



Personnel Committee

9:00 a.m., Tuesday, January 11, 2022
1207 Palm Boulevard
Isle of Palms, South Carolina

Public Comment:

All citizens who wish to speak during the meeting must email their first and last name, address and topic to City Clerk, Nicole DeNeane at nicoled@iop.net no later than **3:00 p.m. the business day before the meeting**. Citizens may also provide written public comment here: <https://www.iop.net/public-comment-form> .

Agenda

1. **Call to order** and acknowledgement that the press and public have been duly notified of the meeting in accordance with the Freedom of Information Act.
2. **Election of Chair and Vice Chair**
3. **Approval of previous meeting's minutes** – November 10, 2021
4. **Citizens' Comments** - All comments will have a time limit of three (3) minutes.
5. **Old Business**
 - a. Update on Fire Chief hiring process
 - b. Discussion and consideration of establishing the Spirit of the Island Award to recognize a remarkable single achievement or action by a citizen of the island (a companion award to the Signal 30 award)
6. **New Business**
 - a. Discussion of establishing a Code of Conduct for City Council
 - b. Discussion of selection process for the IOP Water and Sewer Commission vacancy
7. **Miscellaneous Business**

Next Meeting Date: 9:00 a.m., Tuesday, February 8, 2022
8. **Executive Session** – If needed.
9. **Adjournment**



Personnel Committee
4:00pm, Wednesday, November 10, 2021
1207 Palm Boulevard, Isle of Palms, SC and
broadcasted live on YouTube: <https://www.youtube.com/user/cityofisleofpalms>

MINUTES

1. Call to Order

Present: Council Members Bell, Buckhannon, and Moye

Staff Present: Administrator Fragoso, HR Officer Ladd

2. Approval of previous meeting's minutes

MOTION: Council Member Bell made a motion to approve the minutes of the October 13, 2021 meeting. Council Member Buckhannon seconded the motion. The motion passed unanimously.

3. Citizens' Comments – none

4. Old Business

A. Consideration of applications for the Planning Commission vacancies – interviews of five applicants

Mr. Ron Denton, current Chair of the Planning Commission and seeking another term of service on the Commission, spoke about the importance of the historical knowledge he has having served on the Planning Commission. He said that in his professional work he deals daily with building and zoning-related ordinances across several communities. He spoke briefly about the current work of the Planning Commission which is looking objectively at short-term rentals and their effects on the quality of life for residents.

Mr. Alex Skatell said he agreed with the Comprehensive Plan and would enjoy being part of the process for planning on the island. He believes important issues that should be addressed by the Planning Commission include the beautification of Palm Boulevard and the public space at the Marina. His work with political figures and on public policy boards will help him navigate long-term planning on the Isle of Palms.

Mr. David Guilford said he believes the two biggest issues that need to be addressed are traffic and parking. He expressed his concern about Secretary Hall pulling the previously approved beach parking plan. He believes it may be necessary to control the amount of non-resident traffic coming onto the island. He said he is glad to hear of the work on short-term rentals and believes another focus needs to be on protecting the beaches from sea level rise.

Mr. Steven Morris said he would like to give back to his community. He believes drainage issues and parking need to be focuses of the Planning Commission. He believes there needs to be more transparency from City committees. He would like more clarity about septic tanks on the island.

Ms. Suzanne Nagelski said stormwater, residential growth, and the impact of short-term rentals on the character and makeup of the island should be focuses of the Planning Commission. She has worked in the environmental industry and understands the need to balance that with zoning regulations. She has also worked in the rental market.

B. Update on Wage and Compensation Analysis report

Administrator Fragoso reported that the staff has completed Zoom meetings with Evergreen. She has reviewed the Mt. Pleasant wage study and has asked Evergreen to get updated salary information from neighboring communities. She intends to present to City Council next week the salary numbers that will put the Isle of Palms ahead of all other communities as it relates to Public Safety salaries.

She said, “There were some concerns about all the levers that we were applying to the general group. We want to be competitive in police and fire, but we also want to make sure we stay competitive in other departments as well so that we don’t have a recruitment problem in the future. What we have done is, as you all know, the methodology for general is we’re capping adjustments at the midpoint and capping any particular increase to not exceed 7.5[%]. When we apply those levers, there is a group of people that would not have received any adjustment, and that does not mean that where they are that there is no recommendation for making adjustments. It is just that they would not fall within those levers that we have applied to try to keep it affordable. So we looked at an option where everybody within the range would receive a minimum 3% adjustment in the general group, which is City Hall, Recreation, and Public Works.”

C. Update on Fire Chief hiring process

Administrator Fragoso reported that Development Associates has had meetings and focus groups with all key stakeholders in the hiring process. This information has been used to create an organizational analysis which she will be reviewing shortly.

She shared that one of the reasons she selected Development Associates is not only because of their experience in placing numerous fire chiefs across the country, but also because “their whole focus is emotional intelligence and training experiences. Don’t tell me what you have done. Show me what you have done and show me what you can do.” The hiring process will include interviews but also real-life assessments of their competencies.

She expects the screening process to take place in mid-December and the assessments to begin in January.

5. **New Business**

A. **Discussion of Mayor and council members' salaries**

Council Member Buckhannon confirmed that City Council's stipend has been the same for the 22 years he has served. He said it was a great benefit when the City offered health insurance to the Council members. After a brief discussion about the insurance benefit, the Committee decided to take no further action on this item.

6. **Miscellaneous Business**

The next regular meeting of the Personnel Committee will be in January 2022 at date to be determined in the future.

7. **Executive Session**

MOTION: Council Member Moye made a motion to move into Executive Session in accordance with Section 30-4-70(a)(1) to discuss appointments to Boards and Commissions. Council Member Bell seconded the motion. The motion passed unanimously.

The Committee moved into Executive Session at 5:08pm.

The Committee returned from Executive Session at 5:13pm. Council Member Moye said no decisions were made.

MOTION: Council Member Moye made a motion to recommend to City Council the appointments of Marty Brown, Scott Pierce, Ron Denton, and Suzanne Nagelski to the Planning Commission. Council Member Bell seconded the motion. The motion passed unanimously.

Council Member Moye thanked all who applied for open positions.

8. **Adjournment**

Council Member Buckhannon made a motion to adjourn, and Council Member Bell seconded the motion. The motion passed unanimously. The meeting was adjourned at 5:14pm.

Respectfully submitted,

Nicole DeNeane
City Clerk