



Personnel Committee
9:00am, Wednesday, June 1, 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

2. Approval of previous meeting's minutes

MOTION: Council Member Pierce made a motion to approve the minutes of the May 3, 2022 meeting. Council Member Anderson seconded the motion. The motion passed unanimously.

3. Citizens' Comments

4. Old Business

A. Consideration of applicants to fill two (2) vacancies on the Accommodations Tax Advisory Committee: Hospitality and Lodging

Council Member Bogosian reported that due to another resignation from the ATAX Committee, there are currently two openings: one for lodging and one for hospitality. The Committee will schedule a special meeting later this month to interview the new applicant for the open hospitality position.

MOTION: Council Member Bogosian made a motion to recommend that City Council appoint Rebecca Kovalich to the open lodging position on the ATAX Committee. Council Member Pierce seconded the motion. The motion passed unanimously.

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

Administrator Fragoso referred to an updated version of the ordinance received from legal counsel yesterday. She said, "In order to be in compliant with State statute, the recommendation would be to eliminate a seat at the end of the following municipal election. State statute essentially does not allow for two-year terms with the exception of when there is a change in the form of government or when a municipality is just becoming incorporated. Because neither of those apply to us, we have not found a way to maintain the staggered terms and be compliant with the State. So there would be a period of two years that the City would have eight council

members between 2024 and 2026.” The second council seat would be eliminated in the 2026 election cycle.

She added that this will be a binding referendum. City Council would still need to approve an ordinance via two readings codifying the reduction in Council size in order to implement the change.

MOTION: Council Member Bogosian made a motion to recommend the draft ordinance to City Council for discussion and consideration at their June meeting. Council Member Pierce seconded the motion. The motion passed unanimously.

5. New Business

A. Discussion of proposed changes to annual leave policy and accrual rates

Administrator Fragoso reminded the Committee that these changes to the annual leave policy and accrual rates were recommended by the Wage & Compensation Study. She said the change is related to Strategic Priority 6 which is to have a strong recruitment and retention policy.

She added, “My main concern is right now when you compare our vacation accrual policy for new hires, it is pretty low, and I think that there’s an opportunity to improve that with the new generation of folks that are entering the workforce.”

The Committee briefly discussed current vacation accrual and annual leave policies. Administrator Fragoso will discuss the matter further with the department heads and bring a proposal to the July 12 workshop for Council discussion.

6. Miscellaneous Business

The Personnel Committee will hold a Special Meeting later in June to interview the candidate for the open hospitality position on ATAX and Planning Commission.

7. Adjournment

Council Member Bogosian made a motion to adjourn, and Council Member Pierce seconded the motion. The motion passed unanimously. The meeting was adjourned at 9:27am.

Respectfully submitted,

Nicole DeNeane
City Clerk