



### **Administration Committee**

2:00 p.m., Monday, November 20, 2023

1207 Palm Boulevard

City Hall Council Chambers

### **Public Comment:**

All citizens who wish to speak during the meeting must email their first and last name, address and topic to Nicole DeNeane, City Clerk, at [nicoled@iop.net](mailto:nicoled@iop.net) no later than **3:00 p.m. the 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 acknowledgment that the press and the public have been duly notified of the meeting in accordance with the Freedom of Information Act.

2. **Citizens' Comments** – All comments have a time limit of three (3) minutes.

3. **Approval of previous meeting's minutes** – October 14, 2023

4. **Old Business** – None

#### **5. New Business**

- a. Discussion and consideration of wage and compensation study results and recommendations
- b. Interview candidates for City's Boards and Commissions:

#### **BOZA**

Ellen Gower – 3:00 p.m.

Robert Miller – 3:20 p.m.

Susan Wheeler – 3:40 p.m.

#### **Environmental Advisory Committee**

Laura Lovins – 4:00 p.m.

Lucia Spiotta – 4:20 p.m.

#### **ATAX Applicants**

Ted McKnight – 5:00 p.m.

Mary Nelms – 5:20 p.m.

Mike Boykin – 5:40 p.m.

#### **Any**

Dane Buckout - 6:00 pm

6. **Miscellaneous Business**

7. **Executive Session** – If needed.

8. **Adjournment**



**Administration Committee Meeting  
8:30am, Tuesday, September 14, 2023  
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 Bogosian and Streetman

Absent: Council Member Pierce

Staff Present: Administrator Fragoso, HR Officer Ladd

**2. Citizen's Comments -- none**

**3. Approval of Previous Meeting's Minutes – August 1 and 15, 2023**

Council Member Streetman made a motion to approve the minutes of the August 1 and August 15 meetings, and Council Member Bogosian seconded the motion. The motion passed unanimously.

**4. Old Business -- none**

**5. New Business**

**A. Consideration of nomination of Susan Smith for the Spirit of the Island Award**

Both Council members Bogosian and Streetman spoke highly of Ms. Smith's dedication to the island and passion for the environment, both of which have been of great benefit to the City.

**MOTION: Council Member Bogosian made a motion to recommend to City Council that Susan Smith be awarded the Spirit of the Island Award. Council Member Streetman seconded the motion. The motion passed unanimously.**

**B. Consideration of nominations for the Leola Hanbury Employee of the Year Award**

**MOTION: Council Member Bogosian made a motion to go into Executive Session in accordance with SC Code Section 30-4-70(a)(1) to discuss nominations for the Leola Hanbury Employee of the Year Award. Council Member Streetman seconded the motion. The motion passed unanimously.**

The Committee entered into Executive Session at 8:33am.

The Committee returned from Executive Session at 8:45am.

**MOTION: Council Member Bogosian made a motion to approve the recipient of the Leola Hanbury Employee of the Year Award as discussed in Executive Session. Council Member Streetman seconded the motion. The motion passed unanimously with Mayor Pounds also voting.**

**6. Miscellaneous Business**

The next regular meeting of the Administration Committee will be Tuesday, October 3, 2023 at 8:30am.

**7. Adjournment**

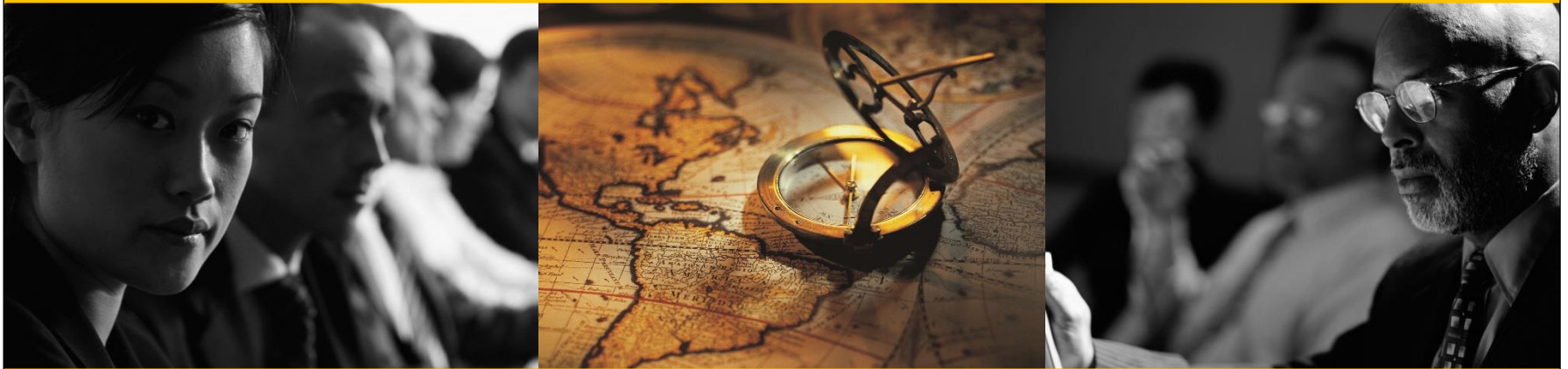
Council Member Streetman made a motion to adjourn, and Council Member Bogosian seconded the motion. The meeting was adjourned at 8:45am.

Respectfully submitted,

Nicole DeNeane  
City Clerk

# Compensation Study

## City of Isle of Palms, SC



Evergreen Solutions, LLC

# Overview



Study Goals



Project Phases

Internal Review

External Review



Recommendations



# *Purpose of a Compensation Study*

An organization's employees are its most valuable resource and greatest asset. A compensation study is an important tool used by organizations to maintain a competitive advantage.

Recruiting &  
Retaining Top-Tier  
Talent

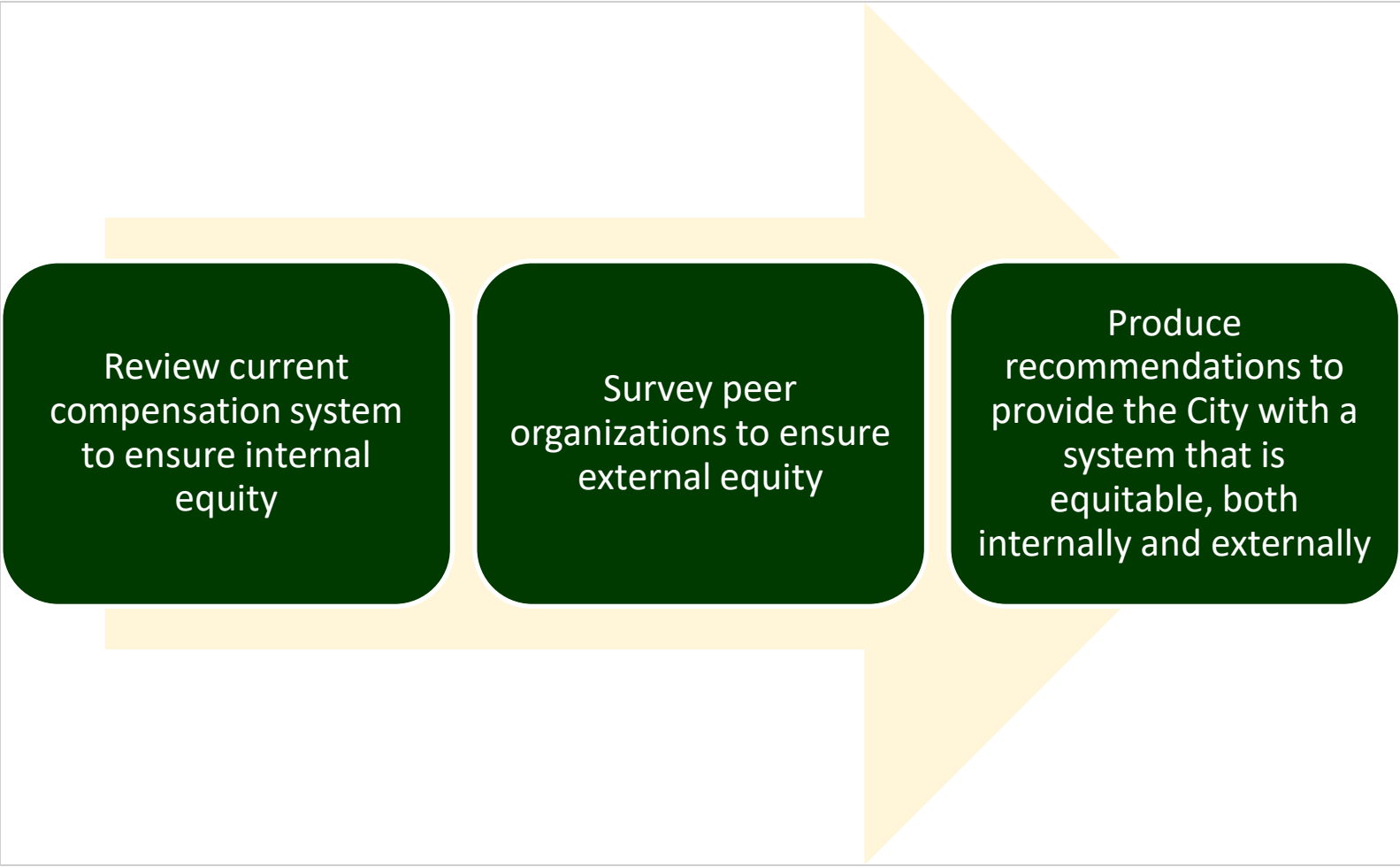
Improving  
Employee Morale

Improving  
Organization  
Culture

Creating and  
Maintaining a  
Healthy Budget



# *Study Goals*

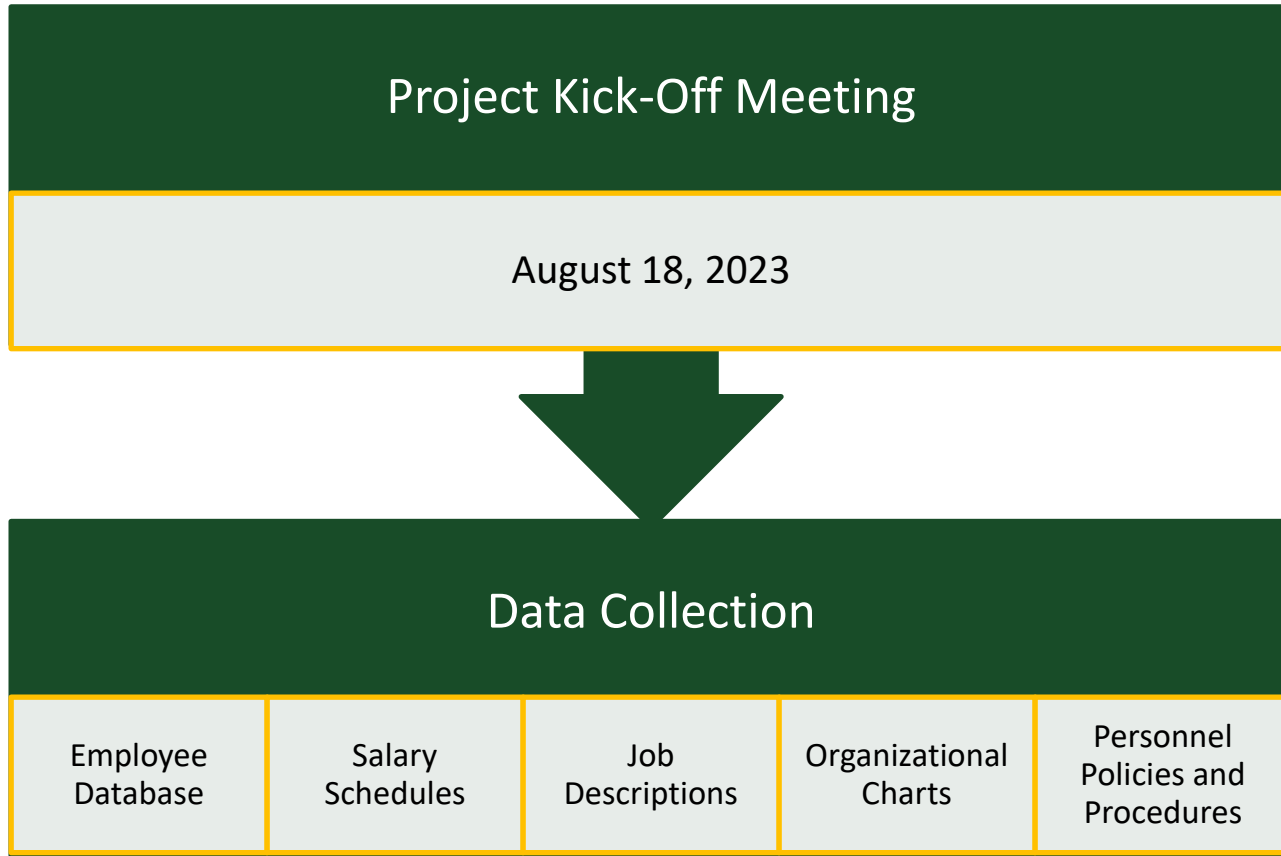


Review current  
compensation system  
to ensure internal  
equity

Survey peer  
organizations to ensure  
external equity

Produce  
recommendations to  
provide the City with a  
system that is  
equitable, both  
internally and externally

# *Study Initiation*





# *Assessment of Current Conditions*

Current structure  
found to be well  
organized

3 Pay plans – one open  
range and two step plans

Salary Distribution

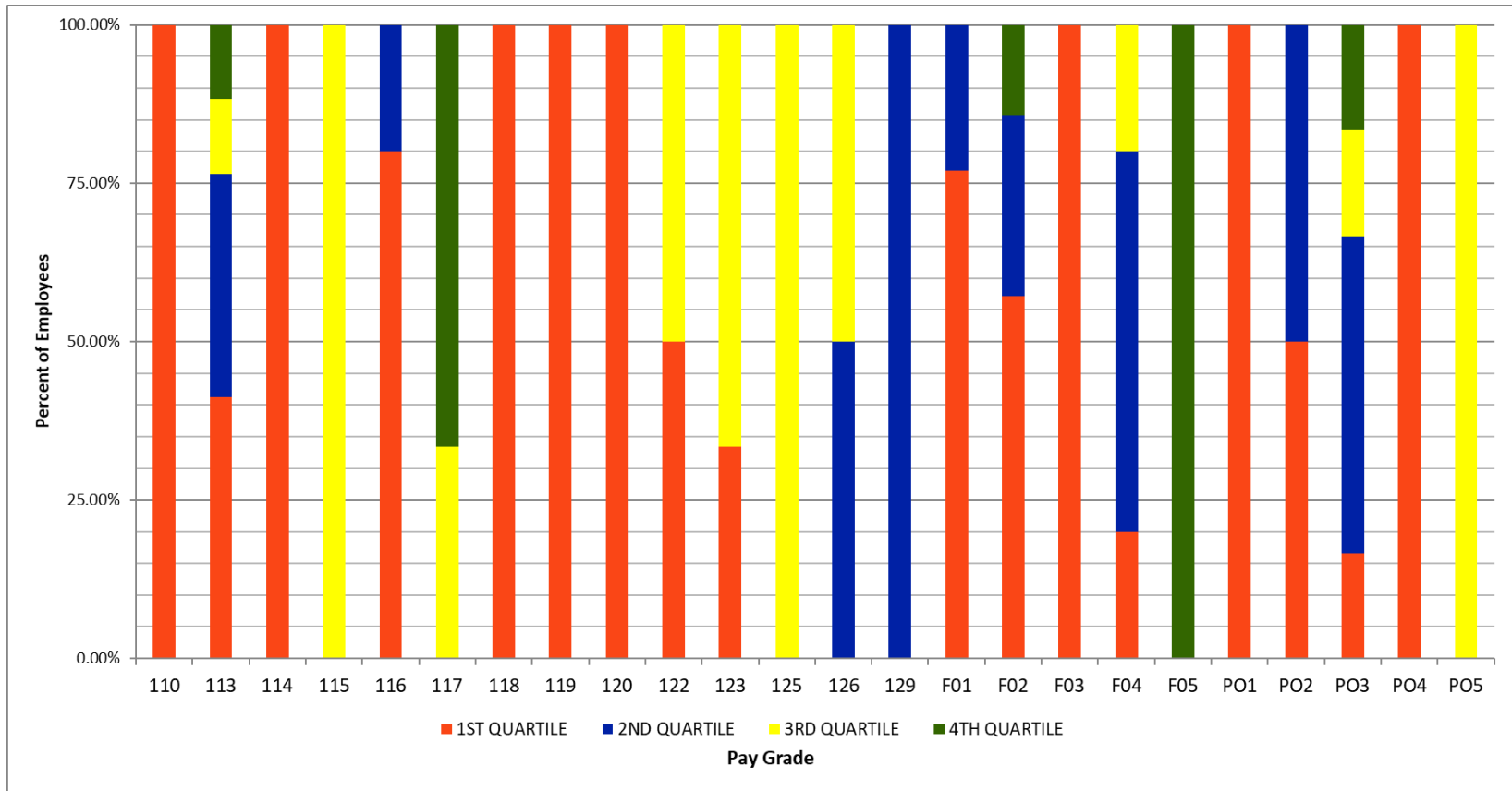
Approximately 76% of employees are  
below the midpoint of their respective  
pay range; 53% fall within the 1<sup>st</sup> quartile

In general, tenure increases throughout the  
quartiles



# Assessment of Current Conditions

## Quartile Analysis for City Employees



# *Employee Outreach Survey*

Survey released to all employees on September 13, 2023

Received 81 survey responses

Employees shared that they came to work for the City as well as remain because of the following:

Location

Opportunity to Make a Positive Impact

Coworkers/Work Environment

Type of Work



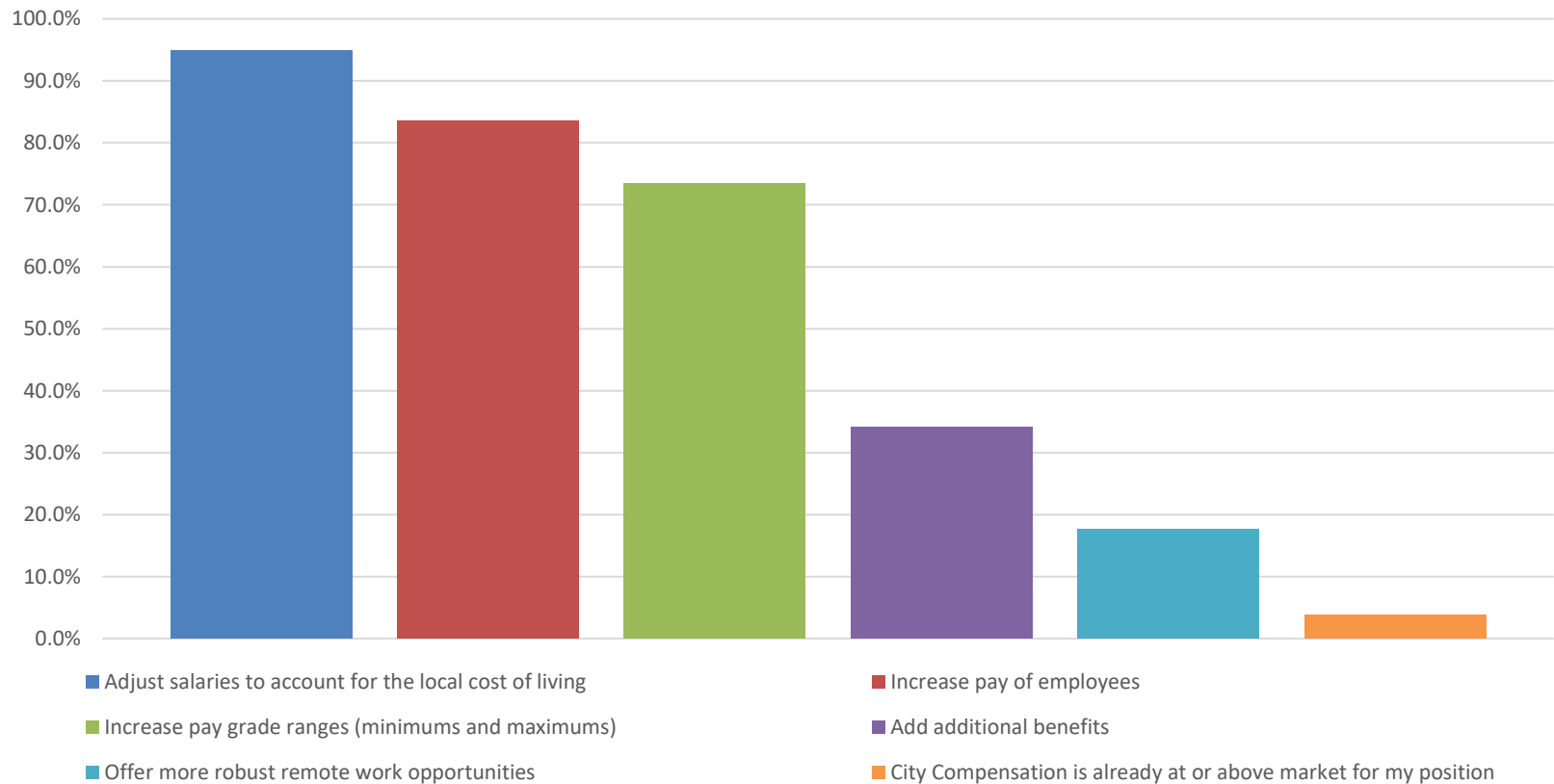
# *Employee Outreach*

## Compensation Concerns

- Starting salaries for entry-level positions
- Compression between new and tenured employees as well as between employees and supervisors
- Would like more communication regarding how starting pay is determined
- Incentives for education/certifications
- Competitive salaries with surrounding municipalities

# *Employee Outreach*

## Employee Suggestions for the City to be More Competitive with Market



# Market Salary Survey

- Data was solicited from 15 peers
- Identified peers are close in proximity and represent employers that the City often competes with for quality employees.
- Bolded peers only provided average actual salary data (no defined ranges)

| Market Peers                                  |
|---|
| <b>City of Isle of Palms</b>                  |
| City of Beaufort, SC                          |
| City of Charleston, SC                        |
| <b>City of Folly Beach, SC</b>                |
| City of Myrtle Beach, SC                      |
| City of North Charleston, SC                  |
| Town of Bluffton, SC                          |
| <b>Town of Edisto Beach, SC</b>               |
| Town of Mount Pleasant, SC                    |
| Town of Sullivan's Island, SC                 |
| <b>Town of Summerville, SC</b>                |
| City of Charleston, SC Fire Department        |
| City of Myrtle Beach, SC Fire Department      |
| Town of Mount Pleasant, SC Fire Department    |
| Town of Sullivan's Island, SC Fire Department |
| Charleston County, SC                         |

# *Market Salary Survey, cont.*

- 42 classifications used as benchmarks
- Over 300 data points collected
- Results finalized in November 2023

## Market Comparison at the 50<sup>th</sup> Percentile

At the Minimum  
11.6% Below

At the Midpoint  
11.1% Below

At the Maximum  
11.0% Below

Average Range  
Spread: 47.5%

# *Market Salary Survey, cont.*

At the 50<sup>th</sup> percentile, there are 16 salary ranges that are greater than 10% behind market at the salary midpoint:

## More than 20% Behind Market

- 14.6% of City classifications

## 20% - 15% Behind Market

- 7.3% of City classifications

## 15% - 10% Behind Market

- 14.6% of City classifications



# *Salary Plan Considerations*

Maintain consistency and transparency in structure

Allow for flexibility to meet future need and that is fiscally sustainable

Base plans at the 50<sup>th</sup> percentile; Adjust pay plans by market midpoint of about 11%

# *Implementation Cost Explanations*

| Implementation Option                    | Description  |
|--|--|
| Bring to New Minimum/Closest Step        | A calculation is performed so that each employee's salary is adjusted to the minimum of their classification's proposed pay grade. If their salary is already within the proposed pay range, no adjustment is made. The employee is then moved to the next highest/closest step.                     |
| Current Range Penetration Capped at 7.5% | A calculation is performed to determine the percentage through the current range an employee's salary falls. The employee's recommended salary calculation will place them at the same percentage through the proposed range or at a rate no more than a 7.5% increase to their current hourly rate. |
| Step to Step                             | This option calculates the cost of keeping each Public Safety employee on their current step within the new proposed plan.   |
| Step Plus One                            | This option calculates the cost of moving each Public Safety employee up one step from their current step using the new proposed plan.   |

# *Implementation Costs by Option*

| Implementation Option                    | Total Implementation Cost | # Employees Receiving Adjustments | Average Salary Adjustment | Average Percentage Adjustment |
|--|---------------------------|-----------------------------------|---------------------------|-------------------------------|
| Bring to New Minimum                     | \$233,665.02              | 67                                | \$ 3,487.54               | 6.9%                          |
| Current Range Penetration Capped at 7.5% | \$517,181.43              | 90                                | \$ 5,746.46               | 9.6%                          |
| Step to Step*                            | \$461,266.64              | 48                                | \$ 9,609.72               | 16.3%                         |
| Step Plus One*                           | \$514,840.73              | 48                                | \$ 10,725.85              | 18.3%                         |

\*Public Safety only

# *Recommendations*

Conduct small-scale salary surveys as needed to assess the market competitiveness of hard-to-fill classifications and/or classifications with retention issues and make changes to pay grade assignments if necessary.

Conduct a comprehensive classification and compensation study every three to five years subject to budget constraints and as market conditions are warranted.

Review and revise, as appropriate, existing pay practice guidelines including those for determining salaries of newly hired employees, progressing employee salaries through the pay plans, and determining pay increase for employees who have been promoted to a different classification.

# *Thank You!*

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**Allie Crumpler, Consultant**  
**Evergreen Solutions, LLC**

2528 Barrington Circle, Suite 2

Tallahassee, Florida 32308

850.383.0111 phone

850.383.1511 fax

[www.ConsultEvergreen.com](http://www.ConsultEvergreen.com)

## City of Isle of Palms Boards and Commissions

Terms & Vacancies 12/31/2023

| Members  | Term       | Seeking Re-Appointment?            |
|--|------------|------------------------------------|
| <b>Accommodation Tax Advisory Committee (3 year terms)</b>                 |            |                                    |
| Ray Burns (Lodging)  | 12/31/2023 | Yes                                |
| Rebecca Kovalich (Lodging)   | 12/31/2023 | Yes                                |
| Douglas Truslow (At-large)   | 12/31/2023 | No                                 |
| Gloria Clarke (Hospitality)  | 12/31/2025 | Resigning effective 12/31/2023     |
| Chas Akers (At-Large)  | 12/31/2025 |                                    |
| Barb Bergwerf (Arts & Culture)   | 12/31/2025 |                                    |
| Chrissy Lorenz (Hospitality)   | 12/31/2025 |                                    |
| <b>Planning Commission (2 year term)</b>                                   |            |                                    |
| Jeffrey Rubin  | 12/31/2023 | Yes                                |
| Suzanne Nagelski   | 12/31/2023 | Yes                                |
| Ron Denton   | 12/31/2023 | Yes                                |
| Marty Brown  | 12/31/2023 | No                                 |
| David Cohen  | 12/31/2024 |                                    |
| Tim Ahmuty   | 12/31/2024 |                                    |
| Sandy Stone  | 12/31/2024 |                                    |
| <b>Environmental Advisory Committee (3 year term, Student 1 year term)</b> |            |                                    |
| Jonathan Knoche  | 12/31/2023 | No                                 |
| Deb Faires   | 12/31/2023 | No (moving off island)             |
| Linda Plunkett   | 12/31/2023 | No                                 |
| Sandra Brotherton  | 12/31/2024 |                                    |
| Doug Hatler  | 12/31/2024 |                                    |
| Jordan Burrell   | 12/31/2024 |                                    |
| Belvin Olasov  | 12/31/2024 |                                    |
| Mary Pringle   | 12/31/2024 |                                    |
| <b>Board of Zoning Appeals (3 year term)</b>                               |            |                                    |
| Brian Abel   | 12/31/2023 | No                                 |
| Arnold Karig   | 12/31/2024 | Resigned (Term expires 12/31/2024) |
| Elizabeth Campsen  | 12/31/2025 | Elected to City Council            |
| Glenn Thornburg  | 12/31/2024 |                                    |
| Ted McKnight   | 12/31/2025 | Applied for ATAX                   |

## **Applicants for Boards & Commissions 2023**

### **Accommodations Tax Advisory Committee**

Ted McKnight

Mary Nelms

Mike Boykin

### **Planning Commission**

Todd Murphy

### **Environmental Advisory Committee**

Laura Lovins

Lucia Spiotta

### **Board of Zoning Appeals**

Ellen Gower

Robert Miller

Susan Wheeler

### **Interested in Any Board or Commission**

Park Williams

Dane Buckout

# Application for Boards and Commissions

**Applicant Name**

Ellen Gower

**Position Sought**

Board of Zoning Appeals

**Home Phone**

(864) 430-2626

**Work Phone**

(864) 430-2626

**Mobile Phone****Email****Are you a resident of the Isle of Palms?**

Yes

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

10

**Address**

407 Ocean Blvd, Isle of Palms, South Carolina 29451-2100

**Occupation and Title**

retired

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

No

If yes, please provide information about that service

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

No

**Please list community and volunteer activities you may be involved in.**

IOP exchange club, SCA volunteer for high school teachers, MUSC NICU volunteer,

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

no

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

want to give back to my IOP community

**Upload Résumé**

latest resume.pdf

**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.



## **ELLEN J. GOWER**

(864) 430-2626  
gower.ejg@gmail.com  
407 Ocean Blvd  
Isle of Palms, SC 29451

### **EDUCATION**

- M.S., Medical University of South Carolina, Charleston, S.C., Microbiology and Immunology
- B.S., University of South Carolina, Columbia, S.C., Biology

### **TEACHING EXPERIENCE**

#### *The Citadel, Charleston, SC*

Classes taught: Biology, Microbiology

#### *Christ Church Episcopal School, Greenville, S.C.*

- Upper School Courses taught: General Biology, Ecology, Forensics, Microbiology; Honors Biology, Advanced Placement Biology, International Baccalaureate Biology
- Middle School Courses taught: 7th grade Biology, 8th grade Physical Science

#### *Greenville Technical College, Greenville, S.C.*

- Courses taught: Human Microbiology, General Biology, Pharmacology
- Pharmacy Technician Department Chairman

*Tutor:* Biology, Chemistry

### **LABORATORY EXPERIENCE**

#### *Medical University of South Carolina, Charleston, S.C.*

- Pharmacology Department, research specialist on mechanism of action of antihypertensive drugs in arterial blood pressure control mechanisms,
- Clinical Microbiology Laboratory, technician for isolation and identification of clinical viral, fungal and bacterial specimens

### **CHRONOLOGY**

- 1969-1973: University of South Carolina
- 1973-1976: Medical University of South Carolina
- 1975-1978: MUSC Clinical Microbiology Laboratory
- 1978-1982: MUSC Pharmacology Department
- 1982-2014: Greenville Technical College
- 2001-2002: CCES Biology
- 2002-2010: CCES regular substitution
- 2010-2013: CCES long term substitution

### **SPECIAL PROJECTS and COMMUNITY SERVICE**

- Pleasant Valley Connection: funds for after school program for K-8<sup>th</sup> grade 2004-2007
- Roper Mountain Science Center Fair: judge representing Greenville Technical College 2001-2005
- Master Gardeners of Greenville County: taught botany section of the course 1998-2001
- Red Cross: HIV/AIDS Education: grant administrator for four upstate counties 1995-1997
- Take Home Science Kits, Augusta Circle Elementary School: wrote and received grant; developed and administered project 1995
- Augusta Circle Elementary School: Chairman of annual community fundraiser; proceeds shared with lower socioeconomic school 1994-1995

- American Society Hospital Pharmacists Accreditation earned while Pharmacy Technician Department Chairman, Greenville Technical College 1993

# Application for Boards and Commissions

**Applicant Name**

Robert Miller

**Position Sought**

Board of Zoning Appeals

**Home Phone**

(770) 330-0491

**Work Phone**

(770) 330-0491

**Mobile Phone**

(770) 330-0491

**Email**

BobMiller55555@gmail.com

**Are you a resident of the Isle of Palms?**

Yes

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

7

**Address**

3 Fairway Village Drive, Isle of Palms, South Carolina 29451

**Occupation and Title**

Founder and CEO

**Business or Employer Name**

Miller Carpentry LLC

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

No

If yes, please provide information about that service

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

No

Please list community and volunteer activities you may be involved in.

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

No

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

First and foremost my interest is to give back to this wonderful community. Second is to leverage my 47 years of business and leadership experience to help the processes for the citizens and the city.

**Upload Résumé**

Resume10-19-2023 Bob Miller.doc

**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 L. MILLER

3 Fairway Village Lane, Isle of Palms, SC 29451

Bob.Miller@Alum.MIT.edu

770.330.0491

linkedin.com/in/bob-miller

## EXECUTIVE LEADERSHIP

Natural Leader with broad experience and success in General Management, Sales, Marketing, Outsourcing, Customer Care, and Information Technology. Extensive business management background with successful track record of running companies and divisions, developing corporate strategies, building cloud capabilities, merging inter-corporation competencies, and identifying breakthrough technologies and businesses for venture investments. Strong executive level client skills and solid P&L experience. Recognized as outstanding facilitator, presenter with contagious enthusiasm..

Areas of Expertise:

- **Client & C-Suite Relationships**
- **General & Operating Management**
- **Sales, Marketing & Business Development**
- **Leadership & Team Building**
- **Problem Solving**
- **Revenue & Profit Improvement**
- **Joint Ventures & Strategic Alliances**
- **Strategic Planning & Organizational Leadership**
- **New Product & Services Development**
- **Performance Improvement**

## PROFESSIONAL EXPERIENCE

### MILLER CARPENTRY, LLC

2018 - Present

- Bob is Founder, CEO and Craftsman for Miller Carpentry, a fine finishing carpentry firm which specializes in interior trim, moulding, wainscoting, mantels, closets, shelving and cabinets barn doors, shiplap, and high-end exterior decks and stairs.
- Miller Carpentry is recognized for its superior quality and high client satisfaction.

### CENTER FOR CONSUMER RECOVERY, Tulsa OK

2017 - 2018

#### Executive Director

- Bob is Executive Director of The Center for Consumer Recovery (CCR). CCR is under contract with Financial Samaritan a Merit Financial Solutions Company. CCR's mission is to procure consumer debt.
- Provide through contractual relationships a more benevolent aged credit collection
- CCR guarantees that they will not file a lawsuit against the consumer, will not harass or threaten consumers
- CCR through its contractual relationships will work with the consumer to get back on better financial footing and once the consumer gains footing work with them to collect aged debt.

### IBM CORPORATION, Retired, Atlanta, GA

2002 – 2016

#### Global Client Director

2013 - 2016

Provide client executive leadership. Foster new buyer business development.

- Sold new managed services contracts, totaling \$160M and quadrupled product revenue in 3 years.
- Expanded IBM Executive presence at a key strategic outsourcing client.

- Rebuilt client growth by leading sales of exciting new capabilities in big data, analytics, mobility, and consumer engagement.
- Turned profit shrinkage into significant profit growth by focusing on higher margin solutions.

#### **Director, IBM Industrial Sector**

2011 - 2013

Managed business development, revenue, profit, client satisfaction, and long-term growth.

- Improved sales, profits, and margins dramatically by bringing on new team members, high visibility leadership, coaching, and continual focus on closing deals.
- Improved employee morale, enthusiasm, and effectiveness by applying personal leadership and motivational skills.
- Achieved number 1 unit in long term contractual commitments by providing high customer satisfaction and a hands-on executive approach when necessary to close deals.

#### **VP, Energy & Utilities**

2006 - 2011

Led business development, sales, delivery, and P&L responsibility for outsourced services for US Energy and Utility clients. Drove solid, active personal C-Suite relationships at Williams, Xcel, NStar, Excelon and Pepco

- Built sales and delivery leadership, leading to increase in qualified engagements and new revenues.
- Improved client satisfaction at each interaction through personal, hands-on involvement and unyielding focus.
- Contributed leadership to successful joint GBS and eBHS engagement for Texas Utilities Common Portal.
- Led development of a new internet of things high profit business model, driving new sources of revenue and profit.

#### **VP, Communications Sector**

2003 - 2006

Achieved \$1.1B in annual sales. Cultivated client relationships and sales and distribution of all IBM products and services to the telecommunications, media, entertainment, energy, utilities, and cable industries for the Eastern US.

- Motivated and re-energized team, generating double digit revenue and profit growth after years of decline.
- Implemented productivity and sales enhancements, enabling growth of over 25% in 24 months.
- Recognized as top VP for revenue, results, innovation, and extraordinary client relationships.

### **ADDITIONAL RELEVANT EXPERIENCE**

**EZ PRINTS, INC.**, Atlanta, GA

**Founder, President & CEO**

**BELLSOUTH**, Atlanta, GA

**Executive VP, Customer Care**

**VP & General Manager, Sales & Service** – Included Olympics voice and data communications

**IBM**

**Global General Manager, Direct Customer Access & Kiosk Solutions**, Atlanta, GA

## **EDUCATION**

- **Master of Science (MS)**, Management, Sloan Fellowship, MIT Sloan School, Cambridge, MA
- **Bachelor of Science (BS)**, Commerce and Engineering, Drexel University, Philadelphia, PA

## **SELECTED PROFESSIONAL AFFILIATIONS**

- Executive Leadership Council, and past Chair, American Cancer Society
- Board Member, Technology Association of Georgia
- Chairman, Board Member - Smart Energy Society, Technology Association of Georgia
- Chair, Superintendent's Community Council, Fulton County Schools
- Chair, Local Schools Council, Northview High School
- Board of Governors, MIT Sloan School
- Board of Directors, Atlanta Metropolitan YMCA

# Application for Boards and Commissions

**Applicant Name**

Susan Wheeler

**Position Sought**

Board of Zoning Appeals

**Home Phone**

(843) 990-6118

**Work Phone****Mobile Phone****Email**

Slajas1@gmail.com

**Are you a resident of the Isle of Palms?**

Yes

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

7

**Address**

3205 Hartnett Blvd, Isle Of Palms, South Carolina 29451

**Occupation and Title**

Retired

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

No

If yes, please provide information about that service

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

No

**Please list community and volunteer activities you may be involved in.**

Sea island Habitat for Humanity, IOP Beach sweep

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

No

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

I am interested in our local government and willing to be involved. I follow our City issues fairly closely and feel I could make a worthwhile contribution. My background is Business Administration, along with Accounting and Consulting. I am willing to serve on a different committee if needed.

**Upload Résumé**

**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.

# Application for Boards and Commissions

**Applicant Name**

Laura Lovins

**Position Sought****Home Phone**

(513) 815-1015

**Work Phone****Mobile Phone**

(513) 815-1015

**Email**

lurasue@gmail.com

**Are you a resident of the Isle of Palms?**

Yes

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

3

**Address**

5 Links Clubhouse Ct, Isle Of Palms SC, South Carolina 29451

**Occupation and Title**

Retired

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

No

If yes, please provide information about that service

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

No

**Please list community and volunteer activities you may be involved in.**

Audubon Shorebird Steward program; IOP Island Turtle Team

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

No

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

I would like to have a voice in putting forth ideas for positive environmental policies that the City of Isle of Palms can consider for implementation. I completed the SC Coastal Master Naturalist course this past December ('22), and I feel I have a good grasp on environmental issues currently facing our barrier island community, as well as for issues that will be coming up in the years ahead.

**Upload Résumé**

resume.docx

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## LAURA LOVINS

5 Links Clubhouse Ct.  
Isle of Palms, SC 29451

## CONTACT

PHONE:  
513-815-1015

EMAIL:  
lurasue@gmail.com

## HOBBIES

Wildlife Photography  
Water Color Painting  
Pickle Ball  
Running

# NAME HERE

JOB TITLE HERE

## EDUCATION

---

### **Western Illinois University**

Graduated in 1977 with a BA in Communications Arts & Sciences and  
Minor in Business

### **South Carolina Coastal Master Naturalist Program**

September 2022 – December 2023

Studied ecosystems, flora, fauna, and environments of the South  
Carolina barrier islands

## EXPERIENCE

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### **Audubon Shorebird Steward**

May 2021 – June 2023

Worked in conjunction with Audubon and South Carolina DNR to  
monitor and protect threatened Least Tern colonies nesting on IOP. In  
2023 I was site leader for the colony nesting site between 48<sup>th</sup> and 51<sup>st</sup>  
street beach access points on IOP. Each of the three (3) years I  
volunteered, I logged an average of 100 hours/month on the beach  
during the May-July nesting season.

### **IOP Island Turtle Team**

May 2022 – current 2023 season, which will end August 20th

Walked the half mile beach stretch between Ocean Point community  
and Dewees Inlet Thursday mornings for 16 weeks in 2022 with my walk  
partner, Holly Barron -and will have walked 16 weeks in 2023 when we  
wrap up the season on 8/20. In 2022 we had two (2) nests in our  
section which were re-located in dunes near the Beach Property  
Owners house.

# Application for Boards and Commissions

**Applicant Name**

Lucia Spiotta

**Position Sought**

Any

**Home Phone**

(843) 214-1905

**Work Phone****Mobile Phone****Email**

lspiotta26@portergaud.edu

**Are you a resident of the Isle of Palms?**

Yes

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

9

**Address**

2708 Palm Blvd, Isle Of Palms, South Carolina 29451

**Occupation and Title**

Student

**Business or Employer Name**

Porter-Gaud School

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

No

If yes, please provide information about that service

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

No

**Please list community and volunteer activities you may be involved in.**

Isle of Palms Clean Up Crew, Girls on the Run, Girls Got Game, as well as Charitable Races

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

No

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

I am interested in serving on the Environmental Advisory Committee in order to further my leadership and experience in the environmental field. As a resident of Isle of Palms, I would like to be more involved in understanding the preservation of and work that goes on in the background to keep our beautiful beaches vibrant.

**Upload Résumé**

Environmental Advisory Board.pdf

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## Objective

To further my leadership and experience in the environmental field

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## Education

|                    |   |
|--------------------|---|
| Aug 2022 - Present | <b>Porter-Gaud School</b><br>Charleston, SC<br>Grade 10 |
|--------------------|---|

---

## Volunteer Service

|                    |   |
|--------------------|---|
| Sep 2022 - Present | <b>Mentor</b><br>Charleston, SC<br>Girls on the Run<br>Grade                  |
| Mar 2022 - Present | <b>Volunteer</b><br>Isle of Palms, SC<br>Isle of Palms Clean Up Crew<br>Grade |

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## Extracurricular Activities

|                    |   |
|--------------------|---|
| Aug 2023 - Present | <b>WATCH Magazine</b><br>Grade          |
| Feb 2023 - Present | <b>Varsity Track and Field</b><br>Grade |
| Aug 2022 - Present | <b>Varsity Cross Country</b><br>Grade   |
| Aug 2021 - Present | <b>Youth in Government</b><br>Grade     |
| Aug 2020 - Present | <b>Math Team</b><br>Grade               |

---

## Awards

|          |  |
|----------|--|
| May 2023 | <b>American Scholastic Mathematics Association Competition, Charleston S.C. Runner Up</b><br>Grade |
| Feb 2023 | <b>National History Day Documentary Finalist</b><br>Grade  |

---

## Skills/Academic Achievement

Sep 2023

**National Society of High School Scholars Ambassador**  
Grade  
Skill Level: none

May 2022

**Global Seal of Biliteracy for Functional Fluency in Spanish**  
Grade  
Skill Level: none

# Application for Boards and Commissions

**Applicant Name**

Ted McKnight

**Position Sought**

Accommodations Tax Advisory Committee

**Home Phone****Work Phone****Mobile Phone**

(570) 660-5320

**Email**

tedmcknight8@gmail.com

**Are you a resident of the Isle of Palms?**

Yes

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

9

**Address**

2 Shad Row, Isle of Palms, South Carolina 29451-2717

**Occupation and Title**

Retired

**Business or Employer Name**

USA

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

Yes

**If yes, please provide information about that service**

BOZA

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

Yes

**Please list community and volunteer activities you may be involved in.**

1. Board member Bliss Spiritual Co-op

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

No.

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

As someone who has been renting a house or renting my house on the IOP from 1998 through 2020, I have participated in Atax, and as such have an extreme interest in seeing most of the Atax money go to the improvement of IOP instead of to other municipalities who contribute little or no Atax money. I sincerely believe I can be of great help to the IOP and therefore the Atax board.

**Upload Résumé**

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# Application for Boards and Commissions

**Applicant Name**

Mary Nelms

**Position Sought**

Accommodations Tax Advisory Committee

**Home Phone**

(843) 442-8558

**Work Phone**

(843) 849-2500

**Mobile Phone**

(843) 442-8558

**Email**

marymargaretnelms@gmail.com

**Are you a resident of the Isle of Palms?**

Yes

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

3

**Address**

276 Forest Trail, Isle of Palms, South Carolina 29451

**Occupation and Title**

Vice President - General Manager

**Business or Employer Name**

Sinclair Broadcast Group

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

No

If yes, please provide information about that service

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

No

Please list community and volunteer activities you may be involved in.

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

No

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

I am motivated to serve on the accommodations tax committee for several meaningful reasons. This commitment stems from my genuine desire to enhance the well-being of our community, where I call the Isle of Palms home. By participating in this committee, I have the opportunity to directly influence the allocation of funds, contributing to the betterment of our cherished island.

I view this as a fundamental aspect of my civic duty, rooted in over 21 years of experience in the media and marketing industry. My extensive background equips me with valuable insights and expertise that I am eager to bring to this role. I am deeply passionate about promoting the beauty of our island and enhancing our infrastructure to support this endeavor.

My goal is to make the Isle of Palms an even more desirable place to both reside in and visit. Through my service on the accommodations tax committee, I aim to be an active force for positive change.

**Upload Résumé**

Mary Margaret Nelms Resume .pdf

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## PROFILE

Mary Margaret Nelms is a highly accomplished media executive with over 25 years of experience. Known for her strategic vision and leadership, she has driven growth and innovation at WCIV and WPDE. Mary Margaret's expertise spans broadcast television and digital media. She is a leader who embraces emerging technologies and fosters a culture of creativity. Mary Margaret is a South Carolina native and Clemson University graduate. She has been a Sinclair Broadcast Group employee for 21 years. Nelms was named "General Manager of the Year" by Broadcasting & Cable in 2015, during a year of tragedy in the Charleston, SC market.

## CONTACT

PHONE:  
843-442-8558

EMAIL:  
[marymargaretnelms@gmail.com](mailto:marymargaretnelms@gmail.com)

## ADDRESS:

276 Forest Trail  
Isle of Palms, SC 29451

# MARY MARGARET NELMS

VICE PRESIDENT- GENERAL MANAGER

## EDUCATION

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### **Clemson University**

Bachelor of Science in Marketing  
Clemson, South Carolina  
1998

## WORK EXPERIENCE

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### **Sinclair Broadcast Group**

Vice President-General Manager WCIV- Charleston, SC & WPDE- Myrtle Beach/Florence, SC  
2010-Present

Strategic leader, operational oversight, revenue and budget management, content development and distribution, audience engagement and marketing, team leadership and development, regulatory compliance, crisis management, reporting to executive team.

### **Sinclair Broadcast Group**

General Sales Manager WTAT- Charleston, SC  
2008-2010

Sales team leader, revenue generation, sales planning and forecasting, client relationship management, sales operations, sales strategy development, performance analysis and reporting, compliance and ethics, communication, and collaboration with other departments.

### **Sinclair Broadcast Group**

National Sales Manager  
2005-2008

Developed national sales strategy, sales team leader, national account management, sales planning and forecasting, reporting, and analytics.



# Application for Boards and Commissions

**Applicant Name**

mike boykin

**Position Sought**

Accommodations Tax Advisory Committee

**Home Phone**

(704) 589-9038

**Work Phone****Mobile Phone**

(704) 589-9038

**Email**

mike@bespokesportsmarketing.com

**Are you a resident of the Isle of Palms?**

Yes

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

3005 Cameron Blvd, Isle of Palms, South Carolina 29451

**Occupation and Title**

CEO

**Business or Employer Name**

Bespoke Sports and Entertainment

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

No

If yes, please provide information about that service

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

No

**Please list community and volunteer activities you may be involved in.**

Feeding the Hungry, Charlotte Sport + Business, USC Dean's Leadership Council, USC Hospitality Retail Sports Management

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

no

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

I want to help IOP continue to prosper, and I believe my sales and marketing experience; as well as running a successful small business will allow me to contribute.

**Upload Résumé**

MBoykin prof profile.pdf

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## Contact

1000 West Morehead Street  
Suite M-100  
Charlotte, NC 28208  
704-589-9038 (Home)  
mike@bespokesportsmarketing.com

[www.linkedin.com/in/mike-boykin-b6443311](http://www.linkedin.com/in/mike-boykin-b6443311) (LinkedIn)  
[www.bespokesportsmarketing.com](http://www.bespokesportsmarketing.com) (Company)

## Top Skills

Sports  
Sports Marketing  
Fundraising

## Certifications

Omnicom University SMP Program

# Mike Boykin

CEO, Bespoke Sports & Entertainment  
Charlotte Metro

## Summary

Mike is CEO at Bespoke Sports & Entertainment. Bespoke is a sports and entertainment consulting and experiential marketing agency that assists brands in selecting the right partnerships and maximizing their sponsorship investment. We are a collective of experienced sports and entertainment marketers who broke out of the big agency world to deliver a more personalized service offering to brands. Combining years of industry experience and invaluable professional relationships, Bespoke provides thoughtful senior-level counsel and custom marketing solutions that are specifically tailored for individual brands.

For more than 30 years, Mike has led brand strategy, consultation, property negotiation, event marketing activities, account team management and activation platforms across the collegiate landscape and motorsports, as well as Olympics, MLB, NASCAR, NBA, NFL and PGA Tour.

Mike has served as a speaker at various industry conferences and universities. He is also a published writer in the pages of SportsBusiness Journal and is regularly sought for insight on marketing trends in the pages of industry trade publications, business magazines and consumer media. Mike led the founding of the Charlotte Sports+Business network, which brings together industry professionals for networking, business generation, professional development and promotion of their respective sports business communities.

Mike previously led global business development and the sports practice at GMR Marketing. Prior to that, he held leadership positions at marketing, media and facilities companies within the sports industry, including ESPN Regional, Host Communications, Supersports and the Checkerdome.

Mike is a graduate of the University of South Carolina and the Ohio University Sports Administration program. He is also a recipient of the Charles R. Higgins Distinguished Alum Award from the Ohio University Sports Administration program.

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## Experience

### Bespoke Sports & Entertainment

Chief Executive Officer

2014 - Present (9 years)

Charlotte, NC

Mike is responsible for creating and implementing the strategic direction of the agency and oversight of all service offerings and client teams, with a focus on client growth and industry relationships. Bespoke Sports & Entertainment provides end-to-end marketing services, from upfront strategic consulting and creative development through experiential activation, digital engagement and program measurement. The agency was created to provide counsel and specialized services to assist brands in selecting the right partnerships, maximizing their sponsorship investment and connecting with fans through authentic engagements.

### GMR Marketing

Executive Vice President, Sports Marketing

1998 - 2014 (16 years)

Charlotte, NC

Mike played the lead role in building the GMR Marketing global sports brand through strategy, corporate consulting, developing and maintaining high-level sports industry relationships, agency integration, creative activations and client management. GMR – a global, integrated, award-winning engagement marketing agency – consists of more than 600 full-time professionals that create, consult and activate on behalf of brands in over 70 countries. During his tenure, GMR's sports practice provided international and domestic consulting and activation to more than 25 brands across 30-plus sports properties.

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## Education

University of South Carolina

BS, Journalism · (1976 - 1980)

Ohio University

MS, Sports Administration · (1981 - 1982)

# Application for Boards and Commissions

**Applicant Name**

Dane Buckhout

**Position Sought**

Any

**Home Phone****Work Phone****Mobile Phone**

(843) 323-9496

**Email**

danebuckhout00@gmail.com

**Are you a resident of the Isle of Palms?**

Yes

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

4

**Address**

7 Allie Ct, Isle of Palms, South Carolina 29451

**Occupation and Title**

Property Management, Leasing Manager

**Business or Employer Name**

Greystar Real Estate Partners, LLC

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

No

**If yes, please provide information about that service**

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

No

**Please list community and volunteer activities you may be involved in.**

Charleston Surfrider

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

No.

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

The Environmental Advisory Committee interests me primarily because, I feel that having a position on this committee would provide me with an opportunity to serve the community that I am proud to be a part of. While I have not been a resident of IOP for long, I have vacationed to Isle of Palms every summer since 2000 to visit our family in Mount Pleasant. I've always held Isle of Palms in a very high regard, and ever since relocating to the island as a family, my feelings have grown stronger.

I grew up in Southern Shores, North Carolina out on the Outer Banks. My parents and community there brought me up with the mindset of doing right by our natural environment and being caring stewards in preserving the natural beauty of the Carolina coastline.

After graduating from the College of Charleston and entering the workforce, I'm seeking ways that I can volunteer time to my greatest passion, environmental sustainability. When I saw on the City's Instagram account that a position had opened, I felt that this committee would be a great use of my time. Thank you

for your taking the time to look over my application and resume.

Kind regards,

Dane Buckhout

**Upload Résumé**

Resume 09.2023.pdf

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# Application for Boards and Commissions

**Applicant Name**

Dane Buckhout

**Position Sought**

Any

**Home Phone****Work Phone****Mobile Phone**

(843) 323-9496

**Email**

danebuckhout00@gmail.com

**Are you a resident of the Isle of Palms?**

Yes

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**Address**

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**Occupation and Title**

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**Business or Employer Name**

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Dane Buckhout

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# Dane Buckhout

7 Allie Ct, Isle of Palms SC 29451

Cell: (843) 323-9496

E-mail: danebuckhout00@gmail.com

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## EDUCATION

- College of Charleston, Charleston, SC
  - *Bachelor of Arts in Communication*, May 2022
  - Minor: Marketing

## WORK EXPERIENCE

Leasing Manager, Greystar – Atlantic on Romney, Charleston, SC April 2023-Present

- Promoted to Leasing Manager and asked to join the team at a brand-new construction located on Romney St. in downtown Charleston.
- Eight story mid-rise tower, lease-up project with Middle Street Partners a local development firm.
- Currently conducting pre-leasing, hart hat tours, marketing outreach, and construction walks on-site.

Leasing Professional, Greystar - Monty, North Charleston, SC September 2022-April 2023

Responsible for leasing activities at Monty Apartments, a 300-unit apartment community developed and managed by Greystar.

- Generated 56 leases over the course of 7 months, totaling approximately \$1.5 million in annual revenue.
- Plan and host approximately 3 resident events per month.
- Responsible for content creation via social media, as well as outreach marketing in the local community.

Logistics Executive, JEAR Logistics, Mt Pleasant, SC June 2022- September 2022

Well-established third-party Logistics company specializing in hauling frozen poultry, frozen seafood, and fresh produce in full truckloads within the continental US and Canada:

- As leading producer in first 3 months, successful putting 92 trucks on the road, generating >\$90K in revenue for the company.
- Source load deals daily, and manage execution with truck drivers, dispatchers, and receiving companies to ensure optimal pricing, timely delivery, and product integrity.
- Provide 24/7 customer service and support for each load.

Marketing Intern, OME Gear, Charleston, SC January 2022- May 2022

Environmentally conscious outdoor & adventure gear company known for The Wanderr recreational hauler sold around the world:

- Created and managed content for the Instagram and TikTok accounts.
- Managed the posting schedule for the Instagram and Facebook.
- Over 1 month period, generated 12,516 impressions, 646 engagements, and reached 7,495 Instagram accounts.

## LEADERSHIP EXPERIENCE

Communications Director, Citizens Climate Education, College of Charleston November 2020-May 2021

- Served as an Executive Board Member; managed the Club's email and correspondence.

President, Watersports Club, College of Charleston August 2019-May 2021

- Lead Officer in newly formed organization: planned and organized agendas, meetings and trips.
- Managed relationships with cable parks and negotiated fees with management personnel.
- Collected dues from members, created annual club budget, maintained equipment inventory and membership records.

Senator, Student Government Association, College of Charleston August 2018-May 2020

- Served on initiative Committees with voting responsibility on behalf of student constituents.

- Had oversight over high-impact initiatives involving allocation of funds; approved budgets for student organizations.
- Maintained strong working relationships with faculty and staff at the college.

#### **VOLUNTEER AND OTHER EXPERIENCE**

|   |                     |
|---|---------------------|
| <b>Challah for Hunger</b> , Charleston, SC – Baked, packaged + sold challah to benefit the Lowcountry Food Bank | Oct 2019-May 2022   |
| <b>Charleston Surfrider Foundation</b> , Charleston, SC – Active in Surfrider sponsored beach cleanups          | August 2018-Present |