



Personnel Committee

9:00 a.m., Wednesday, June 1, 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. **Approval of previous meeting's minutes** – May 3, 2022
3. **Citizens' Comments** - All comments will have a time limit of three (3) minutes.
4. **Old Business**
 - a. Consideration of applicants to fill two (2) vacancies in the Accommodation Tax Advisory Committee: Hospitality and Lodging
 - b. Discussion and consideration of having a referendum in the November 2022 elections to ask citizens if they want to reduce the size of Council from 9 to 7 members
5. **New Business**
 - a. Discussion of proposed changes to annual leave policy and accrual rates
6. **Miscellaneous Business** - None
7. **Executive Session** – If needed.
8. **Adjournment**



Personnel Committee
9:00am, Tuesday, May 3, 2022
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 Anderson, Pierce, and Bogosian

Staff Present: Director Kerr, HR Officer Ladd

2. Approval of previous meeting's minutes

MOTION: Council Member Anderson made a motion to approve the minutes of the March 8, 2022 meeting. Council Member Bogosian seconded the motion. The motion passed unanimously excepting Council Member Pierce who abstained from voting.

3. Citizens' Comments

Mr. Ted Kinghorn of the IOP Exchange Club said that the children of the City staff as well as children of the Isle of Palms are eligible to apply for the Exchange Club's Youth Scholarship Program. Eight awards totaling approximately \$25,000 are given away annually. More information can be found on the Exchange Club website. Mr. Kinghorn also detailed the service background of the person he would like to nominate for the Spirit of the Island Award. He did not mention the person's name as he would like for it to be a surprise.

Ms. Sarah Vega, 104 Sparrow Lane, said she would like the Committee to table the discussion about reducing the size of City Council until January 2023 when the City Council will have completed its trial period of the workshop structure. She would like to see how that plays out before moving forward with another change. She said voters should know how they will be governed before making a decision about how many people should be governing. She would like these questions answered: "What problem are you trying to solve by reducing the size of Council? Who decided that the size of our Council was a problem that needed to be addressed? Is it Council members? Voters that have spoken with you, City staff, or some combination? Why is reducing the size of Council from nine to seven a solution you feels best serves the public interest?" She said, "These are really critical questions because creating policy is about identifying a problem and coming up with a solution that does the greatest good for the greatest number of people." She believes more representation is better for the citizens and that reducing the size of Council is "a solution that is looking for a problem."

4. **Old Business**

5. **New Business**

A. **Consideration of applicants for vacancies on the Accommodations Tax Advisory Committee and the Planning Commission**

Council Member Bogosian explained the selection process. He said the four open positions on the ATAX Committee must be filled according to State statute. The Committee will meet in Executive Session to narrow down which of the 13 candidates to interview for ATAX and which of the four candidates to interview for Planning Commission. A Special Personnel Committee meeting will be held later in the month to conduct the interviews and make recommendations to City Council at its May meeting.

B. **Consideration of nomination for the Spirit of the Island Award**

Council Member Pierce spoke highly of the nominee for the Spirit of the Island Award. Council Member Anderson agreed the information included in the meeting packet and the endorsement of Mr. Kinghorn are impressive.

MOTION: Council Member Pierce made a motion to recommend to City Council to award the Spirit of the Island Award to Jim Thompson. Council Member Anderson seconded the motion. The motion passed unanimously.

C. **Discussion and consideration of reducing the size of Council from 9 to 7 members by referendum in November 2022 general election**

Administrator Fragoso gave a recent history of this initiative: “This was brought up by the previous Personnel Committee. They deliberated for a few months, and the Committee made a recommendation to City Council to take on the issue. City Council at a meeting did vote to have a referendum to reduce the size of Council. But then the next step would be to approve that via an ordinance that would require two readings. When the ordinance was then presented for First Reading that ordinance failed.”

She reviewed the information included in the meeting packet and said a referendum could be initiated by City Council or by a citizen petition.

Council Member Bogosian said that if City Council were to approve the referendum being placed on the ballot it would then be up to the citizens to decide whether or not to reduce the size of Council. Council Member Anderson believes 7 is a good number for a community the size of Isle of Palms. Council Member Pierce said he heard both sides of the issue during his recent campaign. Including a referendum question on this November’s ballot would be the best opportunity for the most people to voice their opinion since it is a midterm election this fall. He believed there would be enough time between any action taken by City Council and the election for citizens to become well informed on the issue.

Administrator Fragoso said there are many options on how to make the reduction and City Council can make that final decision. She noted that City staff cannot provide opinions or recommendations on the matter.

In order for the question to be on the November ballot, City Council would need to pass two readings of an ordinance so the question could be delivered to the Charleston County Board of Elections by mid-August.

The Committee will present this discussion as part of its report at the May meeting and bring Council's direction back to its June meeting for further development, if need be. Council Member Bogosian said that if Council decides to move forward with placing the question on the ballot, the Committee will need to make a recommendation about whether or not the outcome of the question is binding and how to phase in the reduction in size. The draft ordinance will be part of the City Council meeting packet and can be adjusted during the discussion.

6. Miscellaneous Business

The Personnel Committee will hold a Special Meeting on Monday, May 23, 2022 at 1pm to interview candidates for the openings on ATAX and Planning Commission. The next regular meeting of the Personnel Committee will be on Tuesday, June 7, 2022 at 9:00am.

7. Executive Session

MOTION: Council Member Anderson made a motion to move into Executive Session in accordance with SC Code §30-4-70(a)(1) to discuss personnel matters as it relates to the filling of the vacancies on the ATAX Committee and Planning Commission. Council Member Pierce seconded the motion. The motion passed unanimously.

The Personnel Committee moved into Executive Session at 9:29am.

The Personnel Committee returned from Executive Session at 10:20am. Council Member Bogosian said no votes were taken.

Council Member Bogosian reported that the Personnel Committee will interview Bobby Ross for the Hospitality opening on the ATAX Committee, Ben Marks and Barb Bergwerf for the Cultural/Arts opening on the ATAX Committee, and Tony Jones, Chas Akers, and Rebecca Kovalich for the At-large opening on the ATAX Committee.

Council Member Bogosian said that the Personnel Committee will interview Jeffrey Rubin and Alex Skatell for the opening on the Planning Commission.

Interviews will take place at the Special Meeting of the Personnel Committee on Monday, May 23, 2022 at 1pm. Additional applications for the Hospitality opening on the ATAX will be accepted through the end of May.

8. Adjournment

Council Member Anderson made a motion to adjourn, and Council Member Pierce seconded the motion. The motion passed unanimously. The meeting was adjourned at 10:22am.

Respectfully submitted,

Nicole DeNeane
City Clerk

ORDINANCE NUMBER ~~2022-XX~~:

ORDINANCE TO PRESENT A ~~NON~~-BINDING REFERRENDUM QUESTION TO THE CITIZENS OF THE ISLE OF PALMS CONCERNING THE WISDOM OF REDUCING THE SIZE OF THE CITY COUNCIL

WHEREAS, The City of Isle of Palms was incorporated in 1953 and operates under a City Council form of government consisting of the Mayor and eight Council Members;

WHEREAS, Candidates for City Council run in non-partisan, at-large elections for staggered, four-year terms;

WHEREAS, City Council has debated and considered whether the reduction of the number of City Council members will create a more efficient legislative body while remaining accessible to the public, representative of the citizens of this City, and sufficiently diverse to continue providing exceptional governance in the public's interest; and,

WHEREAS, City Council believes that the public's interests will be well served by presenting a referendum question to the Citizens of the City of Isle of Palms concerning their preference as to reducing the size of City Council;

WHEREAS, the referendum question will be placed on the ballot for the ~~Municipal~~State Legislative Elections on November ~~82~~, 202~~21~~; and

WHEREAS, the Referendum question shall state the following:

Question: Should the Isle of Palms City Council consider a reduction in the number of Council to a Mayor and six (6) Council members?

The office of Council members will be for the term of 4 years staggered.

To affect the staggered terms of the Council members, for two election cycles, the candidate receiving the least amount of votes for the open seats would serve a 2-year term.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council this ____ Day of ~~June~~_____, 202~~21~~ that the aforementioned referendum question be placed on the ballot for the ~~Municipal~~State Legislative Elections scheduled for November ~~82~~, 202~~21~~.

Phillip Pounds, Mayor