plants for the Rouge Manufacturing Plants--the world's largest industrial complex. Responsible for monitoring and reporting program for wastewater discharges totaling 1 billion gallons per day.

**Jahnke & Jahnke Associates, Waukesha, Wisconsin (1976 to 1979)****Civil Engineer / Surveyor**

Engineer and surveyor for civil infrastructure project design and implementation for municipal and residential clients.

**EDUCATION/REGISTRATIONS**

The Pennsylvania State University (B.S. Civil Engineering)

Registered Professional Engineer (MI 6201034871)

Licensed General Contractor (SC 100281)



Entry #: 12

Date Submitted: 9/4/2018 2:04 PM

**Applicant Name**  
Steven Corney**Position Sought**  
Planning Commission**Home Phone**  
(843) 697-9998**Work Phone****Address**  
13 Edgewater Aly, Isle of Palms, South Carolina 29451**Email**  
steve@corney.org**How many years have you lived in the Isle of Palms?**  
20**State your interest in serving on this Board or Commission.**

I love living on IOP and would like the opportunity to utilize my experience to support the City. I recently retired from a 40-year career as a professional engineer planning, managing and implementing civil and environmental projects for federal, municipal and corporate clients.

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**  
No**Have you ever served as an elected official of a local government?**  
No**Education**  
BS Civil Engineering / Penn State**Occupation**  
Retired / Managing Engineer**Upload Résumé****Corney Resume 090418.pdf**  
328.95 KB**Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:**

I have 40 years of experience in the management of environmental and civil engineering projects and have been responsible for all phases of project planning and implementation including financing, agency negotiations, permitting, design, staffing, health & safety, quality assurance, contracting, procurement, public relations and construction. I have been an Environmental Engineer for Ford Motor Company; Manager of Plant and Environmental Engineering for Jeep Corporation; Senior Engineering Manager for Chrysler Corporation and a member of the Executive Committee for McLaren/Hart Engineering Corporation. I have a degree in Civil / Environmental Engineering from the Pennsylvania State University and am a licensed Professional Engineer and General Contractor. In the past, I have also been President of my 235-member condominium association for 5-years.

**Professional Affiliations**  
Registered Professional Engineer. Licensed General Contractor.**Service Club/Association Memberships****Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?**  
No

**Note:** This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

Date

9/4/2018

**Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?**

I have many family members living in the Lowcountry and had visited IOP many times. A career transition allowed me to move to IOP 20+ years ago, purchase a home, and make it my permanent residence. Now that I am retired, my travel has been eliminated....I enjoy my time on IOP.

**What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?**

IOP is my home. Unfortunately, until now, my career (with it's extensive travel requirements) prevented me from being actively engaged in City government. I have extensive project planning experience and my recent retirement allows me the time "give back" to the City.

**What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?**

I have actively followed "life" on the IOP for many years. I understand the changes in resident population during the past 20 years, the changing tourist demographic (mini-hotels and day trippers), the planning and financing/budgeting for beach renourishment, the marina purchase/improvements and bond issues, the boom of real estate prices, the county accommodations tax, and City business tax issues. I have attended candidate forums and voted in essentially all City elections.

**What do you feel are the most important services provided by our City?**

Safety of our residents and guests is always the highest priority—IOP Police/Fire/Emergency Services have been impressive. Services to support "livability" for residents—parking, storm water management, recreation facilities and programs. Services in support an maintaining successful, sustainable businesses on IOP.

**What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?**

Maintaining a balance between a residential island and a tourist destination will always be a challenge—but we need both. City projects for marina repair/development, stormwater management, IOPWSC sewer expansion, ongoing beach renourishment, and parking are projects that will be addressed in the near future.

**What is your vision for Isle of Palms?**

When I travel the country, I have always described IOP as the most "comfortable" place that I have ever lived. I always smile when I drive over the IOP connector and smell the salt marsh. We need to keep that feel and an appropriate balance between residents and tourists as we move forward.

**Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?**

No foreseeable organizational or business conflicts. Difficult decisions based on facts, even though they may have negative effects for some, are not always easy, but are always defensible.

**How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?**

Properly taking care of routine issues is as important as, and prepares the team for, the 5 – 10% of the "exciting" issues. I have worked for both small entrepreneurial firms and large corporate conglomerates and understand the balance between the exciting and the routine.

**Would you be willing to assume a leadership role and, if so, what skills do you bring that would make you capable of being an effective leader?**

Yes, after some time (since this would be my first role on a city commission), I would be comfortable in a leadership role. In my career, I have led 30-person offices, 1000-person regions and multi-national program teams. Clear communication, established procedures and consistent implementation are traits that are required.

## STEVEN J. CORNEY, P.E.

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13 Edgewater Alley • Isle of Palms • South Carolina • 29451 • 843-697-9998 • [steve@corney.org](mailto:steve@corney.org)

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Technical leader and senior operations executive with extensive experience in civil and environmental engineering projects and the management of engineering, consulting and construction business operations. Experienced as a member of a corporate executive management team and with the strategic, financial, management and operations requirements of worldwide operations. Demonstrated strategic planning and business development experience that has resulted in the growth of business units, technical practices, national programs and client account relationships. Manages relationships with industrial, commercial, federal and municipal clients. Strengths also include:

- Alternative Delivery Project Implementation
- Project Earned Value Management
- Contract Negotiation
- Technical Leadership
- Interpersonal Communication
- Operations Performance Management
- Strategic Planning / Revenue Growth
- Client Relationship Management
- Team Building
- Licensed General Contractor

### **EXPERIENCE**

#### **AECOM Technology Corporation, Charleston, South Carolina (1999 to 2017)**

##### **Vice President/ Practice Leader /Alternative Delivery Programs (2008 to 2017)**

Responsible for capture and implementation of performance based remediation, design/build, and EPCM civil, environmental and cross-discipline projects, programs and clients. Portfolio of projects includes manufacturing, oil & gas, chemical, pharmaceutical, utility and public sector clients, including landfill design and construction, sediment dredging, water treatment, facility deactivation and soil and groundwater assessment, remediation and closure. Development and implementation of complex projects as Lead Engineer or General Contractor and contract mechanisms including design/build, performance-based, cost-to-closure, EPCM and alternative contracting mechanisms utilizing environmental, water, transportation and facilities business lines.

##### **Vice President/ Southeast Regional Manager/ Earth Tech, Inc. (1999 to 2008)**

Regional Executive with P&L responsibility for 680 employees in 14 offices in South Carolina, North Carolina, Georgia, Alabama and Florida including consulting and construction practices for environmental, transportation, water/wastewater treatment and facilities engineering. Clients included industrial companies, state/local municipalities and federal agencies. Responsible for growth initiatives, including: expansion of key industrial accounts; development of national watershed management and planning initiative; and capture of new contracts for DOE.

#### **TEAM, A Limited Liability Company, Mt. Pleasant, South Carolina (1997 – 1999)**

##### **President / Founder**

Founder and director of an engineering and construction firm specializing in project management, technical direction and innovative technology implementation for the electric power generating industry. Projects included the laser alignment of turbine components for generators at fossil and nuclear power generating plants and the evaluation and repair of high-pressure steam turbines and generators.

**McLaren/Hart, Incorporated, Detroit, Michigan (1988 – 1997)****Vice President / National Director of Engineering & Director of Central Region Operations**

Member of the company's Executive Committee with management and technical responsibility for the Engineering Practice in 17 offices nationwide. Also responsible for P&L and strategic direction for the Central Region. Grew the region from one office to eight offices in Michigan, Ohio, Pennsylvania, Illinois, Texas and Missouri. Responsible for projects including, negotiations with U.S. EPA and state agencies for PRP Superfund sites; design and manufacture of thermal desorption treatment systems; deactivation, remediation and demolition of automotive manufacturing facilities and implementation of brownfield redevelopment alternatives; TRI reporting and development of manufacturing product life cycle program; and design and construction of water treatment systems, containment caps, and slurry walls for soil and groundwater remediation projects.

**Chrysler/AMC/Jeep Corporation, Highland Park, Michigan (1985 – 1988)****Manager / Plant Engineering, Energy & Environment**

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**Ford Motor Company (1979 to 1985)****Senior Facilities Engineer, Livonia, Michigan**

Provided facility and environmental engineering support for manufacturing plants in Michigan, Ohio, Indiana and Puerto Rico including, the development of facility asset preservation and preventative maintenance programs for water and wastewater treatment systems, HVAC, boilerhouses, roads, roofs, fire protection systems, and electrical distribution systems. Implemented wastewater treatment design and construction program at 13 facilities for pretreatment program compliance.

**Environmental Engineer, Dearborn, Michigan**

Supervised the construction, startup and operation of four wastewater treatment plants for the Rouge Manufacturing Plants--the world's largest industrial complex. Responsible for monitoring and reporting program for wastewater discharges totaling 1 billion gallons per day.

**Jahnke & Jahnke Associates, Waukesha, Wisconsin (1976 to 1979)****Civil Engineer / Surveyor**

Engineer and surveyor for civil infrastructure project design and implementation for municipal and residential clients.

**EDUCATION/REGISTRATIONS**

The Pennsylvania State University (B.S. Civil Engineering)

Registered Professional Engineer (MI 6201034871)

Licensed General Contractor (SC 100281)

Status: **Reviewed**

Entry #: 10

Date Submitted: 8/29/2018 10:32 PM

**Applicant Name**  
Matt DeAntonio**Position Sought**  
Planning Commission**Home Phone**  
(843) 532-6288**Work Phone**  
(843) 886-9600**Address**  
210 Forest Trail, Isle Of Palms, South Carolina 29451**Email**  
matt@charlestonresidential.net**How many years have you lived in the Isle of Palms?**  
9**State your interest in serving on this Board or Commission.**

There are significant quality of life issues facing the island that will require long term planning and strategic thinking to resolve. My professional work and involvement in various boards and committees related to strategy, planning and development makes me uniquely qualified to contribute to the Planning Committee specifically. This year, I have completed terms on other commitments so I have more time to commit to Planning Committee. I'm passionate about smart civic planning, quality of life, and resilience. Im a Charleston native and I understand that local planning decisions cannot be made in a bubble because we are one region. Isle of Palms can be a guiding light for surrounding communities in handling the pressures of population growth and climate change in our region.

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

**Have you ever served as an elected official of a local government?**

No

**Education**  
B.A. University of South Carolina**Occupation**  
Real Estate**Upload Résumé**

**Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:**

\*You should have my resume file.

President of Charleston Trident of Association of Realtors, 2015. Largest trade association in the area with 5,000+ members. Led the 5-year strategic planning with 3 Boards of Directors and oversaw the implementation of that plan. Assumed spokesperson role for media and public meetings at municipal council meetings, government affairs issues, and civic groups providing market data, consumer advocacy and insights on property rights matters. Formed a Strategic Thinking Group of Realtor members which met for 1 year to address long range threats to the real estate practice, markets, and consumer advocacy.

Board Member of Charleston Regional Development Alliance, a public-private partnership advocating for smart growth solutions and actively recruiting specific industries that can thrive to the Charleston area such as advanced manufacturing, life sciences, technology, and logistics. The Board is composed of the leaders of all the areas major employers, institutions, and government officials.

Currently serving on the SC Dept of Insurance Safe Home Committee which administers the Safe Home grants to homeowners seeking to fortify their residences against wind storms and flooding.

Panelist for the American Planning Association's annual conference to discuss the growth of our Charleston region, 2015.

Legislative Committee, Legal Action Committee and Professional Standards Committee Chair for state and local Realtor Associations

Urban Land Institute (ULI) member.

Certified Commercial Investment Manager (CCIM) candidate

I've read the majority of Isle of Palms Zoning Ordinances and know many sections of it by memory.

I have a working understand legal and engineering matters as it pertains to planning, zoning and development.

I've been in many city council meetings and planning committee meetings through my real estate work and I understand the processes and challenges from both sides.

We visit the marina regularly and we struggle with flooding and drainage regularly so I know first hand what people are complaining and I believe I can help the Island address these challenges in a moderate and practical way.

**Professional Affiliations**

Urban Land Institute  
National Association of Realtors  
South Carolina Association of Realtors  
Charleston Trident Association of Realtors  
Loss Mitigation Certified  
Resort and Second Home Property Specialist

**Service Club/Association Memberships**

Southern Kingfish Association

**Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?**

No

**Note:** This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

**Date**

8/29/2018

**Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?**

I live here full time with my wife Cindy (artist) and our son James (3). Prior to moving to IOP, I was a resident of Sullivan's Island and I was raised in Charleston. I'm a proud 4th (5th?) generation Charlestonian. My wife and I made it our mission to be residents of Isle of Palms because we appreciate the quality of life, the people, and the services/amenities offered by the City of Isle of Palms. I enjoy fishing the local waters, riding my bike or golf cart around the island, playing on the beach with my son and meeting new neighbors.

**What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?**

The current administration appears to be taking residents concerns more seriously and I believe that I can help us address some of the major concerns of the day: drainage, parking, and city-owned property management concerns. My work experience qualifies me to contribute to these discussions and I keep an open mind to new information and alternative points of view.

**What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?**

I speak to prospective new residents and property owners all day, every day about the Island, it's population, demographics, taxes. Go ahead, quiz me!

**What do you feel are the most important services provided by our City?**

Fire and Safety

Infrastructure - drainage, trash collection, water/sewer (separate Commission I know), Rec Center, Marina

Governance - smart planning and prioritized decision making

**What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?**

Drainage and flooding is the primary issue I hear residents talking about.

I understand the City is starting to address drainage with an engineering study.

I understand the City has to begin repairs and maintenance to the Marina and will need a long range plan to address property management concerns and facility improvements.

Traffic will continue to be an issue with the continued growth of the region and I understand the City is working toward a meter system.

**What is your vision for Isle of Palms?**

A safe and resilient place for families to thrive, with a tax base subsidized by the Island's tourism roots. I want Isle of Palms to be a place my children's children will cherish when I'm gone.

**Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?**

No. Realtors sometimes get a bad rap these days with all the anti-development sentiment but the truth is we have a vested interest in making our communities great places to live. I'm one of the good guys!

**How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?**

Routine issues = quick meetings. I've led my share of committee meetings and Board meetings where we rely on Roberts Rules of Order, starting on time, finishing on time, and not wasting anyone's time.

**Would you be willing to assume a leadership role and, if so, what skills do you bring that would make you capable of being an effective leader?**

I was the leader of an Association of 5,000+ members. I've led Board meetings, emceed large-scale events, appointed committees and committee chairs, interviewed candidates, vendors, and government officials. I understand how to ensure everyone with a relevant opinion is heard and when discussion has run its course. I encourage people to make decisions based on facts and data over emotions and bias.



**City of Isle of Palms, South Carolina**  
**Application for Boards and Commissions**

**Position sought:**

(check that which interests you and see City website www.iop.net for description of duties)

Any \_\_\_\_\_

Accommodations Tax Advisory Committee \_\_\_\_\_ Building Code Board of Appeals \_\_\_\_\_

Board of Zoning Appeals   X   Planning Commission   X  

Applicant Name: Matthew J. DeAntonio, "Matt"

Home Telephone number 843-532-6288 Work Telephone number 843-886-9600

Address: 210 Forest Trail, Isle of Palms, SC 29451

Email: matt@charlestonresidential.net

How long have you lived on the Isle of Palms? 5 years

State your interest in serving on this Board or Commission. I am extremely proud to be a resident and member of the Isle of Palms community. I have leadership experience and a history of involvement and service that will benefit the Isle of Palms. We need strong leaders with strategic vision for the future of the island and the capacity to think pragmatically and work collaboratively.

Have you ever served on a board or commission for the City of Isle of Palms or another local government?

Circle: Yes or NO

If so, provide information on that service. \_\_\_\_\_

Have you ever served as an elected official of a local government?

Circle: Yes or NO

If yes, specify what type of service. \_\_\_\_\_

Education: B.A. from University of South Carolina (resume attached)  
(attach resume, if available)

Occupation, if retired, state former occupation: Realtor

Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:

*I have been involved in – and closely followed – planning and zoning issues throughout the tri-county region, including Isle of Palms, Sullivan's Island, Mount Pleasant and the City of Charleston. I have participated in planning and zoning appeals, forums, and debates in various municipalities. I have also attended numerous charettes, public forums, and ad hoc meetings related to planning and zoning issues. I am already familiar with the process, the role and duties of the committee, and possess a working knowledge of Isle of Palms code of ordinances.*

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Professional affiliations:

*Certified Commercial Investment Manager (CCIM) Candidate completing over 135 hours of education and training on real estate issues ranging from financial analysis, market analyses, and end-user decision analysis. The second component of the candidacy involves documenting a history of successful real estate decisions and transactions.*

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Service Club/association memberships:

*Charleston Trident Association of Realtors South Carolina Association of Realtors Board, National Association of Realtors*

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Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?

Circle: Yes or NO

If yes, explain: \_\_\_\_\_

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Note: This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

  
Signature

8-31-15  
Date

**CITY OF ISLE OF PALMS**  
**QUESTIONNAIRE**  
**BOARDS, COMMITTEES AND COMMISSIONS**

1. Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?

*I was born and raised in Charleston, as were both my parents and my two grandmothers and their families before them. After college I returned home and took up residence on Sullivan's Island. A lot changed in the 10 years I lived on Sullivan's – some good / some bad – just like Isle of Palms. I moved to IOP about 5 years ago and was engaged on the beach in front of 27<sup>th</sup> Ave. My wife Cindy and I bought a home on Forest Trail, fixed it up, and welcomed our first child James this past May. We live here full time. My office is on Breach Inlet for the past 13 years. I've been practicing real estate on Isle of Palms and helping our neighbors buy and sell property all over the Island for more than a decade. That practice has included new construction, renovations, property development, vacation rentals, and long-term rentals. While real estate is my profession, Isle of Palms is my home and we must be vigilant about protecting our quality of life.*

2. What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?

*I believe 'if you're not part of the solution, then you're part of the problem'. It's easy to sit back and have an opinion but how many people actually do anything about it? In too many instances, government policy is guided by a vocal minority instead of rational thought. My goal is to look at all sides of a debate, follow the law/ordinance, and make sound decisions for the sustainability of the Island.*

3. What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?

*I understand that our population basically doubles in the summer time. I understand that a great part of our city budget is funded by accommodations tax revenue and 6% property assessments. Demographically, I believe the average household in this community consists of two white persons is approx. 55 years old earning more than \$150,000 per year. From my personal experience though, I see families on golf carts, packs of children riding their bikes and skateboards, and friends gathering for backyard barbecues.*

4. What do you feel are the most important services provided by our City?

*Managing the resources and amenities of the island in a sustainable manner. Providing public safety to the residents and visitors with a prompt and professional fire and police service. Providing safe and adequate drinking water, sewer services, and access to the island for residents and property owners. Managing the collection and disposal of trash, debris and storm water drainage (maybe County responsibility but IOP should take some ownership in my opinion).*

5. What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?

*Traffic and management of beach visitors is the primary issue facing the island today. I am interested in the Town's work on the parking plan as well as the marina property and front beach bathroom facilities. Personally, I think the town needs to explore more opportunities along Front Beach. Also, flood insurance rates for commercial and municipal properties will put a strain on the town and business owners.*

6. What is your vision for Isle of Palms?

*I realize we can't go back to 'the way things were' like most of us would prefer. Instead, IOP, like all of Charleston, will have to make some compromises to account for all the attention shown by visitors and incoming new residents. We are one of a handful of beaches accessible to the Charleston region and the beach is a main reason people come here. We can't stop that so we have to find ways to deal with it that don't involve tearing down the Connector and Breach Inlet bridges! My vision is for a safe and quiet neighborhood that is accessible to the residents all days of the week with prosperous commercial nodes that also serve as the main gathering place for day visitors.*

7. Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?

*I am an active member of the Realtors Association. We are involved in legislative issues affecting property rights around the tri-county issue. My term as President will end December 2015. In any case, I have yet to find an issue on this island that warranted Realtor Association involvement - including the Vacation Rental Ordinance that was debated and passed without CTAR involvement. Regarding friends and neighbors, what is good for the goose must be good for the gander and I don't see any way around making decisions that can scale beyond an individual situation.*

8. How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?

*I've been leading committee and board meetings for the past 7 years. Mundane meetings are great because they're usually quick. The key to a successful meeting is starting on time and following the agenda. If you can do those things, you will keep members engaged.*

9. Would you be willing to assume a leadership role and, if so, what skills do you bring that would make you capable of being an effective leader?

*Again, I've been leading various committees and Boards for several years. I am familiar with Robert's Rules of Order and utilize them on a regular basis. I understand when to foster discussion and when to get everyone back on track. A good leader in this setting is prepared for meetings, fosters open and courteous discourse, and knows when to call for the question.*

# MATTHEW DEANTONIO

210 Forest Trail  
Isle of Palms, SC 29451

(843)532-6288  
[Matt@CharlestonResidential.net](mailto:Matt@CharlestonResidential.net)

## REAL ESTATE PROFESSIONAL

**PROFILE** A self-driven professional and trusted advisor with proven success in brokerage and client satisfaction:

- Twelve years of real estate sales, leasing, and client representation
- Effective presentation skills in person, on paper, and electronically
- Extensive prospecting experience with methodical follow-up
- Seamless coordination of professionals across various platforms
- Responsible financial management and accounting
- Affinity for building and nurturing long-term client relationships

## EMPLOYMENT

2003 – Present

### Real Estate Brokerage

Carroll Realty, Inc.

Full-service boutique firm serving the Charleston, SC area with a specific focus on high-value real estate. Founded in 1987, Carroll Realty is the oldest brokerage on the Isle of Palms and a perennial sales volume leader.

General real estate marketing, sales, and brokerage including: Procuring new customers through referral, direct contact and mass marketing; Converting customers into loyal clients through expertise and trust; Producing and managing all aspects of effective marketing communications; Negotiating and executing legally-binding agreements; Accounting for large sums of escrow; Managing various cooperating professionals to complete tasks under deadline; Maintaining records and post-sale communications; Retaining a growing base of highly-educated, sophisticated clients.

#### Key Achievements

- Contributed to over \$73 Million in sales volume since 2003
- President, Charleston Trident Association of Realtors, overseeing 10+% member growth, \$2MM+ Budget
- Vice President of Administration, Board of Directors 2013, Charleston Trident Association of Realtors
- Vice President of Finance, Board of Directors 2012, Charleston Trident Association of Realtors
- Member, Professional Standards Committee 2010, Charleston Trident Association of Realtors
- Chairman, Realtors Housing Opportunities Fund 2011-2013, Charleston Trident Association of Realtors
- Chairman, Grievance Committee 2009, Charleston Trident Association of Realtors
- SCAR Committees for Finance, Professional Standards, and Grievance

2001 – 2002

### Account Executive

Clear Channel Communications

A global leader in media communications and ownership. Responsible for finding new business and growing existing accounts. Critical tasks include heavy cold-calling, in-depth understanding of market data, and producing sustainable results within a fixed budget.

#### Key Achievements

- Dale Carnegie Professional Sales Training
- Chosen to lead the Cooper River Bridge Run critical account for MUSC Hospital
- Created and executed original cross-promotional events benefitting multiple clients at once

2000 – 2001

### Brand Integration Manager

Pepsi Bottling Group / Impact Group

Facilitating the integration of SoBe Beverages into the national Pepsi Distribution Network; Educating and training Pepsi employees on the features and benefits of SoBe products; Cold-selling to retail and wholesale accounts in various markets around the United States.

#### Key Achievements

- Highest rated team in terms of client satisfaction, sales results, and brand exposure (Hawaii Trip)

## EDUCATION

University of South Carolina, B.A. Advertising from College of Journalism and Mass Communications

- President's List & Dean's List Scholar
- Sigma Chi Fraternity Officer & Alumnus

---

## **PROFESSIONAL REFERENCES**

*Matthew DeAntonio*

**DAVID GLENN TAYLOR, LLM**  
Taylor & Associates Taxation & Asset Protection  
171 Church Street Suite 330  
Charleston, SC 29401  
(843) 723-2000

**DR. JACK SCHAEFFER, OD**  
Schaeffer Eye Centers  
3439 Colonnade Parkway  
Suite 100  
Birmingham, AL 35243  
(205) 612-2020

**CHRISTIE HOPKINS**  
Owner, Chimera Partners, Inc.  
4716 Colorado Crossing  
Austin, TX 78731  
(512) 809-6944

**JIMMY CARROLL, BIC**  
Carroll Realty, Inc.  
103 Palm Blvd  
Isle of Palms, SC 29451  
(843) 452-1200

## **PERSONAL REFERENCES**

*Matthew DeAntonio*

**BRIAN WILSON, FSA, MAA**  
National Practice Leader  
Pharmaceutical Strategies Group  
Plano, TX 75024  
(704) 564-4747

**BILL EDENFIELD**  
Chief Financial Officer  
Piggly Wiggly Corp.  
176 Croghan Spur Rd  
Charleston, SC 29407  
(843) 554-9880

**HONORABLE DOYET A. "JACK" EARLY, III**  
2<sup>nd</sup> Judicial Circuit of SC  
PO Box 90  
Bamberg, SC 29003  
(803) 245-4004

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Status: **Reviewed**

Entry #: 3

Date Submitted: 8/20/2017 3:31 PM

**Applicant Name**  
Ronald Wayne Jones**Position Sought**  
Any**Home Phone**  
(864) 420-3022**Work Phone****Address**  
6 52ND AVE., ISLE OF PALMS, South Carolina 29451**Email**  
RWJ8989@COMCAST.NET**How many years have you lived in the Isle of Palms?**  
17**State your interest in serving on this Board or Commission.**

I AM A SMALL TIME BUILDER AND HAVE 3 PROPERTIES ON IOP. I HAVE BEEN INTERESTED IN THE IMPROVEMENTS ON IOP AND THINK THAT PLANNING IS MISSING FOR THE FUTURE. BICYCLE PATHS AND PEDESTRIANS SEEM TO BE LOOSING GROUNDS ON THIS ISLAND. WE HAVET TO MAKE THIS ISLAND USER FRIENDLY AND GET MORE IN THE FUTURE PLANNING. WE HAVE A PERFECT ROAD SET UP TO MAKE THIS ISLAND FOR EXAMPLE A SAFE LARGE TRAFFIC CIRCLE FROM 21 TO 41 STREET TO ALLOW MORE ROOM BY TAKING THE ROAD TO MAKE IT A ONE WAY CIRCLE. WE HAVE A CHANCE TO PLAN TO IMPROVE QUALITY OF LIFE AND A SAFER ENVIRONMENT BY UNIFYING THE SPEED LIMIT TO 35 ON THE TOTAL ISLAND. PLANNING COMMISSION IS THE PLACE TO START AND I WOULD LIKE TO PARTICIPATE TO HELP IN THAT REGARD.

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**  
No**Have you ever served as an elected official of a local government?**  
No**Education**  
BACHELOR OF CHEMISTRY/HISTORY**Occupation**  
RETIRED....OWN AND MANGED A PRIVATE BUSINESS**Upload Résumé****Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:**

FIRST I AM A BUILDER ON THE ISLAND AND HAVE LEASED MANY PROPERTIES. I HAEAR ALL THEIR COMPLAINTS I HAVE WORKED PREVIOUSLY ON NEIGHBORHOOD BOARDS TO HELP IN THE PLANNING AND ENVIRONMENTAL/RECREATIONAL/BEAUTIFICATION COMMITTEES

**Professional Affiliations**  
BUSINESS PLANNING AND BUDGETING IN MY BUILDING PROGRESS**Service Club/Association Memberships**  
I VOLUNTEER ALOT IN MARINA SEAFARERS AT THE PORT, SPALEDO EVENT IN CHARLESTON, PRESERVATION SOCIETY AND VOLUNTEER,**Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?**  
No



Date

8/20/2017

**Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?**

I AM HERE YEAR ROUND EXCEPT FOR VACATIONS TO VISIT FRIENDS ETC. I HAVE ENJOYED IOP AND HAVE LIVED IN SERVAL AREAS OF THE ISLAND. I ALSO HAVE TWO CHILDREN AND 5 GRAND CHILDREN WHO LIVE HERE. WE ALL LOVE THE ISLAND BUT IT GETS MORE CHALLENGING AS POPULATION INCREASES WITH VERY LITTLE PLAN FOR THE FUTURE...EXAMPLE IS THE NEW HOTEL AND HOW TO MOVE PEOPLE AND TRAFFIC FOR SAFETY AND IN CASE OF EMERGENCIES....

**What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?**

I HAVE ATTENDED VARIOUS COUNCIL MEETINGS AND LISTEN...I BELIEVE I CAN SHOW AND DESCRIBE AND HELP PLAN A USEFUL SET UP THAT WILL PROVIDE A USEFUL, APPRECIATED APPROACH TO BIKING AND TOURIST AND RESIDENCES FOR THE FUTURE.

**What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?**

POPULATION, HOMEONWERSHIP, TAXATION AND BUILDING DEPARTMENT CODES AND REGULATIONS.

**What do you feel are the most important services provided by our City?**

SANTITATATION BY FAR IS THE MOST IMPORTANT.

**What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?**

DRAINAGE....MOST IMPORTANT FOR THE RESIDENCES....43RD TO 52ND HAS BEEN NEGLECTED FOR YEARS...

WORK IS NEEDED FOR PALM BLVD TOO...

**What is your vision for Isle of Palms?**

IMPROVEMENT IN THE REC CENTER, BICYCLE PATHS, WALKING PATHS AND EASIER FLOW OF TRAFFIC...

**Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?**

NO

**How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?**

I WOULOD NOT GIVE UP....I ACCEPT DELAYS AS POLITICS REQUIRE BUT I REMAIN POSITIVE AND DETERMINE THAT WE DO SOMETHING FOR THE FUTURE RIGHT...

**Would you be willing to assume a leadership role and, if so, what skills do you bring that would make you capable of being an effective leader?**

WELL, I MANAGED MY BUSINESS BY WORKNG MANY EMPLOYEES. I HAVE BEEN CHAIRMAN OF BOARDS IN THE NEIGHBORHOODS WHERE WE MOVED FROM SEVERAL YEARS AGO. I WAS ON A COMMUNITY SAFETY AND COMMUNICATION BOARD IN CHARLESTON WHEN WE LIVED THERE SEVERAL YEARS AGO...

City of Isle of Palms, South Carolina  
Application for Boards/Commissions

Position sought:

(check that which interests you and see City website [www.iop.net](http://www.iop.net) for description of duties)

Any ☒

Accommodations Tax Advisory Committee \_\_\_\_\_ Building Code Board of Appeals \_\_\_\_\_

Board of Zoning Appeals \_\_\_\_\_ Planning Commission \_\_\_\_\_

Applicant Name: Rebecca KOVALICH

Home Telephone number 843-886-8970 <sup>cell</sup> Work Telephone number 336-817-3999

Address: 104 Charleston Blvd

Isle of Palms, SC 29451

Email: RKOVALICH@yahoo.com

How long have you lived on the Isle of Palms? 2006

State your interest in serving on this Board or Commission. With my experience professionally, I can contribute team building and organizational input to the Board.

Have you ever served on a board or commission for the City of Isle of Palms or another local government?

Circle: ☒ Yes or ☐ No

If so, provide information on that service. Grand Pavilion Property Owners

Have you ever served as an elected official of a local government?

Circle: ☐ Yes or ☐ No

If yes, specify what type of service. \_\_\_\_\_

Education: BS - MBA see attached resume  
(attach resume, if available)

Occupation, if retired, state former occupation: \_\_\_\_\_

Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:

The mission of the Board is forward improvement of the implementation of strategies. My experience and success is due to good judgement in this area

Professional affiliations:

Medical group mgmt asst - National + State  
Clinical Lab Improvement Instruments - State

Service Club/association memberships:

Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?

Circle: Yes or ☒ N

If yes, explain: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Note: This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

Robert Kowalczyk  
Signature

8-5-13  
Date

## REBECCA D. KOVALICH

104 Charleston Blvd, Isle of Palms, SC 29451

[rkovalich@yahoo.com](mailto:rkovalich@yahoo.com)

cell: 336.817.3999

### Physician Practice and Laboratory Operations, Sales, Finance & Business Development.

#### Value Offered

Market Expansion & Growth

Asset Productivity & Profit Margin Growth

Bargaining & Negotiations

Laboratory Start-Ups; Joint Ventures; Mergers

Sales & Sales Management

Team Building & Staff Leadership

Customer Service & Relationship Building

Restructuring & Turnarounds

#### Career Highlights

**Preferred Pain Management, Winston-Salem, NC**

**March 2009 to present**

*Consulting Practice Manager – Physicians Lab Consultant*

Implemented toxicology lab to economically and conveniently process and monitor prescribed pain medications, controlled drugs and drugs of abuse. Hired technical, administrative, and clerical staff; and established QA/QC and billing protocol.

**Select Laboratories, Greensboro, NC and Manning, SC**

**March 2008 to present**

*Consultant*

Assisted and hired sales team for physicians' laboratories in North Carolina/South Carolina; managed billing database for South Carolina laboratory.

**Triad Clinical Laboratory, Inc. • Winston-Salem, NC**

**July 1991 – March 2008**

*General Manager/ CEO*

Established clinical lab to provide customized services for physicians, home-health agencies, and nursing facilities. Achieved market share in the triad region of NC and expanded to 10 locations. Net profits ranged between 18-26% annually. Supported operations with internal financing; net worth greater than 50% of total capitalization. Net worth was substantially above industry average. (Duns: 86-729-0520)

**Salem Laboratory • Highland Oaks Laboratory • Winston-Salem, NC**

**July 1984 – July 1991**

*Operations Manager & Managing Shareholder*

Established two physician owned stat laboratories; purchased lab equipment; set up QC/QA protocol; built management team; set up billing procedures including laboratory information systems.

**Salem Gastroenterology Associates, PA • Winston-Salem, NC**

**February 1982 – December 1991**

*Practice Administrator*

Coordinated a seven-physician practice and coordinated daily operations. Responsible for financial management, contract negotiations, human resources, facilities design, strategic planning, and issues related to future growth.

#### Education

**Bachelor of Science, Business Administration (Management Information Systems), 1986.** Temple University, Philadelphia, PA and Gardner Webb University • Shelby, NC

**MBA, Bahcock Graduate School of Management, 1988** Wake Forest University • Winston-Salem, NC

Entry #: 11

Date Submitted: 9/1/2018 2:33 PM

**Applicant Name**  
Katrina Limbach**Position Sought**  
Any**Home Phone**  
(810) 531-3644**Work Phone**  
(843) 670-1009**Address**  
5 Duck Lane, Isle of Palms, South Carolina 29451**Email**  
trini.naz@gmail.com**How many years have you lived in the Isle of Palms?**  
8**State your interest in serving on this Board or Commission.**

As an Isle of Palms resident, mother and business owner, I would like to give back to the island that has given so much to me.

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**  
No**Have you ever served as an elected official of a local government?**  
No**Education**  
Bachelor of Arts in Communication**Occupation**  
VP Marketing and Business Development**Upload Résumé****Katrina's Resume (1).pdf**  
72.21 KB**Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:**

Though my college education and travels have helped mold me as I've grown, it is my lifelong passion and innate dedication to build things from nothing that is my most valuable contribution. It isn't something that I learned in a classroom one day or that I read in a book; it's been my mission since I was a young child. I come from a longline of male entrepreneurs and it wasn't an option for me to stray, especially as a female. I know business efficiency and modern marketing better than my cohort knows Instagram fashion trends.

I care deeply for the island's businesses, its residents and visitors and its future in environmental sustainability. I believe that the island would benefit from me. It has given me so much and I continue to pinch myself on my short commute to work down Waterway every day.

**Professional Affiliations**  
Women Entrepreneurs of Charleston  
Charleston Area Convention and Visitors Bureau**Service Club/Association Memberships**  
IOP Cleanup Crew- founding member  
BOGO Christmas Tree Company - Social Company  
Isle of Palms Exchange Club- pending member**Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?**  
No

**Note:** This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

Date

9/1/2018

**Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?**

I began working at Island Realty as a marketing coordinator after graduating college. I learned a lot about the island, its geography and history through the programs that we would put together for educating visitors. Admittedly, when applying for jobs, I judged the book by its cover and "Isle of Palms" simply sounded like my kind of place to work. I fell in love with the island, especially with its volatile personality between calm and crazy. It was the ying-yang that drew me in and the special lifestyle that only an island can offer that made it my home.

I own a home on the island with my husband, Burke, and my 2-year-old son, Paul. I am a full-time resident and usually only flee the island for an extended time in February to find some warmer weather.

**What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?**

I have always had a keen interest in government, but I think there are three key points that motivate me to get involved.

1. Beach sustainability and preservation
2. Residential family and kid life
3. Local business co-support

The island has changed a lot since I moved here in 2010. I think that I can help represent an angle from a growing population on the island of young families and professionals.

**What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?**

I am most familiar with beach sustainability and coastal protection and local business operations.

**What do you feel are the most important services provided by our City?**

Emergency responders, firemen and police.  
Trash collection and public works.

**What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?**

The most pressing issues for the city are:

1. Drainage
2. Regional and National image
3. Coastal protection and sustainability
4. Creating an public understanding that our visitors are a vital part of our ecosystem and our residents are at the top of the "food chain".

**What is your vision for Isle of Palms?**

My vision for the Isle of Palms is to protect its integrity while embracing its growth as a destination home.

**Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?**

My involvement with the IOP Cleanup Crew should be beneficial in its resources to best protect our island's coastline.

**How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?**

What are highs without lows?  
Yes, of course.

**Would you be willing to assume a leadership role and, if so, what skills do you bring that would make you capable of being an effective leader?**

Yes.  
Leadership is where I feel in my comfort zone. I am able to keep calm in hot situations where emotions are high and maintain self-awareness to admit when I am wrong or simply don't know.



trini.naz@gmail.com



(810) 531-3644



5 Duck Lane, Isle of Palms, USA



instagram.com/trinileee

## SKILLS + TRAITS

Graphic Design

Social Media

Technological Fluency

Punctuality

Automation

Efficiency

## INTERESTS

Family

Travel

Running

Watersports

Graphic Design

Business

Investing

Beach

Volunteer

Writing

Cooking

## ORGANIZATIONS

Women Entrepreneurs of Charleston  
(04/2017 – Present)

Member

# Katrina Lee Limbach

Business Development and Communication Expert

Building business around community and relationships

## WORK EXPERIENCE

### Partner – VP of Marketing

Isle of Palms Beach Chair Company, Isle of Palms, SC

01/2011 – Present

Isle of Palms, SC

*Achievements/Tasks*

- Grew technological system for internal operations, resulting to growth of 180% in 4 years
- Creates and maintains communications, including website, social media and VOIP IVR phones
- Creates all marketing campaigns with in-house production

### Partner – VP of Marketing

Gutters of Charleston

09/2016 – Present

Mount Pleasant, SC

*Professional gutter installation and maintenance*

*Achievements/Tasks*

- Co-founded and consults on all operational goals and tactics
- Designs all creative, including logo, website and marketing ads

### Marketing Coordinator

Island Realty

03/2010 – 09/2011

Isle of Palms, SC

*Achievements/Tasks*

- Utilized Adobe Creative Suites to create in-house graphic design for digital and print media and professional videos, including ads, postcards and 42-page area guide
- Conducted B2B sales for selling and designing ads for local businesses
- Co-managed and grew 11,000+ fan facebook page

### Public Relations & Brand Management Intern

RawleMurdy Public Relations Agency

06/2009 – 09/2009

Charleston, SC

*Achievements/Tasks*

- Wrote news releases, media alerts and media kits for clients and pitched them through various channels, including Cision
- Maintained daily social media tracker for national restaurant chain

## PERSONAL PROJECTS

IOP Cleanup Crew - Environmental Initiative (05/2018 – Present)

- Co-founded weekly beach sweep with a focus on education and personal responsibility of our beaches + oceans
- Coordinates local business participation and sponsorship and marketing creatives

Buy One, Give One Christmas Tree Company - Social Company (10/2015 – Present)

- Co-founded company with social cause in local community
- Donated over 300 live Christmas trees and 400 Hams to families-in-need in Tri-County through ECCO

Baby Paul (09/2016 – Present)

- Becoming a mother is by far my most rewarding, albeit challenging, pursuits.



## EDUCATION

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### **Bachelor of Arts in Communication and Media Studies**

College of Charleston

09/2016 – 12/2009

Charleston, SC

#### *Affiliations*

▣ National Society of Collegiate Scholars

▣ Co-founder of Wakeboard Club

### **South Carolina Real Estate License**

SC Real Estate Commission

06/2017 – Present

Charleston, SC

## REFERENCES

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### **Bambi Werner**

*"Previous neighbor on Isle of Palms - 2012+"*

Contact: [bkwerner2000@yahoo.com](mailto:bkwerner2000@yahoo.com) – 843-860-4438

### **Sandy Stone**

*"Previous employer on Isle of Palms 2010+"*

Contact: [sandys@islandrealty.com](mailto:sandys@islandrealty.com) – (843) 242-1084

### **Suzy Kopp**

*"Previous colleague - 2010+"*

Contact: [suzy@kopprealty.com](mailto:suzy@kopprealty.com) – 843-224-1212

Status: **Reviewed**

Entry #: 9

Date Submitted: 8/20/2018 2:13 PM

**Applicant Name**

Scott Pierce

**Position Sought**

Planning Commission

**Home Phone**

(214) 587-3196

**Work Phone****Address**

4 9th Ave, Isle of Palms, South Carolina 29451

**Email**

scott.pierce@prodigy.net

**How many years have you lived in the Isle of Palms?**

4

**State your interest in serving on this Board or Commission.**

With the high growth expectations in and around the area, including IOP, I believe the combination of my experience and skill sets could contribute to the planning and implementation efforts to meet the challenges ahead. I would welcome the opportunity to become engaged in the community and provide support to the IOP staff in their efforts.

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

**Have you ever served as an elected official of a local government?**

No

**Education**

MBA - Decision Science, Finance, BS - Business  
Admin/Accounting

**Occupation**

Business Owner, Technology/Telecom

**Upload Résumé**

Pierce Resume 082018.pdf  
123.24 KB

**Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:**

My experience has centered around developing and implementing sound business/operational plans, including the infrastructure & organizations to support such efforts. It's included many diverse business ventures, locations, funding, timing, vendors, personnel, and a variety of stakeholders (i.e. shareholders/customers/municipalities/federal gov't/states/foreign countries). I believe there are similarities (resident, community and business stakeholders) that can be applied to IOP's challenges ahead - such as planning/funding for drainage, water treatment, sewer, roads, other infrastructure, residential and commercial growth.

Additionally, I've had some experience in 49 of the 50 states and several countries abroad. Over 35+ years, I lived in 14 states (transfers with work) with exposure to diverse growth/decline environment in these communities. Living through how the municipalities handled each (boom/bust/the unexpected), while managing budgets, has been a learning experience. I would hope to offer some outside perspective that might help with the cycles IOP will be managing through in future years.

Lastly, my background and certifications require that I adhere strictly to a Code of Ethics and act as a fiduciary in relation to who I represent. In this case IOP and its residents.

**Professional Affiliations**

Member of Certified Financial Planners

**Service Club/Association Memberships**

**Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?**  
No

**Note:** This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

**Date**  
8/20/2018

**Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?**

Retired from Verizon in 2011 and launched Consulting and Financial Planning business. Family is now all in the Carolinas/Georgia - Asheville, Charlotte, Atlanta. We decided to explore the coast and 7 years ago found IOP. We rented for months at a time for several years during the shoulder season and in 2014 bought our current lot and built our home.

My wife (Jennie) and I are full time residents and have decided after being on the corporate moving van for my entire career, to settle closer to family and enjoy IOP along with the welcoming residents.

We travel, but it's all discretionary, typically not for extended periods.

**What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?**

It's time to give back!

**What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?**

The demographics are easily found in a number of places ([https://en.wikipedia.org/wiki/Isle\\_of\\_Palms,\\_South\\_Carolina](https://en.wikipedia.org/wiki/Isle_of_Palms,_South_Carolina)). IOP is older and wealthier than the state avgs and the demographics are changing because of the robust economic cycle we're enjoying. But, as many forget over time, they are cycles.

I have become a bit involved in some of the budget analysis (metrics/KPIs) and am familiar with the sources/uses of funds. I am also familiar with fund accounting. I prefer things boiled down from piles of data to management information (metrics/KPIs) that can lead to action and act as leading/trailing indicators for planning purposes beyond a single cycle.

**What do you feel are the most important services provided by our City?**

Having lived in a resort community for 25 years (Park City, UT, which when we first moved there had about 6,000 full time residents), I see the priority services being adequate protection/safety of the residents & visitors - Police, Fire, Beach Patrol, First Response, Marina services, etc. There appears to be a very practical approach to the growing visitors and residents, which will continue to reinforce a welcome environment on the island. The challenge, as the numbers keep growing, will be to find the right balance.

Other mid/longer term multi-year priority services are obviously the infrastructure and preparedness needs of the community (residences and businesses), which require adequate planning, funding and prioritization over longer periods of time.

**What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?**

Based on the visioning sessions, the island water handling infrastructure (many aspects) seems to be front of mind. In addition to mid/long term needs for infrastructure, is the handling of visitor traffic - both on and off the roads.

Also, let's not overlook preparedness for event driven, unforeseen items, such as storms, or other natural/unnatural events. The debate on the island of "if or when" and "how much" is a debate that might be addressed more directly in order to be properly prepared.

**What is your vision for Isle of Palms?**

Preserve the Paradise.....smartly.

Reality is there will always be the push/pull of residents, visitors, developers, business owners and outside pressures. The challenge is to preserve the way of life, understanding change of some sort may be inevitable, but solid planning and implementation can balance these diverse stakeholders.

**Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?**

No conflict.

Clear and timely communication is key, no matter if it's positive or negative. Sometimes a decision might adversely impact an individual, but is a benefit overall. I'm an advocate for open, clear and helpful communication. If there is early communication, there is a chance to mitigate or minimize impacts. No one likes a surprise they can not plan for, or have an opportunity to address.

**How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?**

Apologies, but I really don't know how to answer that. If I volunteer, it's not for the hype of any particular issue.

**Would you be willing to assume a leadership role and, if so, what skills do you bring that would make you capable of being an effective leader?**

Possibly - would want to ensure my skill sets are the best match for the task/project/opportunity, or if there are better qualified individuals. I've been fortunate enough to build and lead entire organizations. One of my strengths is to hire/work with, or for, people that possess the needed skill sets I don't have (i.e smarter than me). If the objective is to get the best result, should try to match skill sets to the requirement and assemble the best possible team.

## **SCOTT C. PIERCE**

scott.pierce@prodigy.net  
(214) 587-3196

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### **EXPERIENCE**

#### **Pierce Financial Planning & Consulting LLC (2012 - Present)**

##### **Owner – Isle of Palms, SC**

- Registered Investment Advisor, South Carolina: \$36M Assets Under Management (AUM) supporting six families/retirees & small business owners.
- Management Services: Executive Relationship Manager to Fortune 25 company.
- Business Consultant: Focus on new venture companies and optimization. Support early stage company life cycles - ideation, funding, start-up, to high growth cycle.
- Certified Financial Planner (Fiduciary, Fee Only): Provide comprehensive financial planning & investment services to business owners, high net worth clients.

#### **Verizon Communications Corporation (1983 - 2011)**

##### **Executive Director/Business Unit CFO – Finance & Integration Deals – Verizon Communications, Basking Ridge, NJ**

- Led finance team for Global Customer Care & Services organization servicing 200,000 customers, \$2.2B budget, 17,000 employees and contractors. Supported financial plan for center consolidation, process transformation & optimization.
- Managed Global Integration Deal Review Office (deals > \$25M TCV) with \$4B pre-sale funnel, plus \$5B of backlog contract value. Chaired deal reviews and P&Ls to improve portfolio win ratios, operational and financial results.
- CFO for Federal Network Systems \$600M business unit.
- Finance lead for VZB CEO sponsored transformation with \$1B improvement.

##### **Executive Director – Operations & Technology – Verizon Business, Irving, TX**

- Verizon lead for synergy opportunity identification for \$8.5B MCI acquisition.
- Responsible for over \$7B of annual global network capacity procurement and vendor management for telecom access, voice, data, & IP services.
- Managed Verizon/MCI Telco merger program yielding \$1B+ savings over 3 years.
- Managed global voice traffic operations, representing \$2B in international voice termination volume. Consolidated three global routing regions.

##### **Assistant Vice President - (GTE & Bell Atlantic became Verizon in 2000) GTE Communications Corporation, Irving, TX**

- Managed service delivery platforms, including systems planning, network deployment, sales contract support, and cost management.
- Managed out of franchise network evaluations & post-paid calling card platforms.
- Responsible for negotiating corporate-wide procurement agreements for telecom/data services with IXCs, RBOCs, CLECs (\$2B annual spend) and system platform providers.

##### **Managing Director-Operational Planning - GTE Communications Corporation, Irving, TX**

- Developed market launch & operating support systems plans for \$1.5B new competitive business venture (GTE Communications Corporation) in response to Telecom Act.

**Director of Investor Relations - GTE Service Corporation (GTESC), Stamford, CT**

- Communicated results to Wall Street sell-side analysts & institutional shareholders.
- Prepared earnings release, presentations & scripts for C-level Executives.
- Coordinated Annual Analyst Day and global institutional investor road shows.

**Director of Business Analysis – GTESC Budgets, Plans & Analysis, Stamford, CT**

- Prepared acquisition/divestiture valuations & performed preliminary due diligence.
- Forecasted financing and investment requirements supporting \$24B balance sheet.
- Coordinated corporate-wide G&A benchmark study, resulting in over \$300M in annual G&A expense reductions through multi-region function/facility consolidation.
- Developed industry competitive and market analysis for Senior Management.

**Division CFO - GTE Health Systems, Inc., Salt Lake City, UT**

- Repositioned unit & implemented divestiture of three software business segments.
- Responsibilities included finance, strategic planning, reporting, negotiating domestic & international contracts, and raising alliance funding with business partners.

**Division CFO & Director of Operations - GTE Telecom, Inc., Bothell, WA**

- Responsible for all finance functions, integrating five diverse units into one entity.
- Directed software development QA/QC, customer support, and data center.
- Implemented contract performance reporting and project costing systems.

**General Manager - GTE Education Services Inc., Irving, TX**

- Responsible for the P&L of this start up on-line and IVR company.

**Director of Finance & Administration - GTE Education Services, Inc. Irving, TX**

- Directed systems development, finance, planning and human resource functions.
- Led the due diligence team in the acquisition and integration of three companies.

**Director of Finance & Administration - GTE Telemessenger, Inc. Irving, TX**

- Directed the finance, human resources, planning and administrative functions.

Early career positions include Senior Auditor and Customer Accounting Manager.

**Union Carbide Corporation**

**Production Supervisor - Battery Products Division, Red Oak, IA & Maryville, MO**

- Improved production yields from 82% to over 98% for four production lines.

**IBM Corporation**

**Quality Assurance - Manufacturing Division, Essex Junction, VT**

**EDUCATION, CERTIFICATIONS**

- MBA – Major in Decision Science & Finance, Creighton University, Omaha, NE
- BS – Major in Accounting - University of Vermont, Burlington, VT
- Certified Public Accountant (CPA) not currently licensed
- Certified Financial Planner (CFP) Active
- Clearance Level - Top Secret SCI (Prior DoD Clearance)
- Licensed Real Estate Salesperson, South Carolina

Status: **Reviewed**

Entry #: 4

Date Submitted: 8/28/2017 3:20 PM

**Applicant Name**  
Phillip Pounds**Position Sought**  
Planning Commission**Home Phone**  
(704) 517-0043**Work Phone****Address**  
5835 Back Bay Dr, IOP, South Carolina 29451**Email**  
plpounds@gmail.com**How many years have you lived in the Isle of Palms?****State your interest in serving on this Board or Commission.**

Will be retiring in 2018 and would like to apply my corporate experience and background and get involved in city planning.

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**  
No**Have you ever served as an elected official of a local government?**  
No**Education**  
BA in Management**Occupation**  
Banking**Upload Résumé**ppounds2.docx  
26.87 KB**Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:**

I have managed large staffs and budgets over the years and been involved with numerous mergers and acquisitions so understand the nuances of dealing with situations that have many moving parts and multiple constituents. I feel like this broad corporate experience could lend itself to be a valuable member of this commission. I very much want to get involved and give back to the community in some way after a long corporate career.

**Professional Affiliations**  
American Bankers Association**Service Club/Association Memberships**  
Wild Dunes Club  
First United Methodist Church**Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?**  
No

Date

8/28/2017

**Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?**

My wife and I are full time residents now after vacationing on IOP for 30 years. My career has primarily been in Banking and specifically in retirement planning and products. I have managed large groups and budgets and think this experience could be valuable to the community.

**What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?**

After a long corporate career, I want to get involved in the community in various ways - thru this type of opportunity, our church and select non-profit organizations.

**What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?**

Familiar with the population - both full time and part time, and other basic aspects of IOP thru research and reading.

**What do you feel are the most important services provided by our City?**

Protection, basic services - water, sewer, sanitation, parks.

**What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?**

How to manage growth and maintain the small island feel that is so appealing to many.

Current projects I am aware of - Marina, farmers market, beach re-nourishment,

**What is your vision for Isle of Palms?**

To maintain the environment that we saw and love here and where we chose to vacation for 30 years and now make our permanent residence.

**Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?**

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Yes. I have managed groups of up to 300 staff, served in leadership positions for non-profit Boards.

To me effective leaders are empathetic, compassionate, maintain high integrity, transparent, calm, level headed.



Status: **Reviewed**

Entry #: 5

Date Submitted: 8/29/2017 6:18 PM

**Applicant Name**  
Josef Preston

**Position Sought**  
Planning Commission

**Home Phone**  
(843) 597-1534

**Work Phone**  
(843) 597-1534

**Address**  
3004 Waterway Blvd., Isle of Palms, South Carolina 29451

**Email**  
wfd336@hotmail.com

**How many years have you lived in the Isle of Palms?**  
5

**State your interest in serving on this Board or Commission.**

1) To be a voice for the community on improving quality of life for full time residents and tourists who visit our island paradise, while recommending proactive and pragmatic solutions for our infrastructure and development to ensure this delicate balance is maintained.

2) Service. I previously served as a volunteer firefighter for 13 years, serving the latter half in positions of leadership. I care about our community and have a background in service to demonstrate this.

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

**Have you ever served as an elected official of a local government?**

No

**Education**  
2 years post-secondary

**Occupation**  
Health Care Worker

**Upload Résumé**

**Resume 2017.docx**  
16.71 KB



**Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:**

I believe that my experiences whether they be educational, vocational, or life experiences have taught me a few things with this being the most important, everyone wants something different. This rings true especially with residents views on development and commercial/residential expansion on the island. There is no one way to ensure that the vast majority of the constituency are satisfied with each and every decision and recommendation that is provided. There is no such thing as a "one size fits all" approach. The best thing for government officials, elected or otherwise, to do is make the best decisions they can all while taking all facts of a scenario in to account and weighing the wishes of the constituency.

Working in health care and emergency services simultaneously has taught me that a certain level of patience is required when it comes to peoples property and their needs. A delicate balance must be struck.

**Professional Affiliations**

**Service Club/Association Memberships**

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**Date**

8/29/2017

**Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?**

I am a 38 year old husband and father of 2 boys who are 9 years of age. They are not twins, but are adopted and have been in the care of my wife and I since 2 days and 6 days old. Prior to living in South Carolina, we lived in the State of Connecticut, where we were born and raised. I worked with adults with developmental disabilities in the residential and vocational setting for more than 8 years. During this time, I also served as a volunteer firefighter with the Winsted Fire Department, and was assigned to Engine Company #3. During my time in the fire service, I rose through the ranks, serving as a Lieutenant and eventually as Captain, which meant I was responsible for the personnel, equipment, apparatus, and facilities as assigned. I was also the Fire Department by-laws committee chairperson and had responsibilities as related to emergency scene management and pre incident planning. We moved from Connecticut to the Charleston area in 2011. We moved to the island shortly thereafter because of the work my wife does. We are full time residents and our kids go to SIES.

**What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?**

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**What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?**

Isle of Palms is a small bedroom resort community nestled between the Intracoastal Waterway and the Atlantic Ocean. Separated from the town of Mount Pleasant on the mainland by the "Isle of Palms Connector" and Sullivan's Island by the H.L. Hunley bridge at Breach Inlet. Isle of Palms is also a bedroom community of the larger Charleston, SC metro area. IOP is an affluent community with a population of approximately 5,000 full and part time residents. This population swells to upwards of 30,000 during major summer holidays and events (read eclipse). The homeownership rate is very high at just over 80% with a 19% renter rate. The median home price is just over 1.4 million dollars and the average rental rate is approximately \$2,300. Both rates are disproportionally high when compared to national and state median rates. The median household income is just above \$100,000. Taxation is multi-faceted. The town receives two types of taxes directly. First is the Accommodations (ATAX) tax, which is only available to be spent on items related to tourism and hospitality. The second is property tax. Property tax amount is generated by the mill rate against the assessed value of a property (home, or real property). The town also receives revenue from the county and state government, and from other fees. Budgeting is done by the mayor, council, administrator, department heads, and finally a special public meeting called for the purpose of commenting on the established budget. The FY runs from July 1-June 30. The budgetary process is much longer and more involved, which I cannot do justice to on this application. From previous experience, the budgetary process can take up a great deal of time devoted by all of the previously mentioned bodies and can take the better part of 4-6 months. There are instances where the timeline is shortened or lengthened based on circumstances. The general fund is balanced this year at \$11.2 million in both revenues and expenditures.

**What do you feel are the most important services provided by our City?**

I may be a bit biased here, but I will always harbor a soft spot for emergency services, specifically on the fire side. Simply because they provide a multitude of services on behalf of the community. Everything from structural

firefighting to water rescue to citizen assists and station tours. The services they provide are difficult to enumerate and indispensable.

**What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?**

In the immediate future, the most pressing issue to residents and tourists alike is most closely aligned with transportation and infrastructure. As seen on major holidays, weekends and the recent eclipse, traffic backups are constant, and last for a majority of the day. For residents, we are generally strategic in our off island adventures and attempt to plan around these events, but the tourist "season" grows longer and longer each year. If we as a community aren't more proactive about this topic, we are going to find ourselves reacting to a situation that may be beyond the control of local government. If this is not addressed in the immediate future, this will be a long range issue.

In the not too distant future, the issue of flooding due to development and environmental effects need to be addressed. We frequently experience flooding rains currently.

The three most spoken of projects I am currently aware of include the expansion of the cardio-fitness room at the recreation center, the marina reconfiguration and development plan, and the beach renourishment on the east end of the island.

**What is your vision for Isle of Palms?**

Our island community is one of the most unique and beautiful places on the eastern seaboard. My vision for this island paradise incorporates a delicate balance in maintaining and preserving the environment as much as possible, while providing adequate commercial and residential facilities for tourists, day-trippers, and short term renters to enjoy. The beach is a public space that all who intend to visit should be provided unfettered access. It is in our best interest to provide such infrastructure and space to minimize impact to full time residents while providing access to the beach. All while taking a balanced approach.

**Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?**

I do not believe so. I am a member of a political party affiliated group, but do not believe this creates any conflict.

All decisions have intended and unintended consequences. As I stated earlier in the application, there is no way to make every single member of the community 100 percent happy with each decision that is made. The best way to alleviate this is to make the best possible decision based upon the facts, previous precedent in similar situations, and input from the effected parties. Given the rationale for the decision making process based upon these criteria, the neighbor or friend may be inclined to see the decision or recommendation rendered not as a negative effect, but as one based upon sound reasoning. Furthermore, relationships with neighbors or friends should not be a part of the decision making process. Impartiality is the only manner in which business should be conducted.

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Any time during which we are called upon to serve our community, no matter the capacity, we should always carry with us the same determination and enthusiasm that we are given the opportunity to serve in a collective government. I have from time to time been called and institutionalist because I believe it is these very institutions that we serve that make our representative democracy unique and exciting. I will always carry a high amount of enthusiasm and dedication for our institutions. I have proven this during my time as a community volunteer.

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Status: **Reviewed**

Entry #: 4

Date Submitted: 8/28/2017 3:20 PM

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Phillip Pounds**Position Sought**  
Planning Commission**Home Phone**  
(704) 517-0043**Work Phone****Address**  
5835 Back Bay Dr, IOP, South Carolina 29451**Email**  
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BA in Management**Occupation**  
Banking**Upload Résumé**ppounds2.docx  
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First United Methodist Church**Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?**  
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Date

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Entry #: 5

Date Submitted: 8/29/2017 6:18 PM

**Applicant Name**  
Josef Preston

**Position Sought**  
Planning Commission

**Home Phone**  
(843) 597-1534

**Work Phone**  
(843) 597-1534

**Address**  
3004 Waterway Blvd., Isle of Palms, South Carolina 29451

**Email**  
wfd336@hotmail.com

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5

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**Education**  
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**Occupation**  
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**Upload Résumé**

**Resume 2017.docx**  
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**City of Isle of Palms, South Carolina**  
**Application for Boards and Commissions**

**Position Sought:**

(Check that which interests you and see City website [www.iop.net](http://www.iop.net) for description of duties.)

☐ Any ☒ Accommodations Tax Advisory Committee  
☐ Building Code Board of Appeals ☐ Board of Zoning Appeals  
☐ Planning Commission

Applicant Name: James P. Rauh  
Home Telephone Number: 843-886-6670  
Work Telephone Number: 843-729-9139  
Address: P.O. Box 310  
IOP SC 29451  
Email: JRAIHE@charleston.net  
How long have you lived on the Isle of Palms? 10 plus years  
State your interest in serving on this Board or Commission. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Have you ever served on a board or commission for the City of Isle of Palms or another local government?

Circle One: Yes or No

If so, provide information on that service. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**City of Isle of Palms, South Carolina**  
**Application for Boards and Commissions**

Have you ever served as an elected official of a local government?

Circle One:    Yes    or    No.

If yes, specify what type of service. \_\_\_\_\_

Education: \_\_\_\_\_  
(attach resume, if available)

Occupation. If retired, state former occupation: NOT Retired

Please describe how your educational background, work experience or other life experience qualify you to contribute to the mission of this board/commission: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Professional affiliations: \_\_\_\_\_  
\_\_\_\_\_

Service Club and Association memberships: \_\_\_\_\_  
\_\_\_\_\_

Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?

Circle One:    Yes    or    No

If yes, explain: \_\_\_\_\_  
\_\_\_\_\_

Note: This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

Signature 

Date 8/25/2010

8/25/2010

**JAMES PAUL RAIH**  
3904 Cameron Boulevard  
Isle of Palms, SC  
Home Telephone: 843-886-6670  
Cell Phone: 843-729-9139  
**e-mail: JRAIH@charleston.net**

**EMPLOYMENT / WORK HISTORY**

- 1/99 to Present**      **Agent Owned Real Estate, Mount Pleasant, SC**  
*Real Estate Broker, Mortgage Broker,*  
Responsible for property management and leasing of both residential and commercial properties. Solely responsible for all aspects of residential and commercial real estate transactions from listing to closing.
- 6/89 to Present**      **Raih Real Estate & Development Company, Inc.**  
**Mt. Pleasant, SC**  
*President/Owner and Broker - in-Charge*  
Owned and operated a full service real estate company. Worked with lenders, appraisers, contractors, sub-contractors, attorneys, state and local agencies in all stages of both residential and commercial real estate sales and property management.
- 4/00 to 9/00**      **National Park Service, Sullivan's Island, SC**  
*Project Manager and Administrative Assistant, Ft. Sumter Group, Resource Management Team*  
Designed and developed plans for dock project at Charles Pinckney National Historic Site. Supervised crew and construction of the project.
- 5/98 to 1/99**      **Agent Owned Mortgage Group, Charleston, SC**  
*Mortgage Broker/Processor*  
Responsible for coordinating, analyzing, and directing all aspect of mortgage loan processing from pre-qualifying to closing, including reviewing and approving final HUD statements for FHA, VA and conventional loans.
- 4/96 to 5/98**      **National Park Service, Sullivan's Island, SC**  
*Administrative Assistant, Ft. Sumter Group, Resource Management Team.*  
Planned, organized, constructed and maintained buildings and grounds for the park service. Created and developed inventory spreadsheets. Coordinated the removal of lead base paint and asbestos.
- 1993 to 1995**      **National Park Service, Sullivan's Island, SC**  
*Summer Employment: Leader and Administrator of the Youth Conservation Corp., Ft. Sumter Group.* Instructed, supervised, organized and directed a crew of five to ten employees in the various projects for the park service.
- 10/84 to 6/98**      **Raih Restaurant Supply Company Inc., Mt. Pleasant, SC**  
*Vice President*  
Planned, designed, and directed the lay out of kitchens for restaurants and other food service institutions. Managed and coordinated purchases, sales, deliveries and the setup of restaurant equipment and supplies. Responsible for the management of all inventory and for the development new territories.

## **GRADUATE AND POST SECONDARY EDUCATION**

5/98 - 12/99

**Charleston Southern University, Charleston, SC**

*Masters in Business Administration*

Member of Sigma Beta Delta an International Honor Society in Business Management and Administration.

3.9 GPA

9/93 - 5/97

**Saint Charles Borromeo, Overbrook, Pennsylvania**

*Bachelor of Arts Degree in Philosophy*

## **REAL ESTATE EDUCATION AND TRAINING**

October, 1992

**Real Estate Training Institute, Charleston, SC**

Certification as Buyer Representative

February 1991

**Realtors Education Foundation of South Carolina, Inc.**

Successfully completed: RI 303: Property Management and

RI: 301 Real Estate Investments

March 1989

**Charleston Trident Board of Realtors School, Charleston, SC**

Successfully completed Unit II: Permanent Sales License

February 1988

**Charleston Trident Real Estate School, Charleston, SC**

Successfully completed Unit I: First Year Sales License

## **REAL ESTATE / MORTGAGE LICENSING**

May 1998

*Mortgage Brokers License* State of South Carolina

May 1992

Licensed as *South Carolina Real Estate Broker* by South Carolina Real Estate Commission

February 1988

Licensed as *Real Estate Salesman/Agent* by South Carolina Real Estate Commission

## **OTHER TRAINING AND CERTIFICATION**

June 1998

**South Carolina Insurance Commission**

Title 13 Certification

May 1996

**Charleston Trident Association of Realtors**

Successfully completed FHA 203 (K) Rehabilitation Financing

## **CLUBS AND ORGANIZATIONS**

2000, 07, 08

**President**, Isle of Palms Exchange Club

2007 to Present

**Board of Visitors** Charleston Southern University

2002

**Secretary**, Stella Maris Men's Club

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References are available upon request.

## **CITY OF ISLE OF PALMS**

### **QUESTIONNAIRE BOARDS AND COMMISSIONS**

1. Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?

**Mr. Raih stated that he has not gone through the interview process; he served on the Planning Commission before the interviews were initiated. Chair Piening informed Mr. Raih that, if he is not selected this year, his application remains in the candidate pool until such time as he is appointed or opts out of the pool.**

**Mr. Raih stated that he moved to the island in 1984 and became a taxpaying resident in the late 1990s. He is in the real estate development business, concentrating on commercial and vacant land; he has 7 years-experience working with Charleston County and Mount Pleasant on subdivisions and rezoning. He holds an undergraduate degree in philosophy and a masters' degree in business administration. He feels the Accommodations Tax Advisory Committee is a very important committee for the City with the sum of money that they manage. Chair Piening noted that there are 4 potential openings on the ATAX Committee.**

**Councilmember Bettelli and Chair Piening explained that the some seats on the ATAX Committee must be directly tourism related, i.e. arts and entertainment, hospitality, while the Committee also has two (2) at-large seats. Mr. Raih noted that he had sold restaurant equipment in the Charleston area for ten (10) years and was knowledgeable about Charleston restaurants, the restaurant association and restaurant owners and employees.**

**Mr. Raih stated that he served on the City's Planning Commission for 4 years and on the Real Property Advisory Committee for 3 years.**

2. What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?

**Mr. Raih commented that he has been out of community service for 18 months and feels that he is ready to become involved again; he expressed his opinion that the ATAX Committee would be a good fit for him at this time.**

3. What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?

Mr. Raih stated his understanding that the island is approximately 40% owner-occupied; many second-home owners on the island do not rent and are taxed at 6%. He remarked that these property owners should be recognized as a significant contributors to the island's tax base.

Mr. Raih thought it important for the City's governing body to balance the interests of full-time residents and non-resident property owners. He expressed that the biggest complaints come from second-home owners who do not rent their homes but come here to enjoy the island with family members. He commented that he does not think the mix on the island will change in the near future; he thinks that the island's environment will not draw young families. Mr. Raih considers the population base to be composed of retirees and baby-boomers, who are buying homes that are fixable and modest by today's standards. He referenced a recent *Wall Street Journal* article that said the "Mcmansions" are gone and the "Mccottages" are coming back; in Mr. Raih's opinion, the residences with twenty-five hundred to thirty-five hundred (2,500-3,500) square feet of living space should be the target demographic. He described himself as a person who bought a small, JC Long house with plans to build another house on the site and considers himself lucky to be a resident of the island.

4. What do you feel are the most important services provided by our City?

Mr. Raih responded that the City must provide water and trash removal; he thinks that the Recreation Department is great and that the marina is probably under-utilized in the off-season in the way of services to the residents of the island. He said he would like to see the City develop a way to get more use for residents since Mr. Raih thinks the marina is the City's biggest asset. He stated that he would like to see a parking pass system for residents to use on Front Beach or the City lots to encourage dining and shopping on the island.

5. What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?

Mr. Raih stated his opinion that the City must get "a handle" on day-trippers who come to the island, spend no money but leave behind trash and other debris on the beach; he remarked that these persons are "disrespectful of the beach." He expressed the opinion that day-trippers are likely the most demanding and taxing issue facing the island.

Parking will always be a concern according to Mr. Raih; he believes that visitors must be directed into the City lots and the County Park to keep the traffic flowing. People need to be discouraged from turning left and parking along the avenues to go to the beach. He noted that capacity is an issue and that he was aware of efforts being made to control parking on the avenues, which he thinks is a positive. He expressed the opinion that, as long as Mt. Pleasant continues to grow, the number of day-trippers will continue to grow; he was not against day-

**trippers, but feels they must be directed to the Front Beach area to use the City's facilities and shop in the businesses.**

6. What is your vision for Isle of Palms?

7. Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City?

**Mr. Raih stated that he was unaware of any conflicts and that he was the past president of the Exchange Club. He also did not think his being a Licensed Real Estate Broker was a problem, because he did not see that there would be a financial gain from an appointment to 1 of the City's boards/commissions. He stated that he would readily resign should a conflict arise or abstain from a vote that could be considered a conflict.**

How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?

8. How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?

Over the past twelve (12) months there have been times when the Planning Commission, for example, has had to meet as many as three (3) times a month, and the meetings last one and one-half (1½) to two (2) hours. That being said, are you willing to commit to that amount of time and what kind of issues will that kind of obligation create for you?

Would you be willing to assume a leadership role in the Commission and, if so, what skills do you bring that would make you capable of being an effective leader?

Councilmember Thomas inquired as to the reasons Mr. Raih had stated that he was interested in being a candidate for consideration to serve only on the ATAX Committee.

**Mr. Raih responded that accommodations taxes are "possibly the most important pot of money that is discretionary – to a certain extent." He added that "the City needs to look at its budget . . . and needs to increase the budget the reserves for the Disaster Fund and the Storm Recovery Fund, and, to that extent, we (the City) have to use its money as wisely as possible. . . In order to really understand the City's budget, . . . must understand the Accommodations Tax and how it's used to subsidize different events and things. (Mr. Raih) thinks it is a misconception that the City would spend twenty-five to thirty thousand dollars (\$25,000-30,000) a year for the fireworks show . . . , "but the show is paid from Accommodations Taxes, not General Funds. He is of the opinion that information about the many "pots of money" needs to be emphasized to the island's residents.**

**Mr. Raih commented that he thinks that accommodations taxes should not subsidize certain items in the budget. Although he admits that he has much to learn about the ATAX Committee, he also thinks he has much to offer based on his previous service to the City and familiarity with the budgeting process.**

**He stated that he would be open to serving on another Committee if the Personnel Committee thought he would be a better fit elsewhere at this time.**

Chair Piening asked what, in particular, ATAX was currently funding that made Mr. Raih uncomfortable.

**Mr. Raih responded, "ATAX has subsidized the marina for a long time. It has subsidized the debt service on the marina and, I think that now that we now have . . . a revenue generating bond that we can make more money down there, I think it is time to let the property stand on its own, and I think it is time for the property to . . . A ten million dollar (\$10,000,000) asset down there should be, at minimum, breaking even. And it hasn't done that . . . and is significantly under-performing as far as a ten million dollar (\$10,000,000) asset." Mr. Raih commented that a restaurant, boat ramp and convenience store exist at the marina, as well as jet-ski and boat rentals. He stated, "It is a ten million dollar (\$10,000,000) piece of property, and I think it needs to be looked at as an investment and run a cap rate and get a return on your investment. I think it was a good buy for the City, but it has been somewhat of a money pit if you look at it. The City just spent two point five million dollars (\$2,500,000) on a bulkhead on top of the cost to purchase the property."**

**Mr. Raih expressed his opinion that Jay Clarke has done a good job with the restaurant and Brian Berrigan has been with the City for 10 years and has done well with the marina. He suggested that the City look into making the marina a division of the Recreation Department or a separate division of the City with someone overseeing it more closely since it is a business enterprise. He expressed his opinion that the marina "was generally under-utilized for the City."**

The Committee agreed that they knew Mr. Rain well enough not to pose all of the questions to him.

Having served on Real Property with Mr. Raih, Councilmember Betttelli stated that Mr. Raih was available for all meeting when he was given notice and the Mr. Raih was known to stay on-task.

**Mr. Raih concluded by stating that he would consider it an honor to serve on any City board or commission and that his flexible schedule allows him to contribute to the community.**



Entry #: 8

Date Submitted: 4/9/2018 3:09 PM

Applicant Name  
Lori RobertsPosition Sought  
AnyHome Phone  
(843) 754-6632Work Phone  
(843) 720-8471Address  
27 29th Ave., Isle of Palms, South Carolina 29451Email  
lori.reed.roberts@gmail.comHow many years have you lived in the Isle of Palms?  
0

State your interest in serving on this Board or Commission.

New to the island and am hoping to get involved in the community. My daughter has worked at ACME for the past two years and Banana Cabana for the year before that. I have lived in Mount Pleasant for the past 7 years and work for Roper St. Francis Healthcare. Am so excited to be part of this amazing community.

Have you ever served on a board or commission for the City of Palms or another local government?

No

Have you ever served as an elected official of a local government?

No

Education  
JD Law; Masters in Health Care Admin; Bachelor accountingOccupation  
Director of Legal Services

Upload Résumé

Resume LRR 2017.docx  
19.42 KB

Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:

27 years of practicing law; lots of transactional work and an accounting background

Professional Affiliations  
American Health Lawyers Assoc.  
SC Bar Association  
OK Bar Association

Service Club/Association Memberships

Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?

No

**Note:** This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

Date  
4/9/2018

**Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?**

Transplanted from Oklahoma in 2011 to take a job with Roper St. Francis. I have been living in Mt. Pleasant since then and dreaming of the island. So I saved as much money as I could and got lucky when Ms. Pat sold me her fabulous home. This is my full-time year round residence and I am working hard to make it beautiful. Working on the inside right now and getting ready for a fabulous season of planting flowers and shrubs.

**What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?**

I really want to stay on the island for the rest of my life so I would like to become well established in the community. Would be happy to help out in whatever ways you think I can assist.

**What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?**

I have familiarity with all of the above; probably the least amount of knowledge about government taxation. However, I do have an accounting degree and subsequent law-school experience in taxation.

**What do you feel are the most important services provided by our City?**

It seems that the police and fire departments are integral with the large number of visitors and beach crowds; keeping everyone safe and traffic moving. That would be followed by city services in development control, street and infrastructure upkeep, protecting the beaches and environment, and boating control/marina services.

**What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?**

Probably keeping the community as a community with a small-town feel. I see a lot of new houses going in and replacement houses popping up. Want to see that good, healthy growth, but not lose the soul of the island in the process. Population control to provide access without being overwhelmed with traffic (boats and cars) is probably second. Environmentally, the beach erosion and the increase in sea level and hurricanes.

**What is your vision for Isle of Palms?**

I would like to see the island remain a family place where we can take the dogs to the beach and the golf-cart traffic on my street remains higher than the car traffic. I would like to see the individuality of the houses (some old, some new, some fancy, some beach shack(ish)). I would like to see a solid full-time population so that every house isn't a rental; but balance that with the economic vitality that the rentals and the tourists bring.

**Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?**

No conflicts. As in-house counsel since 1999, I have been involved in numerous decisions that affect co-workers and friends in a negative manner. It isn't particularly fun, but it is the job. Further, I believe that if the reasoning is sound, everyone in the same/similar circumstances is treated the same, and expectations are set in advance, there is typically no problem.

**How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?**

Routine issues are what committees are all about. It is my expectation with this service. Dedication is about how you conduct yourself, not how you feel. I would not volunteer for this work, unless I was willing to dedicate myself to the effort. My enthusiasm lies with getting to know the community members, developing relationships and doing good work. I do not believe the routine nature of the work will change that.

**Would you be willing to assume a leadership role and, if so, what skills do you bring that would make you capable of being an effective leader?**

Yes, I would. I have been in hospital leadership for years. I bring team building, experience, honesty and transparency to the table in that respect.

**LORI REED ROBERTS**  
**487 MOUNT ROYALL DR.**  
**MT. PLEASANT, SC 29464**  
**(843) 754-6632**

**GENERAL INFORMATION**

Licensed to Practice Law in South Carolina (2011 limited license, 2013 full license to present) and Oklahoma (1991 to present). Admitted to Practice before the Oklahoma Supreme Court (1991), Western District of Oklahoma (1991) and Eastern District of Oklahoma (1993)

*Current Associations:* Member American Health Lawyers Association, South Carolina Bar Association and Oklahoma Bar Association

**EDUCATION**

**Masters of Health Care Administration, May 2008**  
Trinity University, San Antonio, Texas, GPA 4.00/4.00

**Juris Doctor with Honors, May 1991**  
University of Oklahoma, College of Law  
Overall GPA: 9.367/12.00 (Top Ten Percent).

*Activities and Honors:*

Order of the Coif; American Jurisprudence Awards: Family Law and Insurance; Academic Achievement Award in Employee Benefit Plans; Vice-President Law School Class (1989-1990); Student Bar Association Vice President (1990-1991); Board of Governors Representative (1990-1991); Recipient: Edgar Fenton Memorial Award, Bess Zeldich Ungerman Scholarship, Legal Aid Scholarship; Deans Honor Roll (1988-1991); Member, Organization for the Advancement of Women in Law; Member, Phi Delta Phi Legal Fraternity.

**Bachelor of Business Administration, Accounting, May 1988**  
University of Oklahoma, GPA 3.34/4.00

*Activities and Honors:*

President's Honor Roll; Dean's Honor Roll; Director's Honor Roll; Vernon Upchurch Memorial Scholarship Recipient.

**EMPLOYMENT**

**Roper St. Francis Health ("RSFH"),** Director of Legal Services (April 2011 to present). Three-hospital system (soon to be four) and physician practice group comprised of over 230 physicians. Responsibility for legal advice on all issues surrounding healthcare environment. Primary system resource for the following laws and regulations: HIPAA/HITECH, EMTALA, Stark, Anti-Kickback, FCA, FDA and OHRP regulations, 340B compliance, state consent laws and various health care directives. Primary job duties include preparing and amending all physician compensation agreements (employment, independent contractor, medical director and call pay), negotiating physician agreements with management, assisting with compensation structure and working with consultants to assure fair market value and commercial reasonableness of physician compensation arrangements. Also, primarily responsible for acquisitions, services agreements, finance/billing department agreements, and assisting with HR issues. Performed all areas of transactional work for RSFH including: lease agreements, IT contracting, business associates agreements, construction contracts, consulting agreements and review of vendor contracts. Extensive work on review/revision of policies and procedures, including creation of contracting policy and all risk management policies. Service Line Director over Workers' Compensation Department from October 2012 to April 2015. Service Line Director responsible for Risk Management Department from January 2015 to present. Service Line Director over complaints/grievances process from December 2017 to present. Accomplishments include creation of new risk management and workers' compensation departments; creating of job descriptions; creation of processes for risk identification, mitigation, and handling of claims; trend identification and analysis; and monthly reporting to Senior Management. Systemwide rollout of Marsh ClearSight incident reporting and claims management software system. Assist General Counsel with oversight of outside counsel in litigation and other matters, including managed care contracting, 340B issues, research agreements, and malpractice. Supervision of all employees of the Legal Department (3 attorneys, 1 regulatory specialist and 2 paralegals) and the Risk Management Department (4 Risk Managers/Safe Patient Handling Specialists, 1 Patient Representative), with top 1% percentile employee engagement results nationwide. Responsible for departmental budgeting. Responsible for training all new managers in Fraud and Abuse laws, corporate contracting processes, and incident reporting/risk management overview. Committees include: Ethics Committee; Institutional Review Board; and Safe Patient Handling Committee.

**INTEGRIS Health, Inc., Legal Counsel** (February 1999 to April 2011). Represented 13-hospital system as part of the legal team. Responsible for research and advice on federal and state laws and administrative regulations, committee work, transactional work and contracting issues. Also, experience with coding and billing issues, employment law, policies and procedures, and general health-care-law issues. Provided numerous in-house educational opportunities for management. System-wide attorney for supply chain/materials management and information technology (includes review and approval of all purchasing contracts system-wide). Advised the Institutional Review Boards for the system on protection of human research subjects, FDA and OHRP regulations, reviewed all research-related informed consents and review and revision of all clinical trial agreements. Primary medical records attorney for all rural hospitals on subpoenas and HIPAA/HITECH. Additionally, acted as primary counsel for two hospitals, duties included: by-laws, ad-hoc and MEC issues; answering all legal questions; physician contracting; contracting for hospital services; oversight of outsourced litigation; and serving on the ethics committee. Represent the three retail pharmacies within the INTEGRIS system. Prior to 2007, operated as INTEGRIS's sole workers' compensation defense attorney with substantial litigation experience. During that time period, the system was able to lower reserves by \$3 million and won numerous national, state and local recognitions. In addition, set up the system and operated as a collections attorney, primarily in Workers' Compensation, collecting millions of dollars for the system and worked on other healthcare-related tasks (medical records issues, staff education, etc.).

**Oklahoma City University School of Law** (January 2010 to May 2011). Adjunct professor, Health Care Regulatory Law. Developed and taught regulatory law course for second and third year law students covering: federal and state regulation of health insurance, EMTALA, HIPAA/HITECH, False Claims Act, Stark, Anti-Kickback, and Antitrust.

**University of Oklahoma, College of Law, Department of Paralegal Education.** July 2010. Instructor. Taught basic healthcare law issues for paralegal accreditation class. Subjects included, advance directives and documentation, basics of medical malpractice and overview of privacy issues in Oklahoma.

**Day, Edwards, Federman, Propester & Christensen, Associate** (January 1994 through January 1999). Workers' compensation, insurance defense, employment law, general corporate practice, securities, bankruptcy, probate, appellate advocacy and general civil practice. Primary areas of practice included workers' compensation defense, administrative hearings, assisting in corporate transaction and securities practice. Extensive experience representing multiple large corporations in unemployment hearings, including Hertz, Bridgestone Firestone, and Farley's Candy Company.

**Christensen & Associates, Associate** (November 1993 to January 1994). Defense of workers' compensation claims, employment law, appellate advocacy and general civil practice. Practice merged with other law firms to create the Day, Edwards Firm.

**Bergner & Christensen, Associate** (November 1992 to November 1993). Worked for D. Wade Christensen and William J. Bergner in combined practice. Mr. Christensen practiced almost exclusively workers' compensation defense; Mr. Bergner practiced insurance defense, with a specialty in defense of insurance agents in their errors and omissions liability. Job duties included research and writing, depositions, litigation, drafting correspondence and routine handling of caseload.

**Edwards, Sonders & Propester, P.C., Associate** (September 1991 to November 1992), **Law Clerk** (January 1990 through June 1991). Assisted in Chapter 11 and 13 Bankruptcy, debtor/creditor law, foreclosures, corporate and loan documentation, corporate and banking litigation, probate and family law.

**Fred Shaeffer Law Office, Legal Intern and Law Clerk** (May 1989 to May 1991). Legal research writing briefs and memoranda, handling workers' compensation from claimant's perspective, handling probate and personal injury files, trial assistance, meeting with clients, appellate brief writing, minor criminal litigation, keeping civil cases current.

**Cleveland County Legal Aid, Legal Intern** (January 1991 to May 1991). Involved in complete case control under supervising attorney of various administrative, civil and misdemeanor criminal cases. Some litigation experience.

**McKinney, Stringer & Webster, P.C., Law Clerk** (June 1991 to August 1991). Duties involved legal research and writing on a wide variety of legal issues.

**Professor Robert Spector and Professor Jonathan Forman, University of Oklahoma, Research Assistant Positions** (1990 to 1991). Research in the areas of Family Law, Pension Plans, Taxation, Tort Law and Line-Item Vetoes; extensive Westlaw research; proofreading textbooks, assisted in preparing general family-law litigation forms for textbook, and writing legal memoranda.

**City of Isle of Palms, South Carolina**  
**Application for Boards and Commissions**

**Position sought:**

(check that which interests you and see City website [www.iop.net](http://www.iop.net) for description of duties)

Any ☒ X ☐

Accommodations Tax Advisory Committee ☐ Building Code Board of Appeals ☐

Board of Zoning Appeals ☐ Planning Commission ☐

Applicant Name: Neil Schneider

Home Telephone number 843-200-8902

Work Telephone number 843-200-8902

Address: 5 Duck Lane Isle of Palms SC, 29451

Email: Neil@charleston.info

How long have you lived on the Isle of Palms? 2.5 years

State your interest in serving on this Board or Commission. I just want to serve in my community

Have you ever served on a board or commission for the City of Isle of Palms or another local government?

Circle: Yes or (No)

If so, provide information on that service. \_\_\_\_\_

Have you ever served as an elected official of a local government?

Circle: Yes or (No)

If yes, specify what type of service. \_\_\_\_\_

Education: High School  
(attach resume, if available)

Occupation, if retired, state former occupation: Realtor, Lending Business Owner

Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:

Prior to selling Real Estate I was a VP of sales in the Staffing industry. I currently own lending businesses along with selling Real Estate and Real Estate Investments.

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Professional affiliations:

None

---

Service Club/association memberships:

None

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Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?

Circle:    Yes    or    (No)

If yes, explain: \_\_\_\_\_

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Note: This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## CITY OF ISLE OF PALMS

### QUESTIONNAIRE BOARDS, COMMITTEES AND COMMISSIONS

1. Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?

We lived in Mt Pleasant for 6 years and realized the Isle of Palms is where we want to be and live here full time.

2. What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission.

I just want to serve.

3. What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?

I have some knowledge of all.

4. What do you feel are the most important services provided by our City?

Beach Enrichment, Water/Sewer, and Trash Pickup.

5. What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?

Redeveloping the Red and White.

6. What is your vision for Isle of Palms?

To be a fun family friendly beach.

7. Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?

No

8. How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?

I used to be in the corporate world it should be easy.

9. Would you be willing to assume a leadership role and, if so, what skills do you bring that would make you capable of being an effective leader?

Yes. I currently employ a dozen people and most of them have worked for me for years.

Councilmember Bettelli introduced the members of the Personnel Committee to Mr. Schneider and explained the process for appointments to boards and commissions.

Mr. Schneider stated that he is originally from Wisconsin, has a wife and four children and has been a resident of the island for 2½ years. After a successful career in the staffing business, he and his wife decided to leave the cold weather behind and move South. He currently sells real estate and plans to spend the remainder of his life on the island.

Mr. Schneider acknowledged having "enough knowledge of City government to be dangerous."

He indicated that he has no prior experience in local government.

Responding to the query about what he could contribute as a member of a City board or commission, Mr. Schneider said that he is capable of seeing "the big picture;" he is adept at seeing the solution to a problem and helping the group come to that solution so that they completely buy in to it.

As the Committee brought up property taxes, Councilmember Stone indicated that seventy-five percent of the City's property tax revenue comes from the non-owner occupied homes and commercial businesses.

Councilmember Thomas asked Mr. Schneider what he saw as important issues facing the City; Mr. Schneider indicated that he thought the integrity of the beach was a vital factor – he supported an ongoing beach renourishment program. A second issue of importance is the water and sewer infrastructure; he commented on the odor of sewage after a major rain event due to the number of septic tanks on the island.

On the subject of City services, Mr. Schneider said that the City appears to have a large police force yet very little crime. He opined that the reason crime is low is the caliber of people who live on the island. He related that every day when he drives to work, "some poor citizen on this island is pulled over" and the same is true on the drive home in the evening. When asked how many police officers the City employs, Mr. Schneider said he had heard thirty-one (31); Councilmember Bettelli noted that the City has twenty (20) sworn officers.

Councilmember Thomas recounted a ride-along with island police officers; he said he was surprised "at what the officers have to put up with." Councilmember Bettelli commented that there is a lot more happening on the island than the average citizen is aware of.

Mr. Schneider stated that his vision of the island is for it to remain much like it is today. He is aware that parking is a serious problem on the island; he thinks the City should provide the number of necessary parking spaces and, once they are full, they are full. He thought that a parking sticker program, like in downtown Charleston, might solve the problem; he was not in favor of providing more parking than is required.

Mr. Schneider said he was not involved in any groups that would create a conflict of interest.



Schneider interview  
October 1, 2012

Responding to Councilmember Stone's question about the focus of Mr. Schneider's real estate business, Mr. Schneider stated that he originally was a "lot flipper," but he now does both commercial and residential.

Mr. Schneider voiced no hesitation in assuming a leadership role on a board or commission having done so in his church and in the Rotary Club.

Mr. Schneider said he would be willing to serve on any board or commission; he simply wanted to become more involved in his community. He said he had reached a time in his life where he "wants to settle in and know what is going on around" him.

Status: **Reviewed**

Entry #: 6

Date Submitted: 9/9/2017 11:09 AM

**Applicant Name**  
 Pamela Stogner

**Position Sought**  
 Planning Commission

**Home Phone**  
 (678) 984-3658

**Work Phone**

**Address**  
 2303 Cameron Blvd, Isle of Palms, South Carolina 29451

**Email**  
 pamstogner@yahoo.com

**How many years have you lived in the Isle of Palms?**  
 8

**State your interest in serving on this Board or Commission.**

To serve the Isle of Palms and work in partnership with our residents to promote healthy safe community, and to develop a vibrant, diversified economy. It is important to also plan for the future, and to preserve and enhance the natural beauty of our island.

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**  
 No

**Have you ever served as an elected official of a local government?**  
 No

**Education**  
 BSN, Clemson University, USC MPH Student

**Occupation**  
 Nurse Administrator DHEC

**Upload Résumé**



**Stogner\_Resume.docx**  
 17.70 KB



**Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:**

Public Health should always be a priority for cities. Not only is this a career for me, but I truly am passionate about ensuring quality of life for all. My family has lived on the island and been active community members for 20 years which makes me have great community pride, am very knowledgable about the island, and invested on maintaining and improving the Isle of Palms as both a year round home, and place for visitors.

**Professional Affiliations**  
 South Carolina Public Health Association  
 South Carolina Nurses Association

**Service Club/Association Memberships**  
 IOP Exchange  
 Show Me Your Stethoscope

**Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?**  
 No

Date

9/9/2017

**Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?**

Moved to Isle of Palms from Mount Pleasant when I became engaged to my now husband who lived on the Isle of Palms. I am a full year resident.

**What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?**

I have been a public servant for all of my adult life as a RN. I am committed to quality of life, serving, and promoting health communities.

**What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?**

Population, census data, income data, government.

**What do you feel are the most important services provided by our City?**

Public safety, environmental protections to barrier islands and estuaries. recreation, vibrant varied business economy.

**What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?**

Marina, drainage, recreation center improvements, the replacement of fire trucks, sand renourishment

**What is your vision for Isle of Palms?**

An attractive, inviting, secure community

**Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?**

none

**How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?**

All issues are important. No issue too big or too small if it is a concern of a resident all issues including "routine" of value.

**Would you be willing to assume a leadership role and, if so, what skills do you bring that would make you capable of being an effective leader?**

Excellent computer skills SAS, Excel, Power Point Word. Organized. Dependable. Enjoy working in teams and coalition building. Listening.

**City of Isle of Palms, South Carolina**  
**Application for Boards and Commissions**

**Position sought:**

(check that which interests you and see City website [www.iop.net](http://www.iop.net) for description of duties)

Any X

Accommodations Tax Advisory Committee \_\_\_\_\_ Building Code Board of Appeals \_\_\_\_\_

Board of Zoning Appeals \_\_\_\_\_ Planning Commission \_\_\_\_\_

Applicant Name: Rod Turnage

Home Telephone number 843-297-0134 Work Telephone number 843-297-0134

Address: 139 Sparrow Drive, Isle of Palms, SC 29541

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Email: rodturnage@gmail.com

How long have you lived on the Isle of Palms? March 6, 2015

State your interest in serving on this Board or Commission. My interest in serving on the Commission derives from my desire to serve my community and my learned business skills supporting local government, state government, federal government and higher education over the past 15 years. I believe it is extremely important to preserve the island for our families and generations to come. In addition to our fiscal responsibilities, we have a duty to honor the Island's history through education and awareness. Prior to moving to IOP, I lived in Mt. Pleasant for 15 years, Greenville, SC for 4, downtown Charleston for 5 as a CofC student, and was born and raised in Darlington SC. My geographic background and business experience can offer the Island a unique perspective through voluntary Committee participation.

Have you ever served on a board or commission for the City of Isle of Palms or another local government?

Circle: Yes or No

If so, provide information on that service. \_\_\_\_\_

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Have you ever served as an elected official of a local government?

Circle: Yes or No

If yes, specify what type of service. \_\_\_\_\_

Education: < resume attached >

(attach resume, if available)

Occupation, if retired, state former occupation: Senior Channel Business Manager, W.W. Grainger Inc.

Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:

My educational background and work experience qualifies me to contribute to the mission of the board /commission by my finance and contracts background serving and servicing government entities. This includes strategy development and project management, government policy and corporate communications. I also have a strong skill set in public speaking and communicating with people of backgrounds and ages.

Professional affiliations:

General Services Administration Advisory Board for Federal Strategic Sourcing Initiative – 2012/2013

Service Club/association memberships:

Member of Seacoast Church, US Kids Golf, First Tee of America

Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?

Circle:    Yes       or       No

If yes, explain: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Note: This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

\_\_\_\_\_  
Signature

11/18/2015

Date

## CITY OF ISLE OF PALMS

### QUESTIONNAIRE BOARDS, COMMITTEES AND COMMISSIONS

1. Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away? Yes, full time resident.
2. What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?  
I am motivated to become involved with City government because of my strong appreciation for the Island, its people and its future. I feel I can most contribute by serving with my strategic orientation skills and systemic decision making abilities. These two combined will allow me to provide sound input, offer problem solving suggestions that will have a positive impact on the community initially and in the future. I also have a strong background in finance, and managing profit and loss statements for large and small organizations. This in addition to my high achieving track record will most contribute to my Commission service.
3. What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting? All slightly familiar
4. What do you feel are the most important services provided by our City? All equally important.
5. What do you feel are the most pressing issues facing the City now and in the future? I believe the most pressing issues facing the City now are where to invest and preserve for the future. This includes maximizing tax dollars, working with state and federal government, and learning from our past.  
What projects do you know about that the City is currently pursuing? I am aware of the recreational projects, some front beach zoning and re-sanding concerns (FEMA); road repair needs (SCDOT), some fire department and police department projects.

What is your vision for Isle of Palms?

My vision for Isle of Palms is:

*"Isle of Palms will set the standard for other island cities as a "special" place with small town charm where people want to live, work, learn and play."*

7. Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? No.

How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?

I would make sure they knew the "why" behind the decision and the overall impact to all residents first while taking into understanding of the negative effect to them personally.

8. How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?

I would see routine issues as part of the process for overall improvement while focusing on the things we can control, and pausing or learning from the things which cannot be controlled or resolved at the moment.

9. Would you be willing to assume a leadership role and, if so, what skills do you bring that would make you capable of being an effective leader?

I would be willing to assume a leadership role and my background and training in Effective Leadership over the past 20 years has me well poised for my next step in community leadership. My background as a Corporate and industry leader, top performer within a Fortune 500 company with 25,000 plus employees, and serving the public sector nationally has me well qualified for as an effective leader for the City of Isle of Palms.

# **RODERICK E. TURNAGE (ROD)**

139 Sparrow Drive  
Isle of Palms, SC 29451  
Telephone (843)297-0134  
E-Mail: rodturnage@gmail.com

## **SALES AND BUSINESS DEVELOPMENT**

### **SUMMARY OF QUALIFICATIONS:**

- Background encompasses extensive professional experience in sales and business development in the following key areas of responsibility: territory development and management; strategic and systemic thinking; maintaining/upgrading existing clients; cross functional resource management and communication; need assessments; sales presentations; contract negotiation; contract negotiation and implementation; sales management process; change management, political acumen, developing others.
- Highly skilled in: establishing key partnerships and generating initial revenue; developing business models and leveraging channel opportunities; large contract/project negotiations, organization change management, vertical market start up, strategic partner relations, cross functional collaboration, measuring success.
- Strengths: excellent communication/people skills (able to develop a positive relationship with individuals of all ages and backgrounds); self-motivated; proven time management skills; well organized; highly responsible; extensive background negotiating complex contracts.

### **EDUCATION/TRAINING:**

**Bachelor of Science (1994)** College of Charleston – Charleston, South Carolina  
Major: Corporate Communications, Business Administration

**Men's Golf Team** College of Charleston – 1990 - 1993

**President** – Kappa Alpha Order, College of Charleston – 1993

**Student Government Council**, College of Charleston – 1992 and 1993

**Muscular Dystrophy Association Volunteer** – 1990 - 1994

Training: Dale Carnegie Course; Dale Carnegie Sales Training, Dimensions of Professional Selling, The Leader's Institute Fearless Presentations, Government Contract Compliance, Situational Leadership I & II



**PROFESSIONAL EXPERIENCE:****Senior Government Sales Manager – General Services Administration****July 2012 to 2014****W.W. Grainger, Charleston, South Carolina**

Responsible for contract negotiations and the national sales strategy servicing Defense Logistics Agency (DLA), and General Services Administration (GSA). 2014 sales growth in excess of \$9M and 125% to goal. Played a key role in closing GSA contracts and internal projects: Federal Strategic Sourcing Initiative (FSSI) Contract negotiation and implementation valued at over \$250M for 5 years; World Class Government Contractor team member. Developed sales coverage model for federal sales team. 80% travel within the US with key focus on Washington DC, Chicago, Texas, and major military locations.

**Accomplishments:**

- Annual Achievers 2014
- GSA FSSI Awards for MRO and JanSan
- FSSI is the largest single government contract in Company history
- Consistently met expense targets
- Regional Sales Team Training

**Senior Government Sales Manager – United States Army****July 2011 to July 2012****W.W. Grainger, Charleston, South Carolina**

Responsible for national coverage of US Army and Defense Logistics Agency to increase market presence. Lead change management to increase customer relevance, developed and implemented a successful national go to market strategy. Responsible for internal, customer, and key supplier negotiations. Worked cross functionally with Brand, Product Management, Life Cycle Management and lead Company Value Proposition discussions with District leaders and Account Managers. Developed and implemented a small business strategy to address the 80% small business spend of the US Army. This included eBusiness channels and partner development.

**Government District Sales Manager – Carolinas****January 2009 to July 2011****W.W. Grainger, Charleston, South Carolina**

Responsible for exceeding sales goals, implementing sales strategies, Account Manager coaching, management of twelve direct reports, contract negotiation and compliance for North Carolina and South Carolina. This includes customer segments from government healthcare, military, federal civilian, federal contractors, prime vendors, CENTCOM, state, local, primary education and higher education government accounts.

**Accomplishments:**

- Leader Manager of the Year 2010
- Annual Achievers Club 2009
- Responsible for \$42M in sales in 2009
- Responsible for \$23M in sales in 2010

**Government Sales Manager – NC, SC, GA****September 2005 to December 2008****W.W. Grainger, Charleston, South Carolina**

Responsible for exceeding sales goals, implementing sales strategies, Account Manager coaching, customer relationship management, contract negotiation and compliance for North Carolina, South Carolina, and Georgia State, local, and higher education government accounts.

**Accomplishments:**

- Grew sales from \$16.5 million in 2005 to \$23.5 Million in 2008
- 3<sup>rd</sup> Quarter Apex Award in 2008
- Negotiated and signed statewide MRO contract with State of North Carolina in 2007
- 3<sup>rd</sup> Quarter Navigator Award in 2007
- 2007 Star Award
- Customer First Award – Quarter 4 2005
- Annual Achievers Club 2007

**Government Account Manager****January 2004 to August 2005****W.W. Grainger, Charleston, South Carolina**

Responsible for exceeding sales goals, customer relationship management, and contract compliance for 30 federal, military, healthcare and Veterans Affairs, state, local, and higher education government accounts.

**Accomplishments:**

- Exceeded sales goal – 135% goal performance and increased sales 33% to prior year, 2005
- Exceeded sales goal - 108% goal performance and increased sales 35% to prior year, 2004
- Top Producer Award, Quarter 1, 2004
- Top Producer Award, Quarter 3, 2004

**Territory Manager****August 2001 to December 2003****W.W. Grainger, Charleston, South Carolina**

Responsible for sales, customer relationships, and growing sales for 350 plus accounts in Lowcountry South Carolina. Customers include U.S. Federal Government, United States Air Force, United States Navy, State of South Carolina, and Fortune 500 Manufacturers.

**Accomplishments:**

- Annual Achiever's Club 2003
- Annual Achiever's Club 2002
- Increased sales by 34% in 2002, 15% in 2003

**Director of Business Development****June 2000 to June 2001****Impressa, Inc., Atlanta, Georgia**

Responsible for establishing key partnerships, hiring resources, and generating initial revenue for start-up. Managed sales team with yearly sales of \$7 million plus.

**Accomplishments:**

- Developed business models, and go-to-market strategies to leverage channel opportunities with solution providers, internet service providers, application service providers, and independent software vendors.
- Worked closely with Product Development, Marketing, training and Product Support to position Impressa in the small to medium business marketplace.
- Closed strategic partnership agreements, and consistently achieved sales goals.

**Account Manager****December 1997 to June 2000****Eastern Industrial Supplies, Inc.** Greenville, South Carolina

Responsible for managing customer relationships and growing sales revenue for 116 plus accounts in Upstate South Carolina.

**Accomplishments:**

- Developed relationships with major companies such as B.F. Goodrich, Fuji Photo Film, General Electric and Kemet Electronics.
- Achieved sales revenue of \$2.3 million per year.
- Produced gross profit revenues 10% above industry average.
- Surpassed annual quota for sales and gross profit yearly.

**Account Manager****September 1994 to December 1997****Ferguson Enterprises,** Greenville, South Carolina

Responsible for growing and maintaining Industrial Division to service Upstate South Carolina.

- Increased sales by over 140%.
- Managed industrial inside sales group.
- Coordinated bi-monthly sales meetings.

**Accomplishments:**

- Exceeded sales goal 10 of last 12 years.
- Annual Achiever's Club for Top Sales Performers - 2002, 2003, 2007, 2009
- # 1 Sales district company wide 2006, 2007, 2008
- 2000 World Champion Blind Golf Coach, Scotland

**INTERESTS:**

- Community Service – Seacoast Church, Dream Center for Community Development, US Kids Golf, First Tee of America
- Family, running, fishing, golf
- Member of South Carolina Golf Association
- Member of United States Golf Association

**REFERENCES:**

Available upon request.

# **City of Isle of Palms, South Carolina** **Application for Boards and Commissions**

**Position Sought:**

(Check that which interests you and see City website [www.iop.net](http://www.iop.net) for description of duties.)

☐ Any
 ☐ Accommodations Tax Advisory Committee  
☐ Beach Advisory Committee
 ☐ Board of Zoning Appeals  
☐ Building Code Board of Appeals
 ☒ Planning Commission  
☐ Real Property Advisory Committee

Applicant Name: Jon Regan Walters

Home Telephone Number: (843) 886-5557

Work Telephone Number: (843) 324-5557

Address: 1A 30th Avenue  
Isle of Palms, SC 29451

Email: jonreganwalters@bellsouth.net

How long have you lived on the Isle of Palms? '68-71 summer resident/'72-present year round

State your interest in serving on this Board or Commission. My years on the Island coupled with my experience in development give me a unique perspective. Living on Palm

I have first hand experience with most of the key issues facing the Island. Last, Palm Blvd residents are under-represented in City Govt.

Have you ever served on a board or commission for the City of Isle of Palms or another local government?

Circle One:    Yes    or    No

If so, provide information on that service. \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**City of Isle of Palms, South Carolina  
Application for Boards and Commissions**

Have you ever served as an elected official of a local government?

Circle One: Yes or (No)

If yes, specify what type of service. \_\_\_\_\_

Education: BS Business Admin '84, The Citadel/ MBA '90, The Citadel  
(attach resume, if available) Wando HS '80

Occupation. If retired, state former occupation: Commercial Real Estate and Development

Please describe how your educational background, work experience or other life experience qualify you to contribute to the mission of this board/commission: I have lived on the Island as a summer

and year round resident. In my work experience, I have worked with planning

boards and Depts in SC, NC, GA, TN and VA. In the Army Reserve I have

worked with local government in Bosnia, Iraq and Afghanistan.

Professional affiliations: \_\_\_\_\_

CCIM

Service Club and Association memberships: VFW, American Legion

Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?

Circle One: Yes or (No)

If yes, explain: \_\_\_\_\_

Note: This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

Signature

Date

8/15/08

# CITY OF ISLE OF PALMS

## QUESTIONNAIRE BOARDS AND COMMISSIONS

Jon Regan Walters  
1 30<sup>th</sup> Avenue  
324-5557 (mobile)  
886-5557 (home)

1. Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?

I grew up on the Island. I was a summer resident from '68-'71 and have been a year round resident since '72. I attended Sullivan's Island Elementary and Wando High School. I graduated from The Citadel in 1984 with a BS in Business Administration and received a MBA from The Citadel in 1991.

I was commissioned as a Field Artillery Officer in the 82d Airborne Division in 1984 and continue to serve in the Army Reserve with the 360<sup>th</sup> Civil Affairs Brigade. I have worked at every level from Company level to Central Command (CENTCOM) Headquarters. I have worked in operations and as a planner at multiple levels.

I am a commercial real estate broker with Kennerty, Ratner and Tezza where I do sales and leasing. I primarily work with site selection, particularly wireless communications tower location.

2. What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?

There are a lot of issues facing the Island and I believe that as a life-long resident I can provide a unique perspective. Many of the planning issues facing the Island have a significant effect on Palm Blvd residents and living on Palm I am keenly aware of the impacts of the day tourist, parking, rentals, development, etc.

3. What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?

I'm a homeowner and I pay taxes. I haven't followed the budget too closely. I am most aware of the livability issues, planning issues, etc.

4. What do you feel are the most important services provided by our City?

Trash collection; you get personnel or budget issues wrong and half the residents will never realize it but you mess up trash collection and you're going to hear about it. Plus, it's a health issue.

5. What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?

The City is faced with pressures from development, day visitors, rentals and parking that can have a profound impact on the character of the Island if not handled properly. The Island government has traditionally been reactive in nature to problems and this has not really served us well. We need to be more proactive, anticipate potential problems and plan accordingly for them.

6. What is your vision for Isle of Palms?

I envision the Island as a place for families to vacation and more importantly live. Without a strong base of year round residents, particularly young families, the Island will continue down the path toward becoming a resort and retirement community.

7. Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative affect on a friend or neighbor?

I have no affiliation that would provide a conflict other than possible military deployment. I have ample experience with making hard decisions. As a Battalion Commander in the Army Reserve I had to remove soldiers from the Army and make decisions placing people (including a close friend) in one of the most dangerous areas of Baghdad. Morale of the story – don't be my friend!

8. How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?

There is no job that will be fun all the time; that is part of service.

Over the past twelve (12) months there have been times when the Planning Commission, for example, has had to meet as many as three (3) times a month, and the meetings last one and one-half (1½) to two (2) hours. That being said, are you willing to commit to that amount of time and what kind of issues will that kind of obligation create for you?

Yes.

Would you be willing to assume a leadership role in the Commission and, if so, what skills do you bring that would make you capable of being an effective leader?

Yes, if needed. I have extensive experience in planning both in the military and in my civilian job. I have dealt with Planning Boards/Commissions to get approval for Commercial Development and to get wireless communications towers approved.

As can be seen in answers to previous questions I have ample experience and training in leadership.

Status: **Reviewed**

Entry #: 2

Date Submitted: 6/15/2016 3:19 PM

**Applicant Name**  
Christine File Zamboki

**Position Sought**  
Any

**Home Phone**  
(843) 670-9448

**Work Phone**  
(843) 529-2833

**Address**  
3 LAUDEN BLVD, Isle of Palms, South Carolina 29451

**Email**  
christine.zamboki@gmail.com

**How many years have you lived in the Isle of Palms?**  
3

**State your interest in serving on this Board or Commission.**

Volunteerism allows me to become more involved with IOP. I want to help the board or commission examine issues and, in turn, shape the future of IOP.

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

**Have you ever served as an elected official of a local government?**

No

**Education**  
Masters Degree

**Occupation**  
Assistant Principal

**Upload Résumé**



Christine File Zamboki Resume.pdf  
64.00 KB



**Please describe how your educational background, work experience or other life experience qualifies you to contribute to the mission of this board/commission:**

As a IOP community member, I am able to assist the board and/or/ commission on important issues. My educational background has lead me to a live of service that begins in the Charleston County School District. Currently serving as an assistant principal, my experience is to help follow state and district policy to better the school. I am able to follow laws, policy's, thus serving the people of IOP in the best capacity.

**Professional Affiliations**  
Charleston County School District

**Service Club/Association Memberships**  
Junior League of Charleston.  
Charleston County School District PTA Member.  
College of Charleston Alumni Member.  
Citadel Alumni Member.

**Is there any way that you or a member of your family would stand to benefit financially by your service on this board or commission?**

No



Date

6/15/2016

**Tell us about yourself, i.e. your background and experience, and especially what circumstances led you to become a resident of Isle of Palms. Do you spend the full year in residence or are there extended periods when you are away?**

My husband and I are full time residences of the Isle of Palms. We moved to the island 3 years ago, and are raising our young son.

Information about myself, I have lived in Charleston since 2002. I attend College of Charleston, obtaining an undergraduate degree in Elementary Education. I have taught in title-one schools, and served the students in the north zone of Charleston. Since teaching, I attended and graduated from the Citadel. I now am an assistant principal for a title one school in North Charleston. Our school is a creative arts school, that focuses on arts integration and allowing all students to have access to the arts.

The circumstances that led me to become a resident of the Isle of Palms are many. With leading a stressful and busy professional career, I searched out opportunities for a relaxing and active residential environment. Isle of Palms with its active lifestyle and friendly residents fit the need for stress free living.

**What motivates you to become involved in City government? In what ways do you feel that you can most contribute by serving on a board or commission?**

My motivation to become involved in city government starts at home, I want to be connected in a community that serves its people. My son will grow up and become a member of the IOP community, I need to become involved to ensure that the island is equipped to foster our young members.

The ways I can contribute to serving on a board or commission would be my administrative skills, motivation to serve others, and ability to write and follow city policy.

**What demographics of Isle of Palms are you familiar with, for example, population, homeownership, taxation and budgeting?**

The Isle of Palms demographics are listed on the city's comprehensive plan. I am currently a member of the largest age demographic in the 25-40 years of age. I have read about the number of full-time residents and those apart of the rental community. Budgeting is at this time of the year a priority and something that I am aware of being in a public school (in terms of millage and general operating fund).

**What do you feel are the most important services provided by our City?**

The City provides several important services. Starting with public safety, the fire and police department. The water commission and real estate/planning commissions are important and provided by our city. My favorite right now with a young son, is the recreational department, which serves our families on the island.

**What do you feel are the most pressing issues facing the City now and in the future? What projects do you know about that the City is currently pursuing?**

There are several pressing issues facing the city of Isle of Palms. Several pressing issues are working out the details in the residential and guest parking for May 15-September 15th, working on a plan for beach erosion, working on the plan for the marina renovation, sewer capacity, and balancing the city's budget. All of which are projects the City is pursuing.

**What is your vision for Isle of Palms?**

The vision for Isle of Palms also reflects my families vision statement: To live on a barrier island, one that protects the residents and natural resources to ensure a long suitably factor for many generations to come.

**Is there any group or organization that you are involved in, now or at any other time, professionally or otherwise, that could present a conflict with your service to the City? How would you go about making a decision that could ultimately have a negative effect on a friend or neighbor?**

At this time I am not involved with any group or organization that would present a conflict with my service to the city.

Making a decision that could ultimately have a negative effect on a friend or neighbor would be a difficult situation. Through my educational background and daily work life, I am confronted with confrontation daily. I will take a step back and listen to feedback, look at policies, and work to deliver an answer or rebuttal to all decisions as needed.

**How will you maintain your enthusiasm and dedication when there are only routine issues coming before any commission on which you might serve?**

Ways I would maintain my enthusiasm and dedication when routine issues would remain the same as when I'm at work. I would stay focused on the issues and apply the policies and procedures when needed. Staying focused and asking questions on the important tasks would keep me engaged with routine issues.

**Would you be willing to assume a leadership role and, if so, what skills do you bring that would make you capable of being an effective leader?**

At this time, I need an opportunity to learn more about the boards and commissions before entering into a leadership role.

## "Marie Copeland"

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**From:** Christine Zamboki <christine.zamboki@gmail.com>  
**Sent:** Wednesday, October 11, 2017 1:49 PM  
**To:** "Marie Copeland"  
**Subject:** Re: Interview

Hello Ms. Copeland,

Unfortunately, I am unable to attend today due to a scheduling conflict.

Please know I am committed to the City of Isle of Palms and look forward to working with the city at a future date. I will need to cancel my interview and will work to re-submit my information for future consideration moving forward.

Thank you again for the opportunity and I hope to work along the City soon.

Christine Zamboki

2804 Waterway Blvd.

On Tue, Oct 10, 2017 at 8:14 AM, "Marie Copeland" <[mcopeland@iop.net](mailto:mcopeland@iop.net)> wrote:

I am sending a reminder that you have an interview at 3:00 p.m. on Wednesday, October 11<sup>th</sup> in the 2<sup>nd</sup> floor Conference Room in City Hall.

Thanks,

Marie Copeland

City Clerk

--

Christine

[Christine.Zamboki@gmail.com](mailto:Christine.Zamboki@gmail.com)

10/26/2018

**Longevity Increase Adjustment Proposal**

**1. Purpose of a Longevity Increase Adjustment**

The purpose of a longevity increase adjustment is to reward high performing employees who are at the top of their salary range and receive a score of 3 or above in the annual performance evaluation, as determined by the department head and approved by the City Administrator.

**2. Effective Date**

This policy will take effect on January 1, 2019.

**3. Eligible Employees**

City employees who have reached the top of their salary range and receive a score of 3 or above in their annual performance evaluation.

**4. Adjustment Calculation**

The longevity increase adjustment will be calculated each year and will not be subject to cumulative compounding. It may be awarded as a lump sum or paid through payroll over the course of the year. The longevity increase adjustment will not change or increase the employee's base salary.

**Performance Evaluation and Merit Pay (PE&MP) Policy – Existing with Proposed amendment**

While favorable performance evaluations may be a factor in determining wage increases, no employee is entitled to a wage increase because he or she receives a favorable evaluation.

**1. The City of Isle of Palms PE&MP policy is as follows:**

An annual Performance Evaluation generally is conducted for each regular full-time City employee during the month of January. Newly hired employees generally receive a Performance Evaluation at the end of their six-month probationary period. Newly hired employees and other employees are eligible for a merit increase provided he or she is off of probationary status during the City's Annual Performance Evaluation. (Change approved by City Council 9/27/2005)

**2. The following specific policies apply to the PE&MP Program:**

**A. The merit pay increase cannot place an employee's compensation outside the pay range for their position.**

a. High performing employees who have reached the top of their salary range and who receive a score of 3 or above in their annual performance evaluation may qualify for and may receive will receive a longevity increase adjustment as determined by the Department Head and approved by the City Administrator. The longevity increase adjustment (1) will be calculated each year; (2) will not be subject to cumulative compounding; and (3) may be awarded as a lump sum or paid through payroll over the course of the year.

**B. Performance Evaluation criteria are developed by the City Administrator in conjunction with the City department heads and are submitted to the Personnel Committee for approval.**

C. The City Administrator's Annual Performance is developed by the Personnel Committee and submitted to the City Council for approval.

D. Regular part-time employees receive an Annual Performance Evaluation. Regular part-time employees working at least 30 hours per week are eligible for a merit pay increase.  
(Approved by City Council 11/17/2009)

Approved: \_\_\_\_\_

DRAFT

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ARTICLE B. - CITY ADMINISTRATOR<sup>[2]</sup>

## Sec. 1-4-11. - Office established; duties.

- (a) The office of City Administrator is hereby created. The City Administrator shall be appointed by a majority of Council.
- (b) The City Administrator shall be responsible for the overall administration of the City.
- (c) Council shall employ an Administrator to administer the affairs of the City and implement the policies of the Municipal Council.
- (d) The term of employment of the Administrator shall be at the pleasure of the Council and he shall be entitled to such compensation for his services as the Council may determine.
- (e) The Administrator shall be the chief administrative officer and head of the general government branch of the municipal government. The Administrator shall be responsible to the City Council for the proper maintenance of all affairs of the City. All City department heads shall report to the Administrator. The Administrator shall prepare the budget annually, submit it to the City Council and be responsible for its administration after adoption. The Administrator shall assume such other responsibilities as Council may, from time to time, assign.
- (f) The Administrator shall perform duties in accordance with the provisions of the City personnel manual. The Administrator shall further deal with employees pursuant to the City personnel manual, which shall not be construed to constitute a contract of employment for any employee.

(Code 1994, § 1-4-11; Ord. No. 1992-14, 12-22-1992; Ord. No. 1994-4, § 13, 4-26-1994)

## Secs. 1-4-12—1-4-20. - Reserved.

ARTICLE B. - CITY ADMINISTRATOR<sup>[2]</sup>

Footnotes:

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**State Law reference**— Authority to employ city administrator under council form of government, S.C. Code 1976, § 5-11-40.

Sec. 1-4-11. - Office established; duties.

- (a) ~~The office of City Administrator is hereby created.~~ The City Administrator shall be appointed by a majority of Council.
- (b) ~~The City Council may employ an~~ Administrator who shall be responsible for the proper overall administration of the policies and affairs of the City.
- (c) ~~Council shall employ an Administrator to administer the affairs of the City and implement the policies of the Municipal Council.~~
- (cd) The term of employment of the Administrator shall be at the pleasure of the City Council and he/she shall be entitled to such compensation for his services as the determined by Council may determine.
- (d) The City Administrator shall relate to and communicate with the Mayor and City Council as a whole, any problems, situations, and conditions concerning any City department or activity that, in the opinion of the City Administrator, is of significance.
- (e) The Administrator shall recommend organization changes and directs the formulation of internal plans, policies and programs.
- (fe) ~~—The Administrator shall be the chief administrative officer and head of the general government branch of the municipal government and as such, shall direct, supervise, and coordinate administrative activities and operations. —The Administrator shall be responsible to the City Council for the proper maintenance of all affairs of the City. The Administrator shall supervise all All City department heads and coordinate activities of all City departments. shall report to the Administrator.~~
- (g) The Administrator shall prepare the a proposed annual operating budget annually, and submit it to the City Council and shall be responsible for its administration after adoption. The Administrator shall assume such other responsibilities as Council may, from time to time, assign. The Administrator shall prepare an annually updated, ten-year capital program and budget.
- (h) The Administrator shall serve as the Purchasing Agent for the City.
- (if) The Administrator shall perform duties in accordance with the provisions of the City's employee handbook personnel manual. The Administrator shall further deal manage with employees pursuant to the City's personnel manual employee handbook, which shall not be construed to constitute a contract of employment for any employee.
- (i) The Administrator shall assume such other responsibilities and duties as assigned by the Mayor and City Council.

(Code 1994, § 1-4-11; Ord. No. 1992-14, 12-22-1992; Ord. No. 1994-4, § 13, 4-26-1994

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**CHAPTER 1. - POLICE PROTECTION<sup>[1]</sup>****Sec. 2-1-1. - Control of Police Department.**

The management, direction and control of the Police Department of the City shall be vested in Council and such authority as delegated to the City Administrator.

(Code 1970, § 17-2; Code 1994, § 2-1-1; Ord. No. 1992-14, 12-22-1992)

**Sec. 2-1-2. - Chief of Police.**

The City Council shall appoint the Chief of Police, who shall serve at the pleasure of City Council. The Chief of the Police Department shall carry out and enforce this Code and all other applicable ordinances and perform such other duties as may be required of him by City Council or the City Administrator. He shall receive such salary as may be provided by City Council.

(Code 1994, § 2-1-2; Ord. No. 1995-4, 6-27-1995)



CHAPTER 1. - POLICE PROTECTION<sup>[1]</sup>

Footnotes:

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**State Law reference**— Municipal police officers, S.C. Code 1976, § 5-7-110; reserve police officers, S.C. Code 1976, § 23-28-10 et seq.; powers and duties of police chief and officers relevant to municipal court, S.C. Code 1976, § 14-25-55.

Sec. 2-1-1. - Control of Police Department.

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(Code 1970, § 17-2; Code 1994, § 2-1-1; Ord. No. 1992-14, 12-22-1992)

Sec. 2-1-2. - Chief of Police.

The City Council shall appoint the Chief of Police, who shall serve at the pleasure of City Council. ~~The Chief of the Police Department shall carry out and enforce this Code and all other applicable ordinances and perform such other duties as may be required of him by City Council or the City Administrator. He or she shall be entitled to~~ receive such salary-compensation as may be provided by City Council.

Sec. 2-1-3. – Powers and Duties.

- (a) The Chief of Police shall be the commanding officer of the Police Department. The Chief of Police shall be the principal law enforcement officer and shall enforce within the municipality all provisions of state law, this code, and other ordinances not the primary concern of some other officer to enforce, and he or she shall cooperate with and assist other officers in the enforcement of statutes and ordinances for which they are primarily responsible.
- (b) It shall be the duty of the Chief of Police to see that all departmental rules, regulations, and orders are promptly and faithfully respected and obeyed, and whenever any violation thereof is reported to the Chief or comes under the Chief 's personal observation, he or she shall promptly investigate the matter and report it to the City Administrator and Public Safety Committee of City Council.
- (c) The Chief of Police is authorized to summarily terminate and suspend from duty any member of the Police Department for cause. The Chief of Police shall perform such other duties as may be required by City Council or the City Administrator.

Sec. 2-1-4. – Chain of Command; Ranks and Grades

- (A) All personnel of the Police Department shall be subject to the supervision and control of the Chief of Police. In the event of the absence or incapacity of the Chief of Police, the Police Department chain of command shall be followed.
- (B) Members of the Police Department subordinate to the Chief of Police shall be appointed, promoted, and demoted in rank or grade by the Chief of Police.

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