

The Lowcountry Regional Water System Commission held its special called meeting at 4:00 pm on Thursday, October 08, 2020 located in the Council Chambers at Town Hall in the Town of Hampton, 608 1St St West, Hampton South Carolina. All meetings are open to the public (except for information, if any, to be discussed in Executive Sessions) and all interested parties are invited to attend. All attendees are reminded and required to wear a face mask while in attendance.

**Commission Present:** Mr. Rocky Hudson, Brunson

 Mayor Jimmy Bilka, Hampton

 Mayor Nat Shaffer, Varnville

Ms. Peggy O’Banner, Yemassee

Mayor Horney Mitchell, Gifford

Mr. Clay Bishop, Hampton County

**Officers Present:** Mr. Brian Burgess, General Manager

 Ms. Sara Craven, Secretary

 Ms. Marlene Marchyshyn, Treasurer

Ms. Kari Foy, Engineer

**Visitors Present:** None

 **Quorum Met:** Yes

1. **Call to Order**

Chairman Rocky Hudson called the meeting to order at 4:00 pm.

2. **Invocation and Pledge of Allegiance**

Invocation was given by Jimmy Bilka.

Pledge of Allegiance - Conducted by all.

3. **FOIA Compliance Report**

As required by Code of Laws of South Carolina, notice of this LRWS Commission meeting was posted prominently in the offices of the Commission at least twenty-four hours in advance. In addition, the local news media and all persons requesting notifications of meetings of the LRWS Commission were notified of the time, date, and place of such meeting, and were provided with a copy of the agenda at least twenty-four hours prior to this meeting.

4. **Adoption of the Agenda**

Moved by Clay Bishop, seconded by Horney Mitchell to adopt the Agenda. Motion carried unanimously.

5. **Old Business**

* 1. Wage and Compensation Adjustments

The Commission was given several handouts which showed the last pay study that was done. This study showed each position and where the wages should be each year starting in 2014 and ending in 2024. The Commission was also given a handout that showed the average wages for the state of South Carolina by County. The Board discussed this in-depth with Brian Burgess. The Board was concerned because we are very short staffed and do not have any applicants for those positions. The Commissioners asked Brian were the money would come from if all of the pay grades from 9 to 26 were moved up to step 7 to which Brian informed them. Brian suggested that another study be done but the Board did not agree. Brian suggested that a study at least be done for the meter technician job because the responsibilities of this job have changed since the new meter project was complete. The Commissioners did not agree.

Moved by Nat Shaffer, seconded by Jimmy Bilka to move pay grade 9 up to step 7.

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| **Commissioner** | **Yay** | **Nay** |
| Jimmy Bilka | 46 Votes |  |
| Nat Shaffer | 27 Votes |  |
| Rocky Hudson |  | 8 Votes  |
| Horney Mitchell |  | 4 Votes |
| Peggy O’Banner |  | 15 Votes |
| Clay Bishop | 10 Votes |  |
| *Total* | *83 Votes* | *27 Votes* |

Motion carried.

 Moved by Clay Bishop, seconded by Peggy O’Banner to move pay grade 25 to step 7.

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| **Commissioner** | **Yay** | **Nay** |
| Jimmy Bilka | 46 Votes |  |
| Nat Shaffer | 27 Votes |  |
| Rocky Hudson |  | 8 Votes  |
| Horney Mitchell |  | 4 Votes |
| Peggy O’Banner | 15 Votes |  |
| Clay Bishop | 10 Votes |  |
| *Total* | *98 Votes* | *12 Votes* |

Motion carried.

 Moved by Clay Bishop, seconded by Nat Shaffer to allow Brian Burgess to rewrite the job description for the meter technician and revisit the pay scale later.

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| **Commissioner** | **Yay** | **Nay** |
| Jimmy Bilka | 46 Votes |  |
| Nat Shaffer | 27 Votes |  |
| Rocky Hudson |  | 8 Votes  |
| Horney Mitchell | 4 Votes |  |
| Peggy O’Banner | 15 Votes |  |
| Clay Bishop | 10 Votes |  |
| *Total* | *102 Votes* | *8 Votes* |

Motion carried. Brian Burgess noted that he was not qualified to do this.

6. **New Business**

A) Stand-by/ On-Call Compensation Policy

A handout was given for the new standby & on-call policies. Brian went over the suggested policy with the Board. This policy would give the on-call employees compensation for being on-call which they were not receiving before. The on-call employee would be paid $200 for their on-call week. They would get an additional $100 for every holiday that occurs within that week. The employees would also be paid for the time that they work.

 Moved by Horney Mitchell, seconded by Nat Shaffer to approve this new on-call policy. Motion carried unanimously.

7. **Executive Session**

No executive session needed

8. **Action on Items Discussed in Executive Session**

No action taken.

9. **Adjournment**

Moved by Clay Bishop, seconded by Horney Mitchell to adjourn. Motion carried unanimously.

The meeting then adjourn at 5:11pm.

Respectfully submitted by Sara Craven.