



DUE TO THE COVID-19
CONSIDERATIONS, IN-PERSON
COUNCIL MEETINGS ARE REPLACED
WITH ELECTRONIC MEETINGS.

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To Participate in Public Comment, please email to comments@jaspercountysc.gov or mail to Attn: Clerk to Council P.O. Box 1149 Ridgeland, SC 29936. To be called for public Comment, please email at the mentioned email address. ***Public Comments must be submitted by Monday, November 1, 2021, at 3:00pm.***

Instructions may also be found at the Jasper County website www.jaspercountysc.gov

FOR MORE INFORMATION, PLEASE CALL (843) 717-3696



JASPER COUNTY COUNCIL

VIRTUAL MEETING

Jasper County Clementa C. Pinckney Government Bldg
358 3rd Avenue Ridgeland, SC 29936

November 1, 2021

AGENDA

5:00 P.M.

I. Call to Order by Chairwoman Barbara B. Clark

Clerk's Report of Compliance with the Freedom of Information Act.

In compliance with the Freedom of Information Act, notice of meetings and agendas were posted and furnished to all news media and persons requesting notification

II. Executive Session SECTION 30-4-70.

(a) A public body may hold a meeting closed to the public for one or more of the following reasons:

(2) Discussion of negotiations incident to proposed contract arrangements and proposed purchase or sale of property, the receipt of legal advice where the legal advice related to a pending, threatened, or potential claim or other matters covered by the attorney-client privilege, settlement of legal claims, or the position of the public agency in other adversary situations involving the assertion against the agency of a claim – **Carolina Metal Castings; Exit 3; Nickel Plate;**

(5) Discussion of matters relating to the proposed location, expansion, or the provision of services encouraging location or expansion of industries or other businesses in the area served by a public body – **Jasper Ocean Terminal (JOT); Prospect Update; Project South (Salt Land Holdings/SouthernCarolina Alliance)**

ANY EXECUTIVE SESSION MATTER ON WHICH DISCUSSION HAS NOT BEEN COMPLETED MAY HAVE DISCUSSION SUSPENDED FOR PURPOSES OF BEGINNING THE OPEN SESSION AT ITS SCHEDULED TIME, AND COUNCIL MAY RETURN TO EXECUTIVE SESSION DISCUSSION AFTER THE CONCLUSION OF THE OPEN SESSION AGENDA ITEMS

6:30 P.M.

III. Return to Open Session

IV. Pledge of Allegiance

V. Invocation

VI. Approval of Agenda

VII. Approval of the Minutes of October 18, 2021, October 20, 2021, and October 25, 2021

VIII. Presentations:

A: Pegeen Hanrahan – Southeast Conservation Finance Director Trust for Public Land – Presentation of the October 2021 Conservation Finance Feasibility Study for Jasper County

B: Robert L. Horner, Paige Lux and Ron Joy – Regional Solid Waste Study Presentation

C: Ted Moyd – Presentation from Jasper County Neighbor’s United to the County Council

IX. Open Floor to the Public per Ordinance 08-17 any citizen of the County may sign to speak before the Council on matters pertaining to County Services and Operations. Presentations will be limited to three (3) minutes and total public input will be limited to 30 minutes.

**Please submit Public Comments via email at comments@jaspercountysc.gov or via US Mail at Attention: Clerk to Council P.O. Box 1149 Ridgeland, SC 29936. If you would like to be contacted by phone during Open Floor, please email your name, address and phone number to the email address listed above.*

X. Resolutions:

A: David Tedder – Resolution # 2021-23 committing to negotiate a Fee-In-Lieu of *Ad Valorem* Taxes and Incentive Agreement between Jasper County and Salt Land Holdings, LLC and the SouthernCarolina Regional Development Alliance; identifying the Project; and other related matters thereto.

B: Andrew Fulghum - Resolution # 2021-24 of Jasper County Council to adopt a revised Americans with Disabilities Act and Section 504 Grievance Procedure; to appoint members to the Jasper County Americans with Disabilities Act and Section 504 Grievance Committee; and to adopt the Jasper County Transition Plan dated November 1, 2021.

C: Andrew Fulghum - Resolution #2021-25 to Approve and Adopt a Reasonable Accommodations Policy as Required by the ADA - Americans With Disabilities Act, Public Law 101-336

XI. Ordinances:

A: David Tedder - **2nd reading** of Ordinance # 2021-31 authorizing the execution and delivery of a Fee-In-Lieu Of Tax Agreement by and between SALT Land Holdings LLC and the Southern Carolina Regional Development Alliance (previously identified as “Project South”) (collectively, the “Company”) and Jasper County, whereby Jasper County will enter into a Fee-In-Lieu Of Tax Agreement with the Company and providing for payment by the Company of Certain Fees-In-Lieu Of Ad Valorem Taxes; providing for Special Source Revenue Credits in connection with such agreement; authorizing and approving (1) Development of a new Joint County Industrial and Business Park pursuant to section 4-1-170 of The Code of Laws of

South Carolina 1976, as amended, in conjunction with Hampton County (The "Park"), such Park to be geographically located in Jasper County on a tract of land bearing TMP # 030-00-01-019, 030-00-01-020, 031-00-00-017, 030-00-01-022, 030-00-01-021, 030-00-01-007 and generally known as a portion of the Sherwood Tract located in the City of Hardeeville; (2) the execution and delivery of a written Park Agreement with Hampton County as to the requirement of payments of Fee In Lieu Of Ad Valorem Taxes with respect to Park Property and the sharing of the Revenues and Expenses of The Park; and (3) the distribution of revenues from the Park within Jasper County; and other matters relating thereto.

B. Lisa Wagner - 1st Reading of an Ordinance to amend the Official Zoning Map of Jasper County so as to transfer a property bearing Jasper County Tax Map Number 029-40-04-022 from the Residential Zone to the Industrial Development Zone on the Jasper County Official Zoning Map.

XII. New Business:

A: Danny Lucas - Airport Consultant Selection

B: Andrew Fulghum – Staff recommendation for South Carolina Rural Initiative Grant Program

XIII. Old Business:

A: Chief Russell Wells – COVID update

XIV. Council Members Comments

XV. Administrator's Report

XVI. Possible Return to Executive Session to Continue Discussion on Matters Regarding Agenda Item II.

XVII. Adjourn

***Council may act on any item appearing on the agenda including items discussed in executive session.**

In accordance with South Carolina Code of Laws, 1976, Section 30-4-80(d), as amended, notification of the meeting was posted on the County Council Building at a publicly accessible place and on the county website at least 24 hours prior to the meeting. A copy of the agenda was given to the local news media and posted at the meeting location twenty-four hours prior to the meeting.

***Special Accommodations Available Upon Request to Individuals with Disabilities*
(843) 717-3696**

AGENDA ITEM:

VII

Approval of the Minutes



JASPER COUNTY COUNCIL

VIRTUAL MEETING

Jasper County Clementa C. Pinckney Government Bldg
358 3rd Avenue Ridgeland, SC 29936

October 18, 2021

MINUTES

Officials Present: Chairwoman Barbara B. Clark, Councilman L. Martin Sauls, Councilman Pastor Alvin Adkins and Councilman John Kemp, Vice Chairman Dr. Curtis Brantley

Staff Present: County Administrator Andrew Fulghum, Clerk to Council Wanda H. Simmons, County Attorney David Tedder, Kimberly Burgess, Russell Wells, Danny Lucas, Dale Terry, and Videographer Jonathan Dunham. **Also Present:** Sandy Steele, Dan Lacz, Burnie Maybank, and Andrew Saleeby.

Chairwoman Clark called the meeting to order at 5:00PM. Chairwoman Clark asked the Clerk to Council to read the Report of Compliance to the Freedom of Information Act. Wanda Simmons, Clerk to Council read the Clerk's Report of Compliance with the Freedom of Information Act.

Chairwoman Clark read the information below for the executive session.

Motion to go into executive session: Councilman Sauls

Second: Vice Chairman Dr. Brantley

Discussion: Councilman Kemp stated that he would like to amend the agenda to add item 12B in as an executive session item to discuss Pine Haven Rd. Mr. Fulghum noted that this item had been placed on the agenda due to rumors relating to the road and that Mr. Terry would be providing an update on this topic. Mr. Tedder noted that to change an agenda less than 24 hours prior to the meeting Council would need to determine if this was an emergency item. Councilman Sauls and Vice Chairman Dr. Brantley said they were fine with putting the topic into executive session. Chairwoman Clark said Council just needed to be sure it was legal to do so. Vice Chairman Dr. Brantley asked if this was confidential information and Mr. Fulghum noted that this was on the agenda just for an update on the topic. Councilman Kemp noted that the Transportation Department had allocated money for this project already and was taking action on it. Mr. Fulghum noted that the Council would have to do the project, and no one had spoken with Council on this matter as of yet and noted again that this item on the agenda was to share the current information and situation with Council. Councilman Kemp stated that the Transportation Department had authorized \$150,000 to be allocated to this road. He also asked why Council was going to discuss Project Silverman in executive session and asked if it was a presentation. Mr. Fulghum noted that this was a proposed FILOT tax agreement on the project. He mentioned that the matter of a proposed development would be public, but this was to discuss a development agreement and a proposed FILOT tax agreement for discussion purposes only.

Vote: All yes, with Councilman Kemp voting no.

The motion passed.

Executive Session SECTION 30-4-70.

(a) A public body may hold a meeting closed to the public for one or more of the following reasons:

(2) Discussion of negotiations incident to proposed contract arrangements and proposed purchase or sale of property, the receipt of legal advice where the legal advice related to a pending, threatened, or potential claim or other matters covered by the attorney-client privilege, settlement of legal claims, or the position of the public agency in other adversary situations involving the assertion against the agency of a claim -
Waste Management; Carolina Metal Castings;

(5) Discussion of matters relating to the proposed location, expansion, or the provision of services encouraging location or expansion of industries or other businesses in the area served by a public body - **Jasper Ocean Terminal (JOT); Prospect Update; Project Silverman**

ANY EXECUTIVE SESSION MATTER ON WHICH DISCUSSION HAS NOT BEEN COMPLETED MAY HAVE DISCUSSION SUSPENDED FOR PURPOSES OF BEGINNING THE OPEN SESSION AT ITS SCHEDULED TIME, AND COUNCIL MAY RETURN TO EXECUTIVE SESSION DISCUSSION AFTER THE CONCLUSION OF THE OPEN SESSION AGENDA ITEMS

Return to Open Session:

Motion to return to open session: Councilman Adkins

Second: Vice Chairman Dr. Brantley

Vote: Unanimous

The motion passed.

The Pledge of Allegiance was led by Councilman Sauls and Councilman Kemp gave the invocation.

Approval of Agenda

Motion to approve the agenda: Councilman Sauls

Second: Councilman Adkins

Vote: Unanimous

The motion passed.

Approval of the Minutes of September 20, 2021, and October 4, 2021.

Motion to approve the minutes with the noted changes as presented: Councilman Sauls

Second: Councilman Kemp

Vote: Unanimous

The motion passed.

Proclamation:

A: Wanda Simmons - Proclamation for Red Ribbon Week 2021.

Ms. Simmons was present to address this item with Council.

Motion to approve: Vice Chairman Dr. Brantley

Second: Councilman Sauls

Vote: Unanimous

The motion passed.

Open Floor to the Public per Ordinance 08-17 any citizen of the County may sign to speak before the Council on matters pertaining to County Services and Operations. Presentations will be limited to three (3) minutes and total public input will be limited to 30 minutes.

**Please submit Public Comments via email at comments@jaspercountysc.gov or via US Mail at Attention: Clerk to Council P.O. Box 1149 Ridgeland, SC 29936. If you would like to be contacted by phone during Open Floor, please email your name, address and phone number to the email address listed above.*

Resolutions: None

Ordinances: None

New Business:

A: Wanda Simmons – MOU between SC WIL (Women in Leadership) and Jasper County for the use of MatchBoardSM for a year in its beta form as a digital platform to manage the County’s Boards and Commissions; and to provide feedback on the functionality, marketing, and workflows at no cost to the County.

Ms. Simmons was present to address this item with Council. She noted that MatchBoard was a digital platform through which our County will be able to manage our Boards and Commissions. This would allow staff to easily maintain timely information on Board / Commission memberships; receive and review digital applications; forward application to Council for their review, comment, and approval; communicate with citizens regarding questions, updates, and appointment notifications; automatically update the database with any new appointments made; and reduce or eliminate current manual paper-driven processes.

This program is a new cloud-based program, and all of our information would remain our property. This is a great opportunity for us, as we will be one of the first 30 Counties and therefore, get the first year free of charge. Eventually this could help our citizens through a link on our website to view open positions on different boards and commissions as well as allow them to make applications for vacancies that come directly back to me through the program.

At this time, Ms. Simmons noted that the first 30 counties and municipalities who sign the MOU for their November launch will be able to use MatchBoard free of charge for one year. We have been

given one of the 30 slots for this opportunity. The SCAC has generously offered to cover 25% of costs for those counties, who are not in the first 30 counties or municipalities. Additionally, after the first year, the SCAC will be continuing to cover 25% of the cost for the counties. We are under no obligation in signing the MOU to continue beyond the first year (which is free of charge). At this time, she noted that staff would like to ask that Council approve the signing of the MOU for this opportunity for the first free year.

Motion to approve: Vice Chairman Dr. Brantley

Second: Councilman Sauls

Vote: Unanimous

The motion passed.

B: Dale Terry – Discussion of Pine Haven Road.

Mr. Terry was present to address this item with Council. He provided an overview of the situation and noted that the area in question had been measured and was a little over 1200 ft. long. Councilman Kemp asked if this was a private road. Mr. Terry noted this was not on the County list of roads. Mr. Fulghum mentioned that the SC DOT is claiming 600 ft. of the road but not the other 685 ft.

Councilman Adkins noted that it appears that this ties into the state highway. Mr. Terry noted that this did tie in on both ends to the state highway. Councilman Adkins mentioned that the road had also been paved and Mr. Terry noted that it had also been patched. Councilman Kemp noted that this was also called a spur and had been going Vice Chairman Dr. Brantley asked what had to be done to encourage the state to accept the road. Mr. Fulghum noted that this had been the concern for quite some time. He said it was the intent of staff to review this with Council and to work with DOT on a resolve. He noted that this road is paved to state standards and that staff will continue to research this issue and come back with further information at a later date to Council.

C: Danny Lucas – Notification of grant award from the FAA in the amount of \$230,077 for the Automated Weather Observation System (AWOS) for the Ridgeland – Claude Dean Airport.

Mr. Lucas was present to address this request with Council. Mr. Lucas provided the following information to Council. An Automated Weather Observation System (AWOS) provides meteorological information to arriving and departing aircraft for a particular airport. Basic information provided to pilots includes wind speed & wind gusts, wind direction, temperature, dew point, barometric pressure (altimeter settings) and density altitude. Pilots use the information generated by an AWOS to make decisions about takeoff, landing, runway and to calculate expected aircraft performance. Pilots also use the information for “Go-No Go” decision-making. The AWOS broadcasts pertinent information to pilots in a computer-generated voice via the aircraft communication radio frequency, 24-hours per day, 7 days per week. Meteorological parameters are measured continuously and updated each minute. AWOS information is also available to pilots via the telephone. AWOS information from each airport is transmitted to the Federal Aviation Administration by computer continuously and available to pilots, air traffic controllers and FAA meteorologists across the U.S. The AWOS system or similar system is used also by militaries and in all countries that operate airports and that are members of the

International Civil Aviation Organization (ICAO). He noted that the FAA had awarded \$238,077 to pay for the automated weather observation system, which would pay for it in its entirety. He said this was the first project of Phase 5 of the airport and noted that was a critical component of an airport. Vice Chairman Dr. Brantley asked how long it would take to get the system installed. Mr. Lucas said about 2.5 months and that it would be installed by a vendor of the SC State Aeronautics Commission. He noted that it should start some time in December and then be finished in February. He also noted that the funds would go directly to the vendor who installs the system. Councilman Kemp asked about additional costs after installation. Mr. Lucas said the additional cost would be maintenance to maintain the system and the electrical expenses to the County. Councilman Sauls thanked Danny for doing such a great job and Vice Chairman Dr. Brantley offered the same sentiment. Chairwoman Clark said this was mentioned a while back and it was something they had pushed. She also noted that the SC State Aeronautics Commission had been very good to Jasper County. Mr. Lucas offered the same sentiment. There was no motion made and no vote taken, as this was for information purposes only,

D: Kimberly Burgess – Report on the results of the bond refunding as approved by Ordinance #2021-05 on July 19, 2021.

Ms. Burgess was present to address this request. She noted that Jasper County confirmed the award of the 2021 Bonds on Tuesday, October 12th. She noted that the bond refunding amount was \$5,415,000, and that the approximate net present value savings was 27% or 1.7 million dollars over the 20-year period. There were 5 or 6 bidders which Mr. John Canny, the County's Municipal Advisor stated that there was a respectable crowd of bidders which indicated that people were liking what the County was bringing to market. The closing for bonds scheduled for October 26, 2021.

Old Business:

A: Chief Russell Wells – COVID update

Chief Wells was present to address this request. He provided the COVID Statistics update through October 13, 2021 (Date range 09.30.2021 – 10.13.2021). He noted that the SC positivity rate was 7.5% and that Jasper County's positivity rate was at 7.0%. He said that 1210 tests had been performed and that 305 fewer tests had been administered than the prior timeframe. He provided community testing information and vaccine update information. He noted that there was a change order executed to the Hardeeville COVID vaccine clinic On Saturday October 23. A community event was added for a first dose vaccine clinic in conjunction with the second dose vaccine clinic. Coordination with Hardeeville Recreation Center expanded an additional day to bring a second dose vaccine clinic scheduled for November 13, 2021.

Chairwoman Clark expressed her sympathies to the Atwood family and the family of Colin Powell.

Council Members Comments:

Vice Chairman Dr. Brantley:

Vice Chairman Dr. Brantley offered his prayers and condolences to the Colin Powell family and to all other families dealing with COVID and all other losses.

Councilman Kemp:

Councilman Kemp noted that the new Code Enforcement Officer had been hired and had hit the ground running. He mentioned that he had attended the FIT Meeting and Transportation Meeting and mentioned that he had attended the Hardeeville Festival. Veteran's Administration Met Alton Jenkins the Veteran's Administrator for the County. He encouraged everyone to stop by and see him if they had the chance noting he was doing great things in our area.

Councilman Sauls:

Councilman Sauls expressed his prayers and condolences to the Atwood family for their loss.

Councilman Adkins:

Councilman Adkins thanked God for all He was doing for everyone. He noted that he was praying for everyone to stay well and healthy and encouraged everyone to pray for one another.

Administrator's Report:

Mr. Fulghum stated that his Administrator's Report was in the Council packet and that he was available for questions if anyone had any for him. He also noted that there was a lot of good information and work coming from the Human Resource Department. He reminded Council of the workshop being held on Wednesday at the Lakeside Blue Heron Community Center and mentioned that the guests from the City of Hardeeville would be attending. He also noted that the Dr. Rechel Anderson would be in attendance. Chairwoman Clark noted that this was going to be a workshop for discussion purposes only.

Possible Return to Executive Session to Continue Discussion on Matters Regarding Agenda Item II. There was no reason to return to executive session for this meeting.

Adjourn:

Motion to adjourn: Vice Chairman Dr. Brantley

Second: Councilman Adkins

Vote: Unanimous

The motion passed.

The meeting adjourned at 7:11pm.

Respectfully submitted:

Approved:

Wanda H. Simmons
Clerk to Council

Barbara B. Clark
Chairwoman



JASPER COUNTY COUNCIL
Special Called Hybrid Workshop
Council in person with Electronic Virtual Access for the Public
LAKESIDE AT BLUE HERON
COMMUNITY CENTER
153 James Taylor Rd.
Ridgeland, SC 29936
Wednesday, October 20, 2021
Minutes

Officials Present: Chairwoman Barbara B. Clark, Councilman L. Martin Sauls, Councilman Pastor Alvin Adkins, and Councilman John Kemp Absent: Vice Chairman Dr. Curtis Brantley

Staff Present: County Administrator Andrew Fulghum, Clerk to Council Wanda H. Simmons, County Attorney David Tedder and Videographer Juan Singleton. **Also present:** City of Hardeeville – Mayor Harry Williams; Councilmember John Carroll, Councilmember Bo White and Councilmember Carolyn Kassel; City Manager, Michael Czymbor; Deputy City Manager, Matthew Davis and City Attorney, Prina Maines; Jasper County School District Superintendent, Rechel Anderson; Board of Education Board Member, Carolyn Bolden; Parker and Poe Law Firm – Partner, Ray E. Jones and Law Clerk, Ryan Romano; SouthernCarolina Alliance – President and CEO, Danny Black and Director of Operations, Sandy Steele.

Chairwoman Clark welcomed the guests attending the workshop and thanked them all for coming. Chairwoman Clark turned the welcome over to County Administrator Mr. Fulghum, and he continued the introduction of the staff and guests.

County Administrator, Andrew Fulghum introduced Mr. Ray Jones of Parker Poe Law Firm. He noted that Mr. Jones would be the speaker today and he would be discussing the topic of Economic Development Incentives / Fees and Related Matters with the group.

The meeting was called to order by Chairwoman Barbara B. Clark at 10AM. Chairwoman Clark asked the Clerk to Council, Wanda Simmons to read the Clerk's Report of Compliance with the Freedom of Information Act. Ms. Simmons then read the Clerk's Report of Compliance information.

The invocation was given by Mayor Harry Williams, and everyone said the Pledge of Allegiance.

Mr. Ray Jones of Parker Poe addressed the group and provided insight and information on Economic Development, incentives, fees, and other related matters. Discussion ensued amongst the group and a decision was made after the presentation made by Mr. Jones to hold a meeting on October 25, 2021. It was decided amongst the group that this meeting would take place at the Hardeeville Recreation Center at 10AM on Thursday, October 25, 2021, to further discuss this matter in a meeting and come to a viable decision.

Adjourn:

Motion to adjourn: Councilman Sauls

Second: Councilman Adkins

Vote: Unanimous

The motion passed.

The workshop concluded and adjourned at 12:25pm.

Respectfully submitted:

Approved:

Wanda H. Simmons
Clerk to Council

Barbara B. Clark
Chairwoman



JASPER COUNTY COUNCIL
Special Called Hybrid Meeting
Council in person with Electronic Virtual Access for the Public
HARDEEVILLE RECREATION CENTER
285 John Smith Road
Hardeeville, SC 29927
Monday, October 25, 2021
Minutes

Officials Present: Chairwoman Barbara B. Clark, Councilman L. Martin Sauls, Councilman Pastor Alvin Adkins and Councilman John Kemp, Vice Chairman Dr. Curtis Brantley

Staff Present: County Administrator Andrew Fulghum, Clerk to Council Wanda H. Simmons, County Attorney David Tedder and Videographer Jonathan Dunham. **Also present:** City of Hardeeville – Mayor Harry Williams; Councilmember John Carroll, Councilmember Bo White and Councilmember Carolyn Kassel; City Manager, Michael Czymbor; Deputy City Manager, Matthew Davis and City Attorney, Prina Maines; Jasper County School District Superintendent, Rechel Anderson; Board of Education Board Member, Carolyn Bolden; Parker and Poe Law Firm – Partner, Ray E. Jones and Law Clerk, Ryan Romano; SouthernCarolina Alliance – President and CEO, Danny Black and Director of Operations, Sandy Steele.

The meeting was called to order by Chairwoman Barbara B. Clark at 10AM. Chairwoman Clark asked the Clerk to Council, Wanda Simmons to read the Clerk’s Report of Compliance with the Freedom of Information Act. Ms. Simmons then read the Clerk’s Report of Compliance information.

The Pledge to the Flag was led by Councilman Kemp and the invocation was given by Vice Chairman Dr. Brantley. Chairwoman Clark read the information below for the executive session.

Motion to go into executive session: Vice Chairman Dr. Brantley

Second: Councilman Kemp

Vote: Unanimous

The motion passed.

Executive Session

SECTION 30-4-70. Meetings which may be closed; procedure; circumvention of chapter; disruption of meeting; executive sessions of General Assembly.

(a) A public body may hold a meeting closed to the public for one or more of the following reasons:

(5) Discussion of matters relating to the proposed location, expansion, or the provision of services encouraging location or expansion of industries or other businesses in the area served by a public body – **Economic Development – Project South, Project Dolphin, Project Mandolin**

ANY EXECUTIVE SESSION MATTER ON WHICH DISCUSSION HAS NOT BEEN COMPLETED MAY HAVE DISCUSSION SUSPENDED FOR PURPOSES OF BEGINNING THE OPEN SESSION AT ITS SCHEDULED TIME, AND COUNCIL MAY RETURN TO EXECUTIVE SESSION DISCUSSION AFTER THE CONCLUSION OF THE OPEN SESSION AGENDA ITEMS

Return to Open Session

Councilman Sauls and Vice Chairman Dr. Brantley had to leave before the meeting returned to open session.

Motion to return to open session: Councilman Kemp

Second: Councilman Adkins

Vote: Unanimous

The motion passed

Motion from Executive Session:

Motion to move to authorize the County Administrator to execute an Intergovernmental Agreement between Jasper County and the City of Hardeeville as presented and discussed in Executive Session, with the following amendments:

- 1. The term shall be five years.**
- 2. Paragraph 1 shall be amended to provide the City pro-rata share will be 27.4 percent of the Fee Revenue.**
- 3. Paragraph 5 shall be amended to provide the County pro-rata share will be 32.6 percent of the Fee Revenue.**
- 4. Paragraph 6 shall be amended to provide the School District pro-rata share will be 40 percent of the Net Revenue.**
- 6. Leave is granted for the County attorneys to make such typographical and grammatical changes as may be desirable to reflect these amendments in the Agreement, with motion as read by Attorney David Tedder : Councilman Kemp**

Second: Councilman Adkins

Vote: Unanimous

The motion passed.

VI. Ordinances

A: David Tedder – Consideration of an Ordinance for 1st reading BY TITLE ONLY authorizing the execution and delivery of a Fee-In-Lieu Of Tax Agreement By And Between a Company known for the time being as “Project South” (The “Company”) And Jasper County, Whereby Jasper County will enter into A Fee-In-Lieu Of Tax Agreement with the Company and providing for payment by the Company Of Certain Fees-In-Lieu Of *Ad Valorem* Taxes; Providing For Special Source Revenue Credits in connection with such agreement; authorizing and approving (1) Development Of A New Joint County Industrial and Business Park pursuant to section 4-1-170 of The Code Of Laws Of South Carolina 1976, as amended, in conjunction with Hampton County (The “Park”) such Park to be geographically located in Jasper County; (2) The Execution And Delivery Of A Written Park Agreement with Hampton County as to the requirement of payments of Fee In Lieu Of *Ad Valorem* Taxes with respect to Park Property and the sharing of the

Revenues And Expenses Of The Park; and (3) the Distribution Of Revenues from the park within Jasper County; and Other Matters Relating Thereto.

Motion to approve: Councilman Kemp

Second: Councilman Adkins

Vote: Unanimous

The motion passed.

Possible Return to Executive Session to Continue Discussion on Matters Regarding Agenda Item II.

There was no reason to return to Executive Session for this meeting.

Adjourn:

The meeting adjourned at 3:33pm.

Respectfully submitted:

Approved:

Wanda H. Simmons
Clerk to Council

Barbara B. Clark
Chairwoman

AGENDA ITEM:

VIII

Presentation Item A

Jasper County, South Carolina

**Conservation Finance Feasibility Report
November 1, 2021**

**Pegeen Hanrahan, P.E.
Southeast Conservation Finance Director**

**Jessica Welch
Senior Conservation Research Analyst**



Thank you For Your Request for Research

The Trust for Public Land's Lowcountry work is funded by the Gaylord & Dorothy Donnelley Foundation and the Doris Duke Charitable Foundation and is supported by several local organizations and individuals.

Jasper County Council

The request will continue in effect for any advice you offer or presentations you submit for the use of this body related to such matters. In addition, we would like to take this opportunity to request that you continue to be available to provide technical advice and assistance in the area and on related matters in the future.

Secretary,
Chairman, Advisory Exchange



Jasper County Council

358 Third Avenue - Courthouse Square
Post Office Box 1149 - Ridgeland, South Carolina 29936

HEINRY ETTREBERGHE
Chairman
BARBARA B. CLARK
Vice Chairman
THOMAS JOHNSON
Constitution
MARKET SAULS, IV
Constitution
DK. CURTIS BRANTLEY
Constitution

August 19, 2020

Mr. Will Abberger,
Vice President and Director,
Conservation Finance
The Trust for Public Land
300 North Monroe Street
Tallahassee, FL 32301

Mr. Adam Snyder,
Conservation Campaigns Manager
The Nature Conservancy
2100 1st Avenue North
Birmingham, AL 35203

Dear Mr. Abberger and Mr. Snyder:

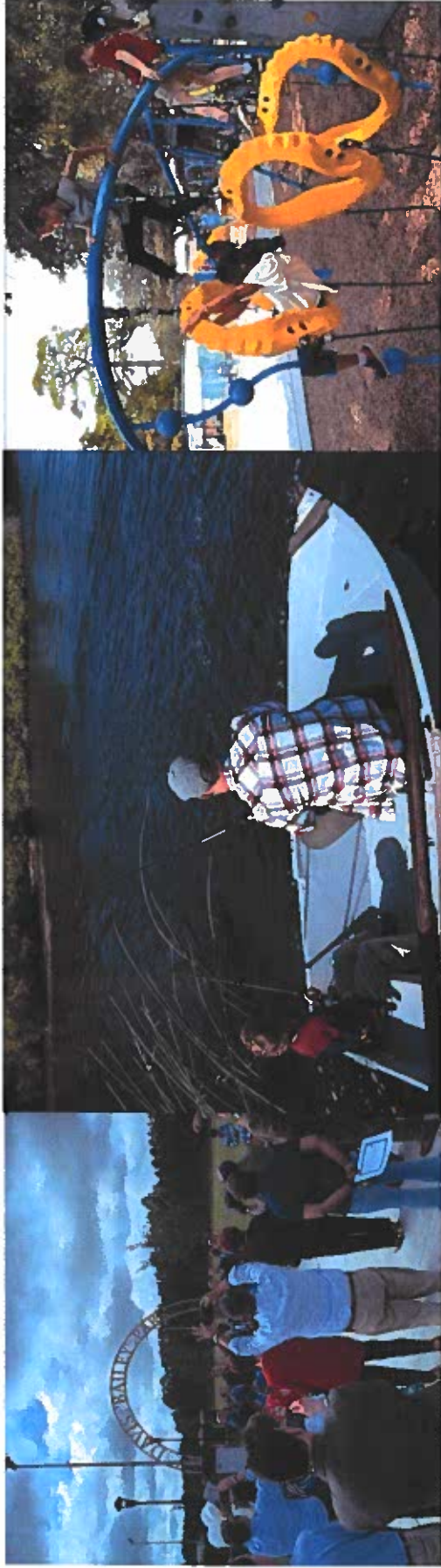
The Jasper County, SC County Council requests technical advice and assistance from The Trust for Public Land, The Nature Conservancy and the Beaufort County Open Land Trust in connection with our efforts to develop and sustain reliable, ongoing sources of funding for parts and land and water conservation.

As part of your advice and assistance, I understand you will conduct research with affected groups to develop recommendations for the Jasper County Council on strategies for supporting dedicated, ongoing sources of public funds for parts and land conservation.

We are interested not only in the factual information that you can provide, but also your opinions and recommendations on public funding measures available to us and strategies to enact such measures. That would include understanding the public's priorities and attitudes concerning land preservation, water quality and natural areas—including parts, trails, and fish and wildlife habitat—and how the public would respond to different methods of presenting those issues.

Information provided to the County Council will be public record as a matter of law. This request does not in any way commit public funds to the efforts of The Trust for Public Land, The Nature Conservancy and the Beaufort County Open Land Trust related to this request, nor does it require public disclosure of any confidential information of either organization.

PHONE: (843) 717-3696

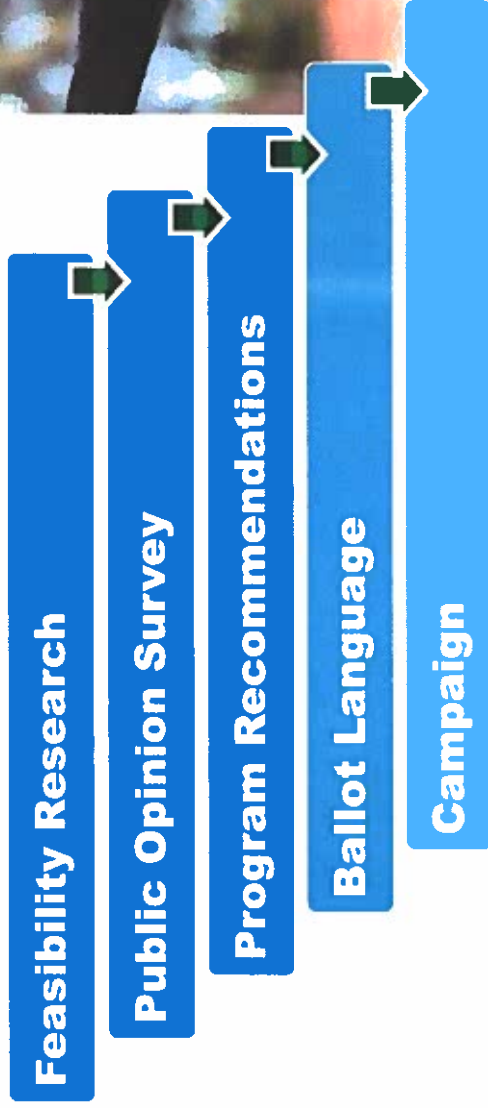


Since 2016 we have also worked in Beaufort, Charleston, Dorchester, Berkeley and Greenville Counties.

We've assisted on six successful ballot measure campaigns to create, improve or protect parks, trails and natural land in South Carolina.

We work to help communities like yours protect the places they love and improve access to for people to enjoy them.

We follow a well tested road map to help you assess these options to see if there is one that your community will embrace.





Feasibility Research

Completed

- Demographics
- Current Parks and Conservation Budget
- Fiscal Capacity and Finance Options
- Political Profile
- Election History
- Election Requirements
- Ballot Language Requirements
- Pathways to the Ballot
- Best Practices

CONSERVATION FINANCE FEASIBILITY STUDY | OCTOBER 2021

JASPER COUNTY, SOUTH CAROLINA



Jasper County Demographics

Jasper County Demographics			
	Jasper County	South Carolina	Note
Population			
Population estimates, July 1, 2019, (V2019)	30,073	5,148,714	
Population estimates base, April 1, 2010, (V2019)	24,791	4,625,366	
Population, percent change - April 1, 2010 (estimates base) to July 1, 2019, (V2019)	21.3%	11.3%	
Race & Hispanic Origin			
White alone, percent	55.8%	68.6%	
Black or African American alone, percent	40.8%	27.0%	(a)
American Indian and Alaska Native alone, percent	0.8%	0.5%	(a)
Asian alone, percent	0.9%	1.8%	(a)
Native Hawaiian and Other Pacific Islander alone, percent	0.1%	0.1%	(a)
Two or More Races, percent	1.6%	2.0%	
Hispanic or Latino, percent	13.9%	6.0%	(b)
White alone, not Hispanic or Latino, percent	43.8%	63.7%	
Housing & Families			
Median value of owner-occupied housing units, 2015-2019	\$166,200	\$162,300	
Median gross rent, 2015-2019	\$929	\$894	
Language other than English spoken at home, percent of persons age 5 years+ 2015-2019	13.0%	7.2%	
Education			
High school graduate or higher, percent of persons age 25 years+, 2015-2019	81.8%	87.5%	
Bachelor's degree or higher, percent of persons age 25 years+, 2015-2019	17.8%	28.1%	
Income & Poverty			
Median household income (in 2019 dollars), 2015-2019	\$45,601	\$53,199	
Per capita income in past 12 months (in 2019 dollars), 2015-2019	\$24,566	\$29,426	
Persons in poverty, percent	17.2%	13.8%	
Source: US Census Quickfacts			
Notes: (a) Includes persons reporting only one race			
(b) Hispanics may be of any race, so also are included in applicable race categories			

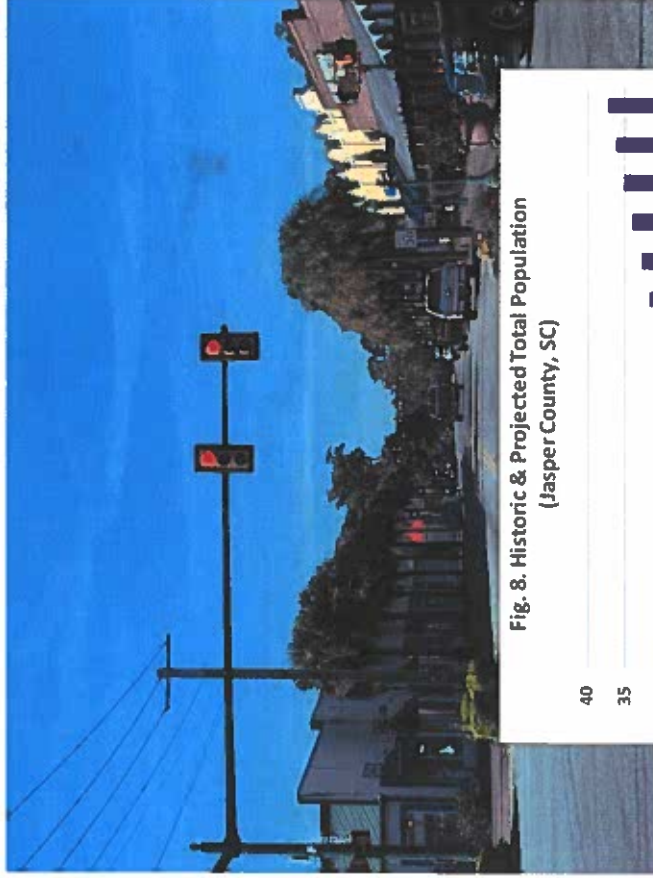
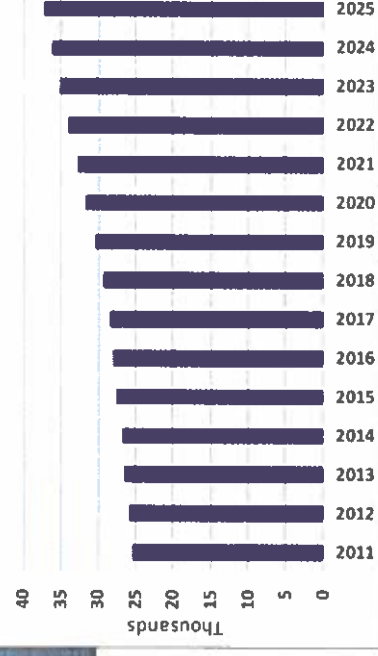


Fig. 8. Historic & Projected Total Population (Jasper County, SC)



Funding Options

South Carolina Local Conservation Finance Measures, 2000-present						
Finance Mechanism	Number of Measures	Number Passed	% Passed	Total Funds Approved	Conservation Funds Approved	
Bond	11	11	100%	\$255,000,000	\$214,500,000	
Property tax	1	1	100%	\$10,000,000	\$10,000,000	
Sales tax	6	3	50%	\$3,403,360,000	\$431,571,200	
Total	18	15	83%	\$3,668,360,000	\$656,071,200	

Source: The Trust for Public Land's LandVote Database, www.landvote.org.

Jasper County Bond Financing Estimates						
Bond Issue	Interest Rate	Maturity (Years)	Annual Debt Service	Total Assessed Value*	Mill Increase	Annual Cost for Median Home**
\$4,000,000	4.0%	20	\$294,327	\$160,094,466	1.8366	\$12
\$6,000,000	4.0%	20	\$441,431	\$160,094,466	2.7579	\$18
\$8,000,000	4.0%	20	\$588,654	\$160,094,466	3.6771	\$24
\$10,000,000	4.0%	20	\$735,818	\$160,094,466	4.5964	\$31
\$12,000,000	4.0%	20	\$882,981	\$160,094,466	5.5157	\$37

*Jasper County Comprehensive Annual Financial Report, Fiscal Year Ended June 30, 2020
 **Median value \$166,200 (US Census Quickfacts) with 4% assessment.

Jasper County Sales Tax Revenue & Cost Estimates				
Sales Tax Rate	Annual Revenue*	Annual Cost per Household	Total Revenue Attributed to Resident Spending	% Revenue Attributed to Resident Spending
1.0%	\$4,282,398	\$105	\$1,077,036	25%

*Based on 2020 net taxable sales of \$428,239,840 in Jasper County (SC Department of Revenue).

Bonds are most common in South Carolina, and most successful in passing, 100% so far.

A \$6 million bond for capital projects would cost typical household \$18 per year for 20 years.

An estimated 25% of sales tax revenue comes from local residents. The rest is from visitors, out of county shoppers and businesses.

Transportation sales taxes can add greenbelt provisions, Jasper's is in place until 2027.

Jasper County Local Sales and Use Taxes		
Type of Tax	Effective Date	FY 2020 Distributions
1% Local Option	7/1/1991	\$5,507,704
1% School District	12/1/2002	\$4,729,867
1% Transportation	5/1/2017	\$5,387,498

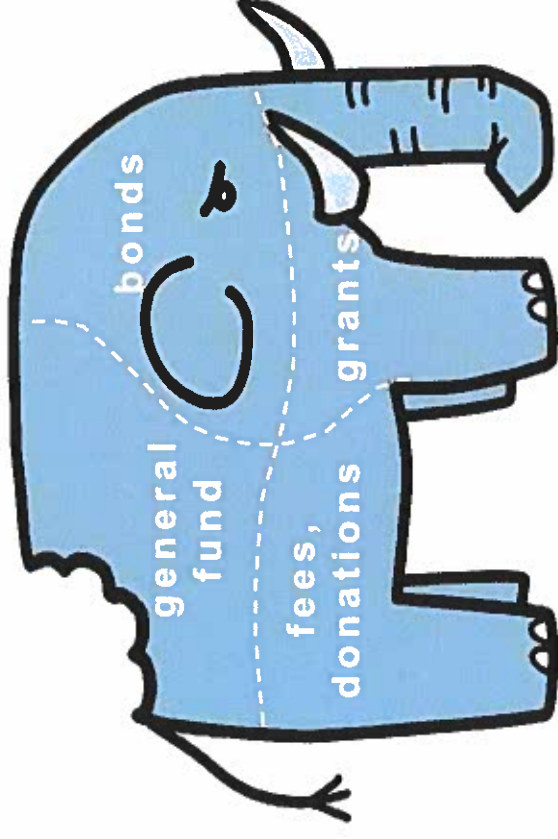
Source: SC Department of Revenue

Our Goal is to help you implement your vision for protecting natural lands and improving parks in Jasper County. Determining the right financing method is key.

The State of South Carolina provides several methods for counties to fund capital priorities. Each has pros and cons, and each can be matched with State Conservation Bank, Federal and Private Funds.

- Bonds
 - Up front capital paid back over 20-30 years by property taxes or sales taxes
- Sales Taxes
 - Infrastructure or Transportation with Greenbelt Provision
- Property Tax Levies (pay-as-you-go)

Often a mix of private, city, county, state and federal funding sources are used. Having local matching funds can help bring resources from Columbia or DC.





Funding Options are Entirely Up to the County Council.

Non-Local Government Sources

- State Conservation Bank
- Federal Funds
 - Land and Water Conservation Funds, Department of Defense REPI Funds, Trail Funds, Historic Preservation Funds, Etc.
- Wetland Mitigation Banking
- Voluntary Conservation Easements
- Private Philanthropy or Corporate Donations

Local Government Sources

- Allocation from Existing Budget for either Capital or O&M or Both
- Voter Approved Bonds
- Greenbelt Provision Within Transportation Sales Tax; Infrastructure Sales Tax
- Voter Approved Assessments
- Hospitality Tax
- Impact Fees

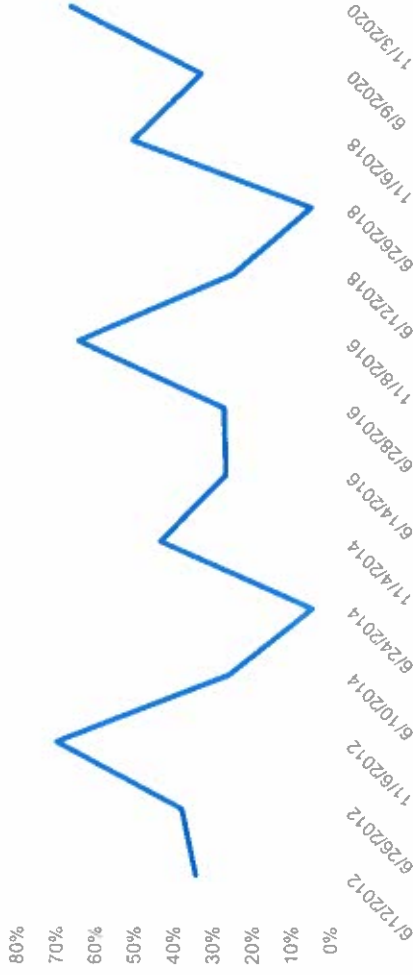
Different funding sources can be applied to different uses, including active parks, natural lands, less-than-fee easements for agriculture, forestry, habitat or hunting, school yards, trails, etc. Knowing local long-term plans will help narrow the options.



Council May Choose Election Date

Nationwide, November Elections Have Highest Turnout and Success Rates for Parks/Land Ballot Measures

Jasper County Voter Turnout

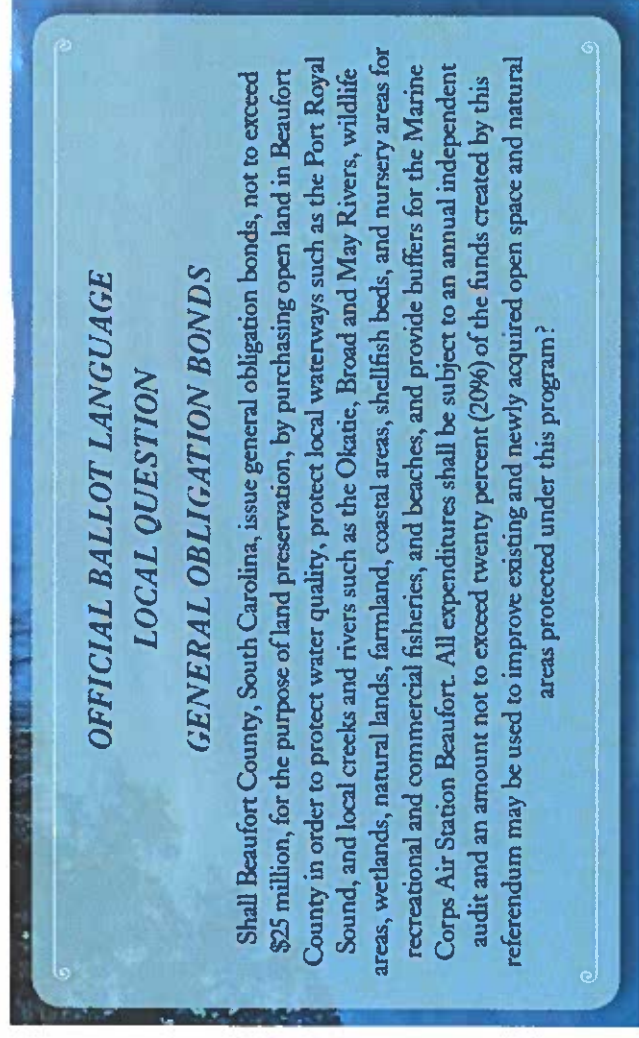


6/12/2012	6/26/2012	11/6/2012	6/10/2014	6/24/2014	11/4/2014	6/14/2016	6/28/2016	11/8/2016	6/12/2018	6/26/2018	11/6/2018	6/9/2020	11/3/2020
35%	38%	70%	26%	5%	43%	27%	27%	64%	25%	5%	51%	33%	66%

Ballot Language is Very Important

It's the only thing all voters see.

- Legal constraints
- Best practices
- Integrate community priorities and policy goals
- Work with county attorney, bond counsel
- Must be clear, transparent, single subject
- Can have additional information in implementing resolution or ordinance



Approved at 70%



We Can Help Local Citizens Campaign

Advocacy is privately funded.

- Coalition building
- Strategy/campaign plan
- Campaign committee
- Campaign finance registration and reporting
- Fund raising
- Endorsements
- Communications (media)
 - Earned media
 - Paid media: direct mail, digital
 - Radio, TV (rare)
 - Phones
- Grassroots/Field (GOTV)



Approved at 67%



Parks/Land Ballot Measures in SC

83% Passage Rate Overall
15 Total

South Carolina Local Conservation Finance Measures, 2000-present							
Jurisdiction Name	Date	Description	Total Funds at Stake	Conservation Funds at Stake	Status	% Yes	Notes
Sachee Lake Wylie Land Acquisition & Preservation Tax District	11/3/2020	Special tax district capped at 5-mills per year for the acquisition of properties for green space, conservation and historic purposes.	\$10,000,000	\$10,000,000	Pass	61.5%	
Dorchester County	11/5/2019	Bond for parks and recreation	\$30,000,000	\$8,000,000	Pass	66.6%	
Beaufort County	11/6/2018	Bond for the protection of natural land, farmland, and water quality	\$25,000,000	\$25,000,000	Pass	69.8%	
Charleston County	11/6/2016	25-year, .12 cent sales tax increase for transportation, roads, open space, and parks	\$2,100,000,000	\$210,000,000	Pass	51.6%	
Beaufort County	11/4/2014	Bond for land acquisition and preservation	\$20,000,000	\$20,000,000	Pass	73.0%	
Beaufort County	11/6/2012	Bond for the acquisition of open space, farmland and other natural areas	\$25,000,000	\$25,000,000	Pass	61.9%	
Dorchester County	11/2/2010	Bond for the protection of water quality, forests, parks, and wildlife habitat	\$5,000,000	\$5,000,000	Pass	70.8%	
Hilton Head Island	11/4/2008	Bond for the preservation of beaches, open space and parkland	\$17,000,000	\$17,000,000	Pass	74.9%	
Beaufort County	11/7/2006	Bond to preserve natural land, farmland and water quality	\$50,000,000	\$50,000,000	Pass	75.6%	
Beaufort County	11/2/2004	5-year, 1 cent sales tax for capital improvements, a portion of which will address park and open space needs of county residents	\$117,203,500	\$11,870,000	Fail	49.9%	
Charleston County	11/2/2004	25-year, .12 cent sales tax increase for transportation, roads, open space, and parks	\$1,303,360,000	\$221,571,200	Pass	56.7%	
Hilton Head Island	11/4/2003	Bond for land acquisition, preservation of historic sites, open space	\$15,000,000	\$15,000,000	Pass	83.5%	Measure was subsequently overturned in the courts.
Charleston County	11/5/2002	Question 1: 25-year, .5 percent sales tax for roads, public transportation, parks and green space	\$1,303,360,000	\$221,500,000	Pass*	60.0%	
Greenville County	11/5/2002	1-year, 1% sales tax increase for parks	\$50,000,000	\$31,000,000	Fail	41.1%	
Beaufort County	11/7/2000	Bond issue to purchase open land, development rights, and conservation easements	\$40,000,000	\$40,000,000	Pass	72.9%	
Charleston County	11/7/2000	Sales and use tax increase to fund farm, forest lands and open space protection, and mass transit and roads	\$1,213,200,000	\$303,300,000	Fail	49.5%	
Charleston County	11/7/2000	Bond issue for parkland acquisition	\$35,000,000	\$35,000,000	Pass*	50.4%	*Due to the failure of Question 1 (sales tax increase), this question despite its approval by voters contains no funds for conservation.
Hilton Head Island	11/7/2000	Bond issue to purchase land for public use, parks, and to manage grow th	\$20,000,000	\$9,500,000	Pass	77.8%	

Source: The Trust for Public Land's LandVote Database, www.landvote.org.

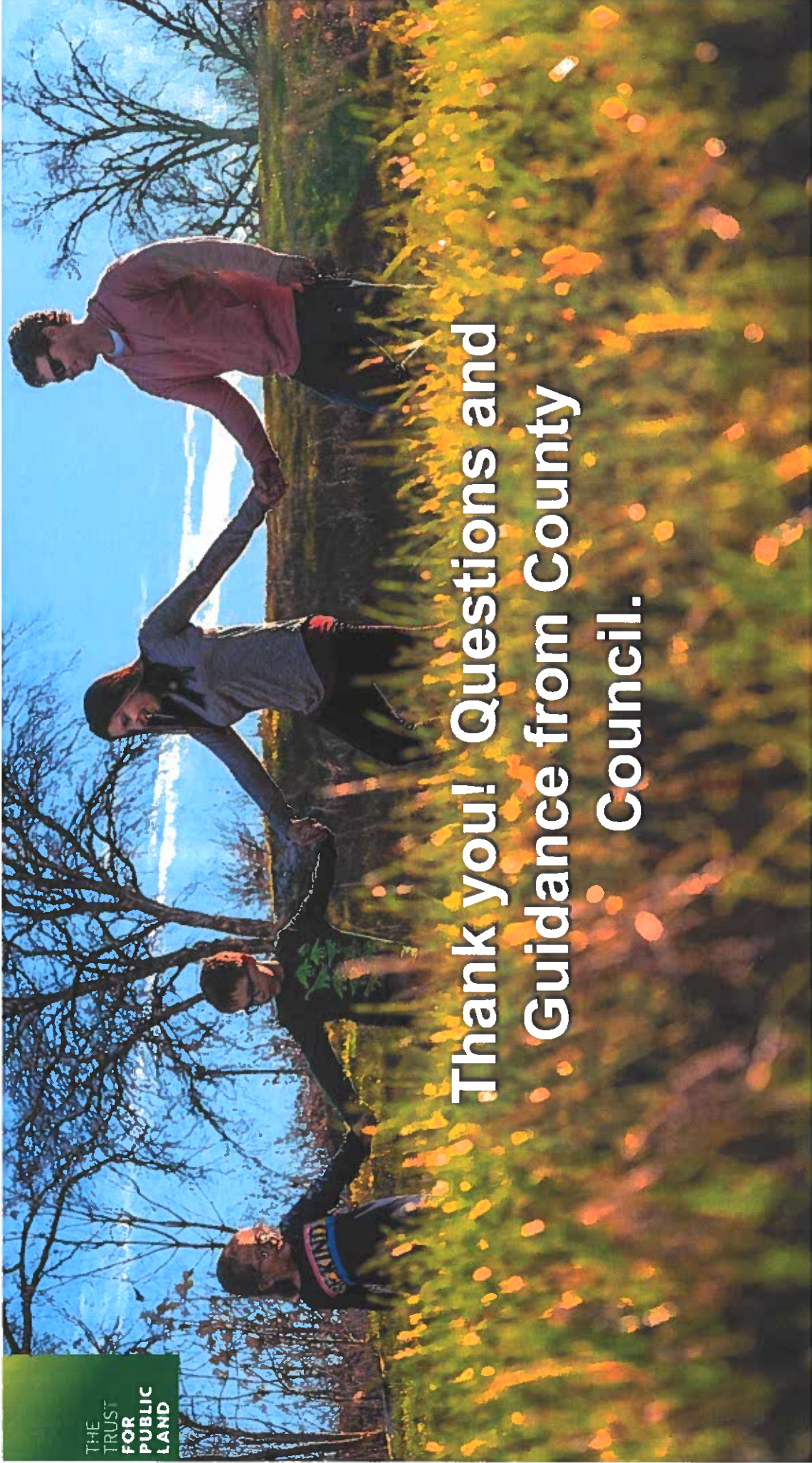
Next Steps, If Desired by Council

This work is grant funded.

- Identify initial needs, potential funding sources, and ballot timing
- Conduct public opinion polling (funded by TPL grant sources) to refine
- If polling is good and County Council's policy direction is to proceed, develop and adopt ballot language in cooperation with County Attorney



Thank you! Questions and
Guidance from County
Council.





For Further Information



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AGENDA ITEM:

VIII

Presentation Item B

REGIONAL LANDFILL STUDY

JASPER, BEAUFORT, COLLETON,
AND HAMPTON COUNTIES



Weston & SampsonSM

PURPOSE AND BACKGROUND

Weston & Sampson was approached to evaluate a regional waste management solution for Jasper, Beaufort, Colleton, and Hampton Counties.

Task 1:

- Evaluate baseline solid waste generation and disposal for Jasper, Beaufort, Colleton, and Hampton Counties.
- Consider projected population growth and subsequent effects on waste generation trends
- Identify waste management solutions to be further evaluated in Task 2

Task 2:

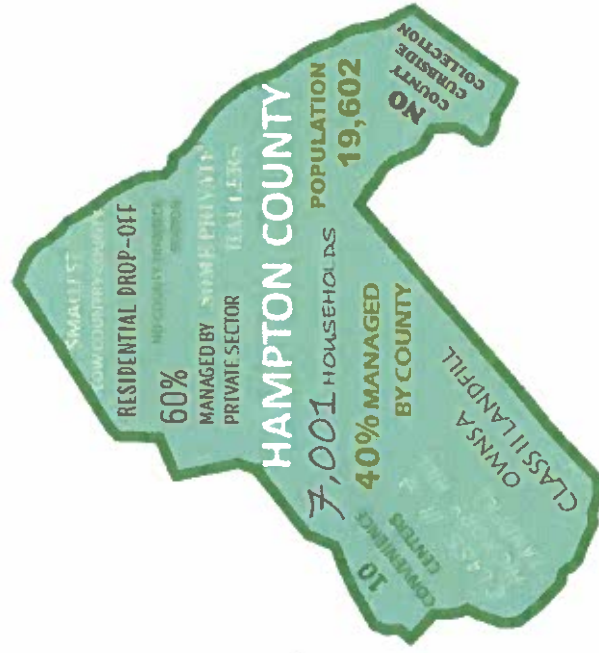
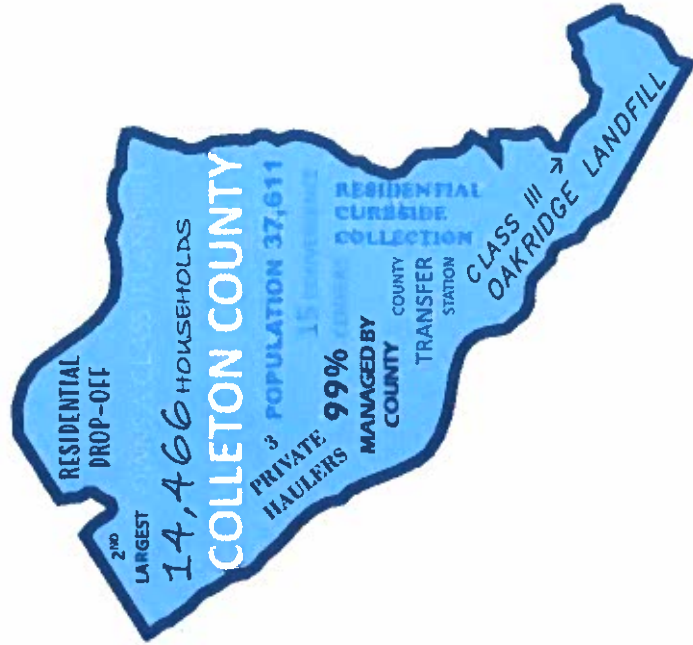
- Evaluate solutions proposed in Task 1 for feasibility in the region
- Identify potential sites
- Discuss policy options for waste management

BASELINE CONDITIONS: JASPER COUNTY

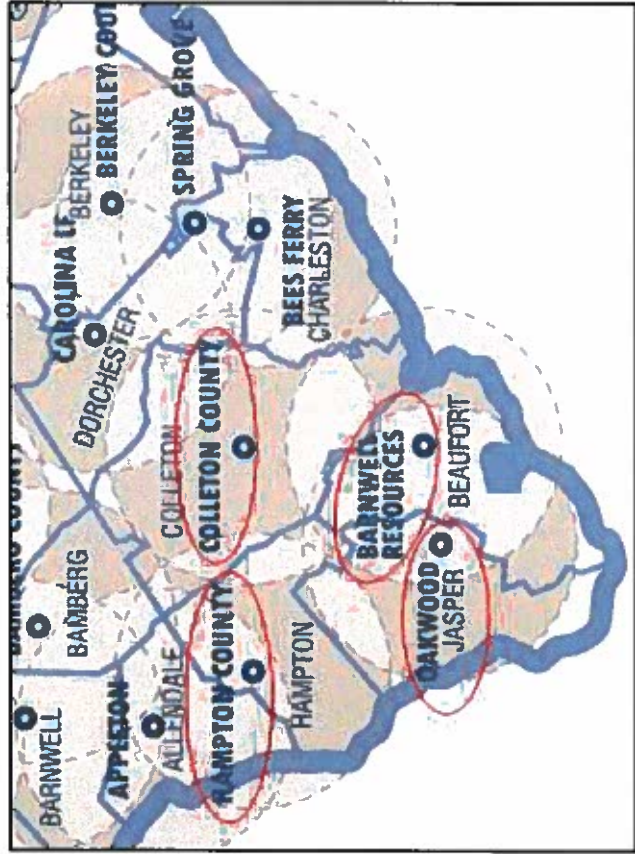
- Current host county for Class II and Class III landfills owned by Waste Management, Inc.
 - Class II (C&D Waste) - Oakwood Landfill
 - Class III (MSW) - Hickory Hill Landfill
- 91% of residents are located within 6 miles of a county convenience center
- There is no curbside collection for residents or the commercial sector



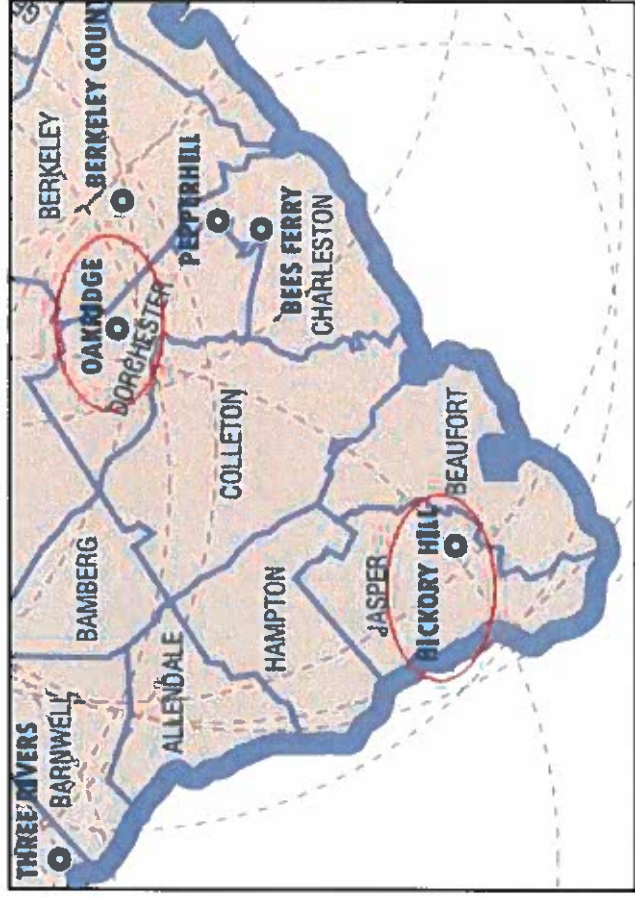
BASELINE CONDITIONS: BEAUFORT, COLLETON, AND HAMPTON COUNTIES



EXISTING LANDFILLS IN THE REGION



Class II Landfills

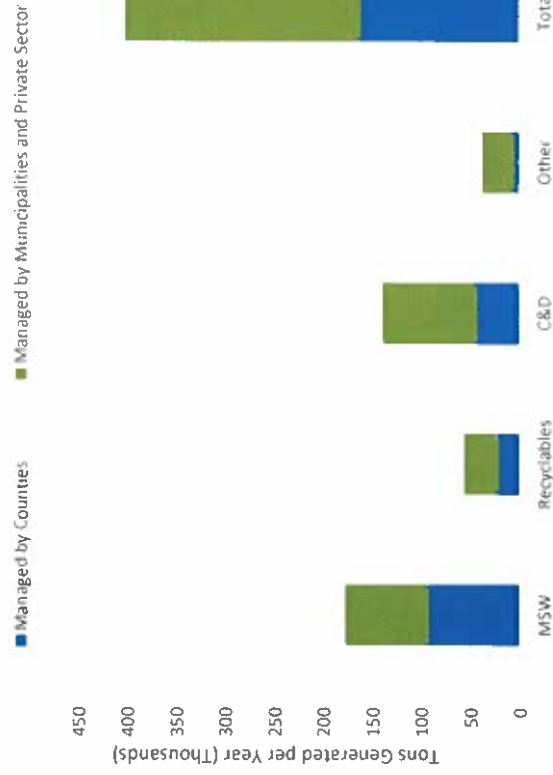


Class III Landfills

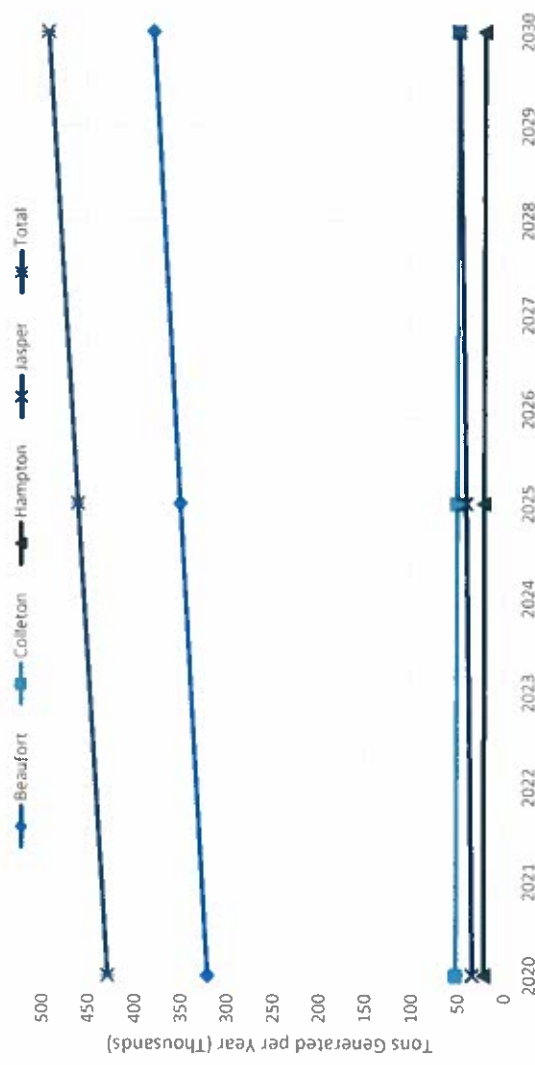


CURRENT AND FUTURE REGIONAL WASTE GENERATION

Regional Waste Generation



Forecasted MSW, Recyclables, C&D, and Other Wastes 2020 to 2030



- Waste generation rates are projected to increase in Jasper County by 38% between 2020 - 2030.
- Total waste generation over the 4-county region is anticipated to increase by 15%.

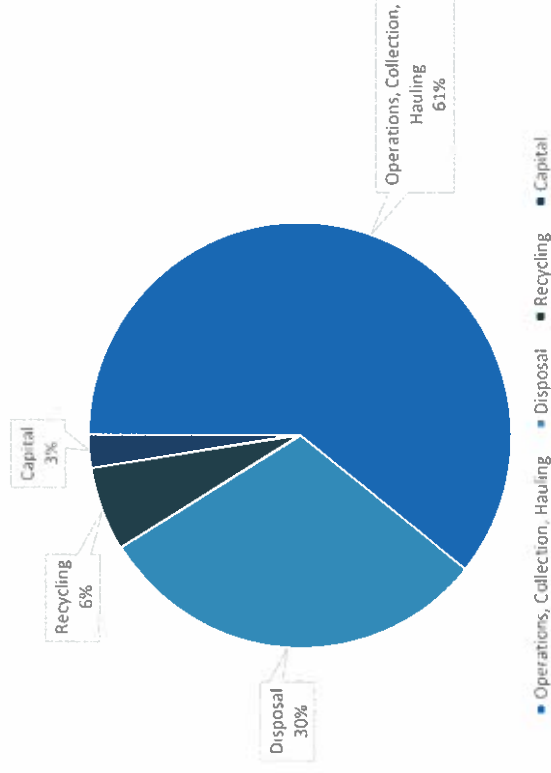


SOLID WASTE BUDGETS

- The average tipping fee in SC in 2018 was \$38/ton which is lower than the national average of \$55.36/ton.
- Jasper County has the lowest tipping fee due to its status as the host county to Hickory Hill Landfill.

County Tipping Fees	
Location	WM Contracted Tipping Fees
Beaufort	\$42.47
Colleton	\$27.50
Hampton	\$32.50
Jasper	\$10 up to 10k tons \$20 for 10k tons to 20k tons \$30 for >30k tons

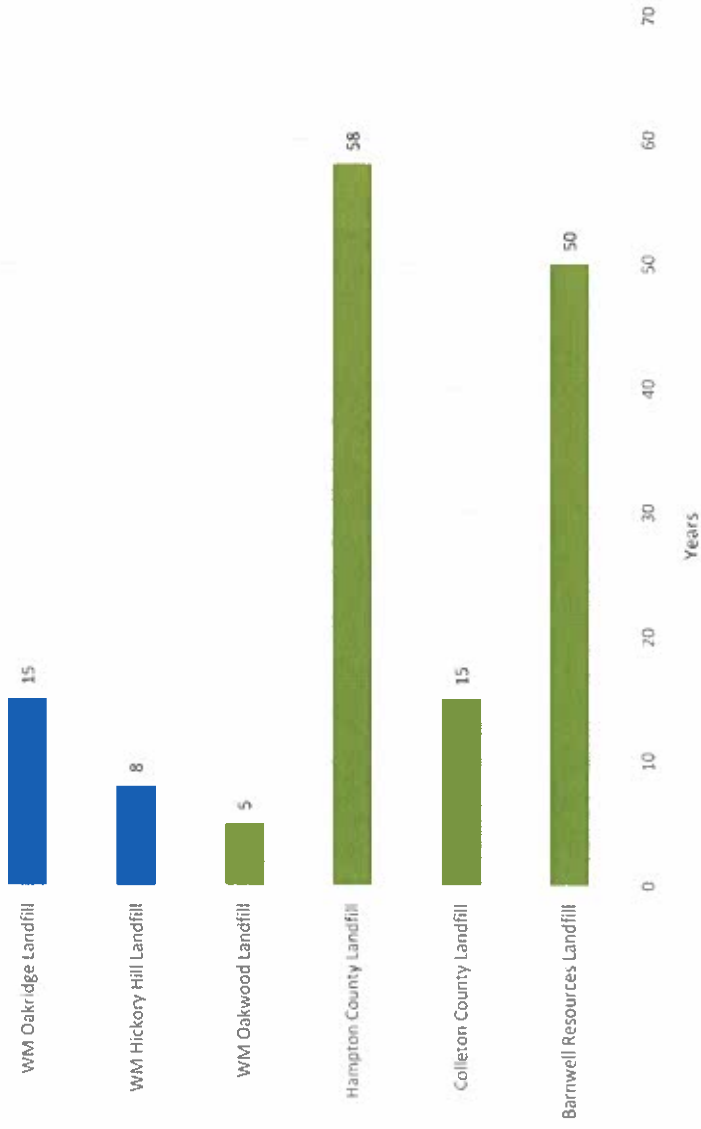
Regional Solid Waste Management Budget Allocation



LANDFILL REMAINING LIFE

- Historically, spikes in waste generation have occurred after plant closures or hurricanes.
- Over the last 5 years, there has been a 5% growth in Class III MSW and an 8% growth in recyclables.

Landfill Remaining Life



BASELINE ANALYSIS CONCLUSIONS & RECOMMENDATIONS

Conclusions

The Counties are managing approximately 40% of the waste.

The landfills operating below their permitted limits and have remaining lifespans ranging from 5 - 58 years.

Landfills within the region and the state have long remaining lifespans

Collection and hauling costs will be more critical to future economic planning than disposal costs since disposal costs are anticipated to remain stable

Recommendations

Scenario A - Evaluate MSW under control of Beaufort County

Scenario B - Evaluate MSW under control of Beaufort County plus 50% of wastes generated by other Counties

Scenario C - Evaluate the development of a transfer station

In addition to these scenarios, the development of an independent authority and flow control were also evaluated as alternative approaches to waste management.

NEW CLASS III LANDFILL

Requirements for Scenario A (Beaufort Only Landfill):

- 2.34-million-ton capacity
- Minimum of 58 acres
- Approximate Capital Cost = \$29.7 million
 - Tipping fees start at \$42 per ton

Requirements for Scenario B (Beaufort + 2/3 of Region):

- 4.5-million-ton capacity
- Minimum of 106 acres
- Approximate Capital Cost = \$50.8 million
 - Tipping fees start at \$34 per ton

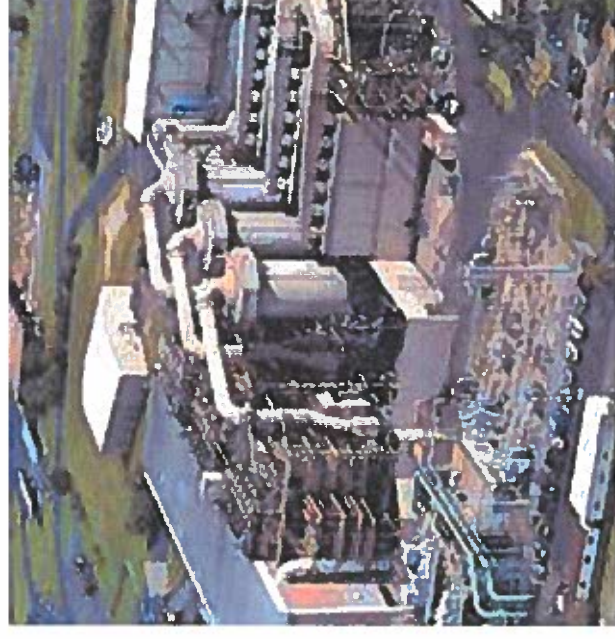
WASTE-TO-ENERGY FACILITY

Mass Burn Waste to Energy Facility

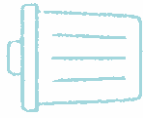
- Combustion creates steam which is sent to steam turbine generator to create electricity (for sale back to grid)
- Requires approximately 500,000 tons per year which is unfeasible for the region

Modular Small-Scale Waste-to-Energy Facility

- More popular in Europe and Asia
- Recover combustion heat to create steam
- Flow control would be necessary for implementation
- Offers flexible footprint and capacity options



MIXED-WASTE PROCESSING FACILITY



Low-tech mixed-MSW processing facilities recover recyclable materials and products that could then be sold and recycled into new products

- North August MRF
- Recovers 8-35% of the incoming MSW
- Recovers 80% of separated recyclables
- ~\$4.5 million capital cost
- \$48 per ton tipping fee



North Augusta Material Recovery Facility



Development of a mixed-waste processing facility eliminates the need for curbside collection programs of single stream recycling



TRANSFER STATION



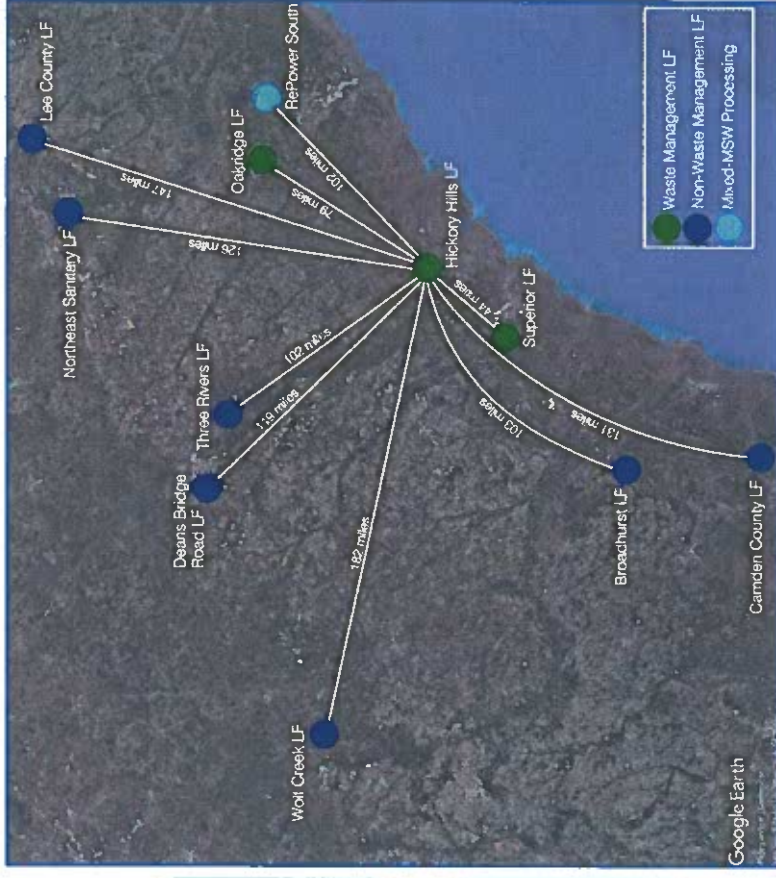
A transfer station would be desirable if:

Tipping fees are lower than current Waste Management, Inc. rates
Capital + recurring costs of a transfer station are less than current disposal costs



Several landfills were identified for waste acceptance in lieu of Hickory Hills Landfill.

These landfills have capacity to accept Scenario A and Scenario B wastes volumes
Located within a 4-hour one-way drive time of Hickory Hills Landfill



SITING

Land Attributes

- Outside of the 100-year floodplain
- Limited impacts by sea level rise
- Minimal wetlands
- Favorable soil and groundwater conditions

Property Attributes

- Next to major roads
- Remote areas to prevent "NIMBY"
- Tree harvesting land
- Near other industries or industrial parks
- Sufficient size for the Scenario A ≥ 58 acres and/or the Scenario B ≥ 106 acres



SITING

- 11 potential sites were identified in Jasper and Colleton Counties.
 - Colleton 1 and 2 and Jasper 1 and 2 are large parcels intended for tree harvesting or industrial parks.
 - Colleton 3 is near an existing solid waste management facility.
 - Colleton 4 is near existing industries that may support the development of a waste to energy facility.



SECONDARY MANAGEMENT

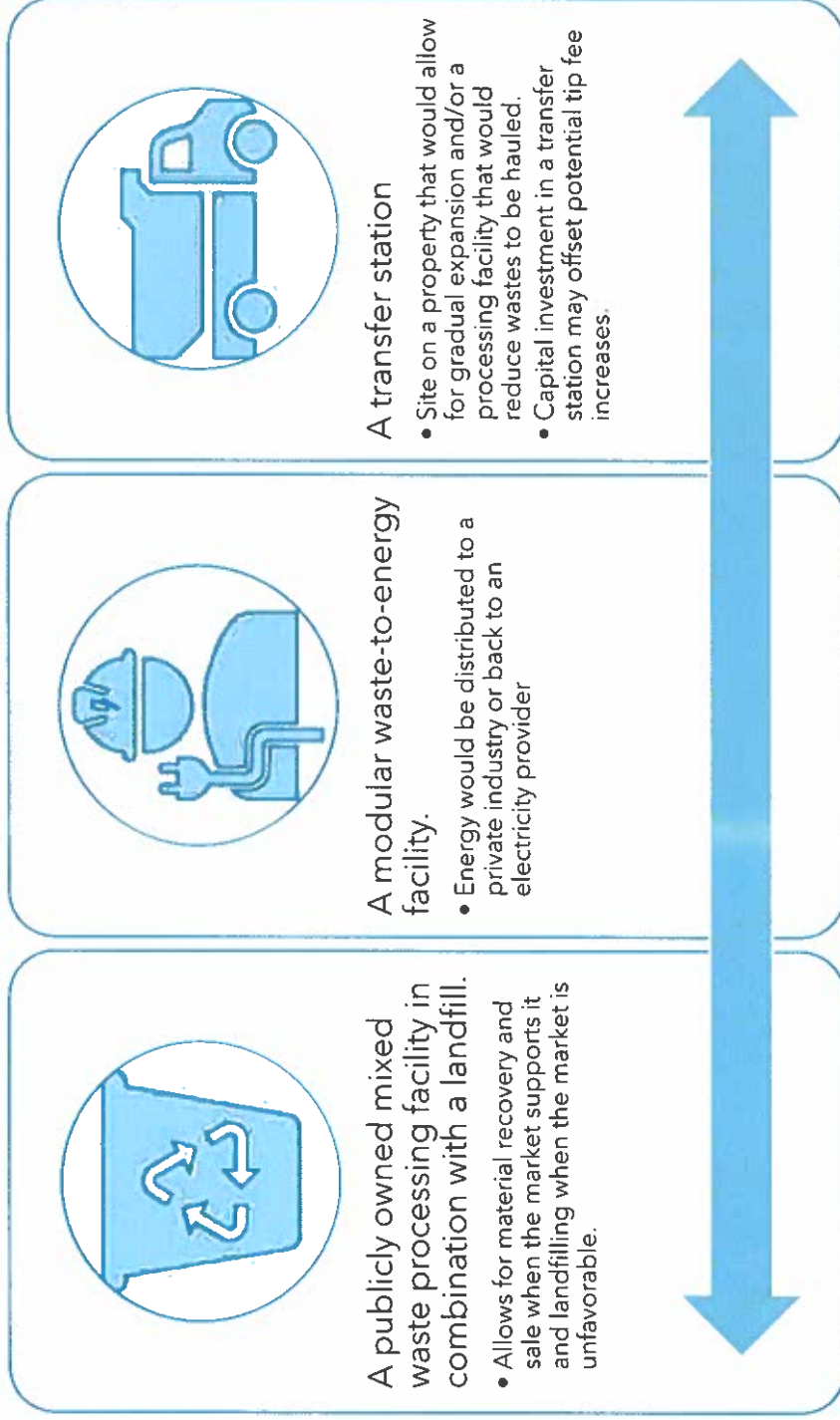
Development of an Independent Authority

- An Authority would enable multi-county representation on a governing board with control over regional waste management.
- Two Solid Waste Authorities exist in SC
 - Three Rivers Solid Waste Authority
 - 9 counties
 - Oversees a Subtitle D landfill which receives 1000 tons/day
 - Horry County Solid Waste Authority
 - Established in 2009
 - 1 county now with potential for additional county participation

Flow Control

- 35 states in the US utilize flow control
- Allows local governments to dictate how waste is managed and by whom
- EPA evaluated flow control programs and found they enable effective operations of MRFs.
- Guarantees a waste stream to support operation of facilities

RECOMMENDATIONS



AGENDA ITEM:

VIII

Presentation Item C

JASPER COUNTY NEIGHBORS UNITED HAS BEEN IN EXISTENCE SINCE 1999 AND SINCE ITS INCEPTION, HAS SERVED MORE THAN 5,000 OR MORE RESIDENTS OF JASPER COUNTY, CITY OF HARDEEVILLE AND THE TOWN OF RIDGELAND.

JCNU MISSION STATEMENT DESCRIBES OUR ORGANIZATION PERFECTLY: "TO ENHANCE THE QUALITY OF LIFE BY CREATING HEALTHY COMMUNITIES".

WHAT IS A HEALTHY COMMUNITY? THE HEALTH OF A COMMUNITY IS DEPENDENT NOT ONLY UPON THE GENECTICS OF ITS RESIDENTS, BUT ALSO UPON THE ENVIRONMENT WITHIN WHICH THOSE INDIVIDUALS LIVE. (UNLV, THE LINCY INSTITUTE)

WITH THAT SAID, A HEALTHY COMMUNITY IS ONE WHICH ALL RESIDENTS HAVE ACCESS TO A 1) QUALITY EDUCATION, 2) SAFE, DECENT AND SANITARY HOMES, 3) ADEQUATE EMPLOYMENT, 4) TRANSPORTATION, 5) PHYSICAL ACTIVITY AND 6) NUTRITION, IN ADDITION TO QUALITY HEALTH CARE, WHICH IS NUMBER ONE IN A LOW TO MODERATE INCOME COMMUNITY.

UNHEALTHY COMMUNITIES LEAD TO CHRONIC DISEASE, SUCH AS CANCERS, DIABETES, AND HEART DISEASE. THE HEALTH OF OUR COMMUNITIES IS CRITICAL TO THE GROWTH AND DEVELOPMENT OF OUR COUNTY AND REGION. TO BUILD HEALTHY COMMUNITIES IN JASPER COUNTY, WE MUST DEVELOP MULTI-SECTORAL GROUP EFFORT BETWEEN COMMUNITY MEMBERS AND DEVELOPERS, STAKEHOLDERS TO INSURE THE SUSTANABILITY AND APPROPRIATENESS OF RESOURCES TO SUPPORT COMPREHENSIVE REFORM.

ON THAT NOTE, JCNU IS COMING BEFORE YOU THSI EVENING TO SHARE OUR PLANS AND ASKING FOR SOME FUNDING TO MAKE IT A REALITY TO START CREATING HEALTHY COMMUNITIES.

JCNU HAS BEEN IN THE RENTAL BUSINESS SINCE 2009, THANKS TO A GRANT FROM JASPER COUNTY COUNCIL, ALONG WITH VARIOUS AGENCIES THROUGHOUT THE REGION AND STATE. IT WAS A MAJOR UNDERTAKING AND JCC FORMED THIS PARTNERSHIP THAT SAVED 42 LOW INCOME FAMILIES LIVING AT THEN BRANCHWOOD TWO APARTMENTS FROM BEING DISPLACED. IT IS NOW CALLED MERCY CIRCLE AND YOU STEP IN AND HELPED AND GAVED OUR ORGANIZATION \$90,000 TO KEEP THOSE FAMILIES LIVING IN THAT COMMUNITY AND TO THIS DAY WE SAY THANK YOU!

WELL WE ARE HERE AGAIN ASKING TO HELP EVEN MORE FAMILIES WITH HOME OWNERSHIP AND HELPING THE SAME RESIDENTS THAT YOU HAVE HELPED BEFORE AND CONTINUE TO RESIDE IN JASPER COUNTY.

JCNU IS ASKING THE JCC NOTINE FOR \$759,000 TO PURCHASE A TRACT OF LAND AND ADD INFRASTRUCTURES TO HELP THIS SAME COMMUNITY WITH PERMANENT HOUSING FOR OUR RESIDENTS. JCNU HAS WRITTEN SEVERAL OTHER GRANT REQUESTS ASKING FOR ASSISTANCE WITH THIS PROJECT TO INCLUDE THE CITY OF HARDEEVILLE AND THE TOWN OF RIDGELAND.

SHOULD BE PRIVILEGE TO ENCOUNTER THE AMERICAN DREAM WE ALL HOPE FOR, HOME OWNERSHIP, THIS POPULATION WILL NOT BE ABLE TO AFFORD ANY MORE THAN JCNU WILL BE OFFERING. ONE BEDROOMS WILL HAVE SQUARE FOOTAGE BETWEEN 750 AND 800 SQ FT. TWO BEDROOMS WILL BE BETWEEN 900-1000 SQUARE FEET. NO HOME WILL BE OVER 1000SQ FT.

JCNU RECENTY WENT BEFORE THE LOCAL GOVERNMENT WITH THE PROJECT AND THEY WERE VERY MUCH IMPRESS WITH JCNU'S PLAN FOR OUR NEW DEVELOPMENT, THEREFORE, WE ARE ASKING THAT YOU TAKE OUR REQUEST INTO CONSIDERATION AND GET BACK WITH OUR ORGANIZATION AS SOON A DECISION IS MADE.

WHAT BENEFITS WOULD BE GAIN FOR GRANTING THE FUNDING:

- 1: INCREASE TAX BASE
- 2: PRIDE OF HOME OWNERSIP FOR OWNER
3. COMMUNITY PRIDE
- 4: SPUR MORE SOCIAL SERVICES OFFICES IN AREA
- 5: COMMUNITY FOCUSED PREVENTION ACTIVITIES
- 6: REDUCED RATES OF DISEASE (ACCESS TO MORE FRESH &HEALTHY AND DIFFERENT FOODS)
7. PUBLIC AND PRIVATE HEALTH CARE SAVINGS
- 8: ECONOMIC DEVELOPMENT

LOOKING FORWARD TO PROVIDING HOMES TO OUR POPULATION THAT WORK THE MOST, BUT RECEIVE THE LEAST,

THANKING YOU IN ADVANCE,


E. TEDD MOYD

PRESIDENT & CEO

JASPER COUNTY NEIGHBORS UNITED

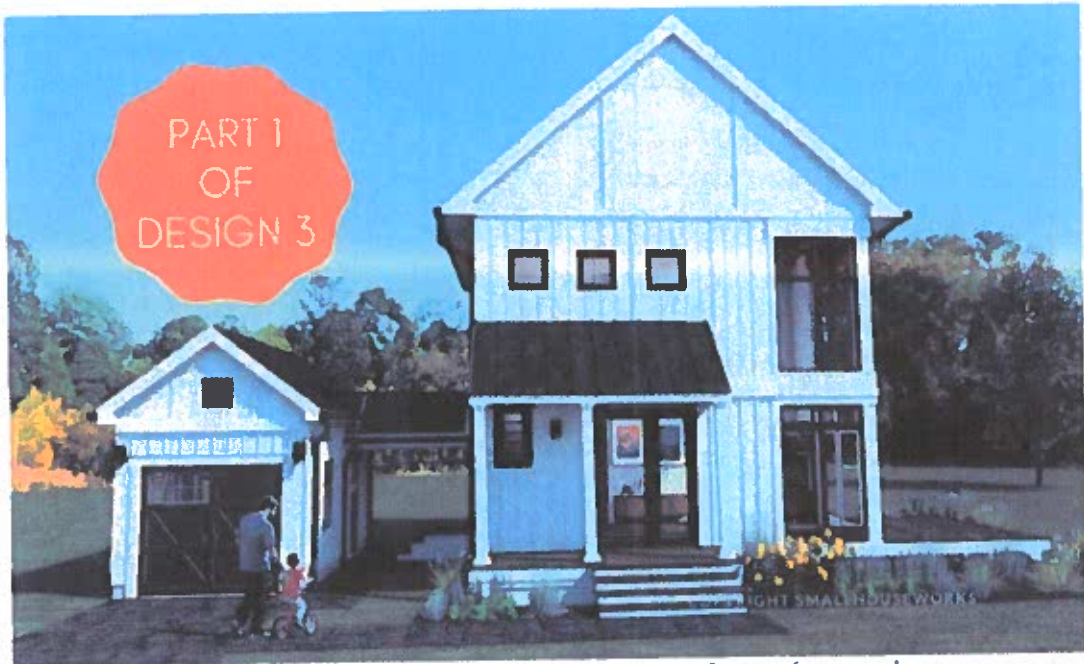


January 2012



The Modern Farmhouse Plan

PART 1
OF
DESIGN 3



910 sq ft with single car garage & breezeway

SMALLHOUSEWORKS

38 sales ★★★★★

Modern Farmhouse Plan with Garage and Breezeway, Design #3-Part 1. 2 bedrooms| 2 bathrooms, 910 sq ft

\$250.00

✓
In stock

Pay in 4 installments of \$62.50. Klarna. [Learn more](#)

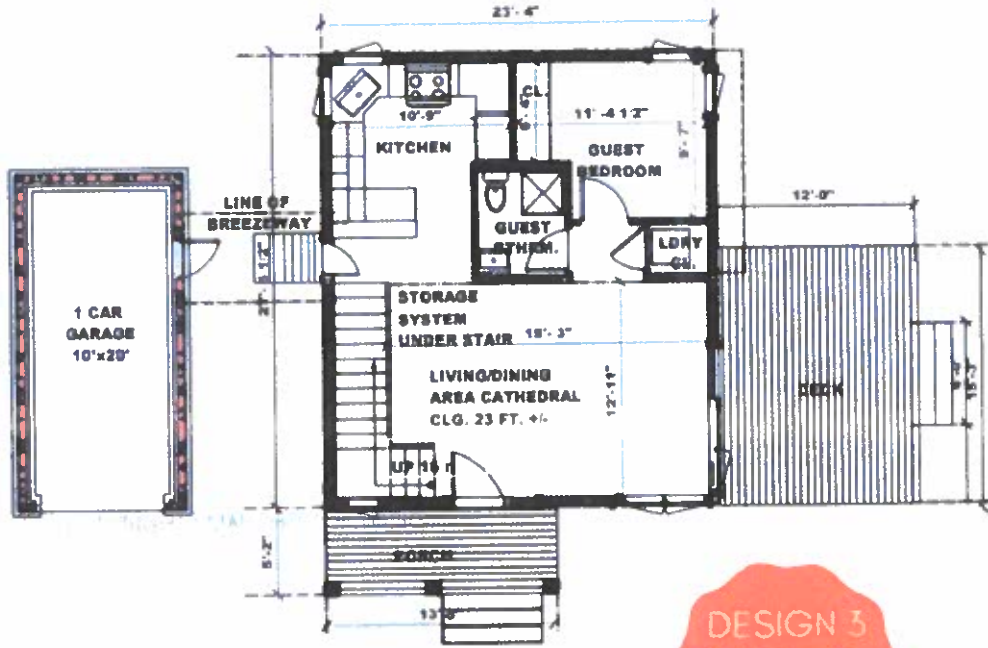
[Add to cart](#)

Highlights

Sign in



Back to search results



1ST FLOOR PLAN

scale: 1/8" = 1'-0"



SMALLHOUSEWORKS

38 sales | ★★★★★

Modern Farmhouse Plan with Garage and Breezeway, Design #3-Part 1. 2 bedrooms | 2 bathrooms, 910 sq ft

\$250.00

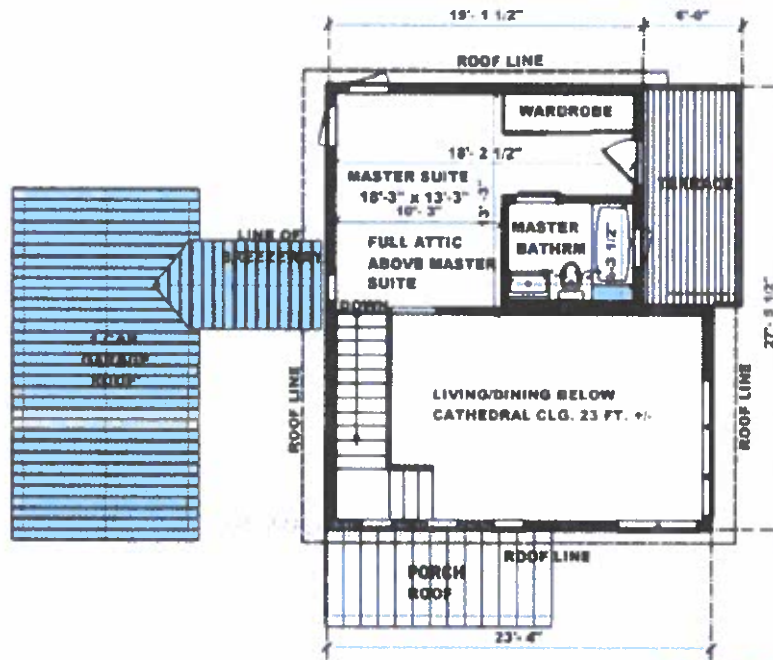


In stock

Pay in 4 installments of \$62.50. Klarna. [Learn more](#)

Add to cart

Highlights



2nd. FLOOR PLAN

scale: 1/8" = 1'-0"

DESIGN 3
2ND FLOOR
PLAN

SMALLHOUSEWORKS

SMALLHOUSEWORKS

38 sales | ★★★★★

Modern Farmhouse Plan with Garage and Breezeway, Design #3-Part 1. 2 bedrooms | 2 bathrooms, 910 sq ft

\$250.00



In stock

Pay in 4 installments of \$62.50. Klarna. [Learn more](#)

[Add to cart](#)

Highlights

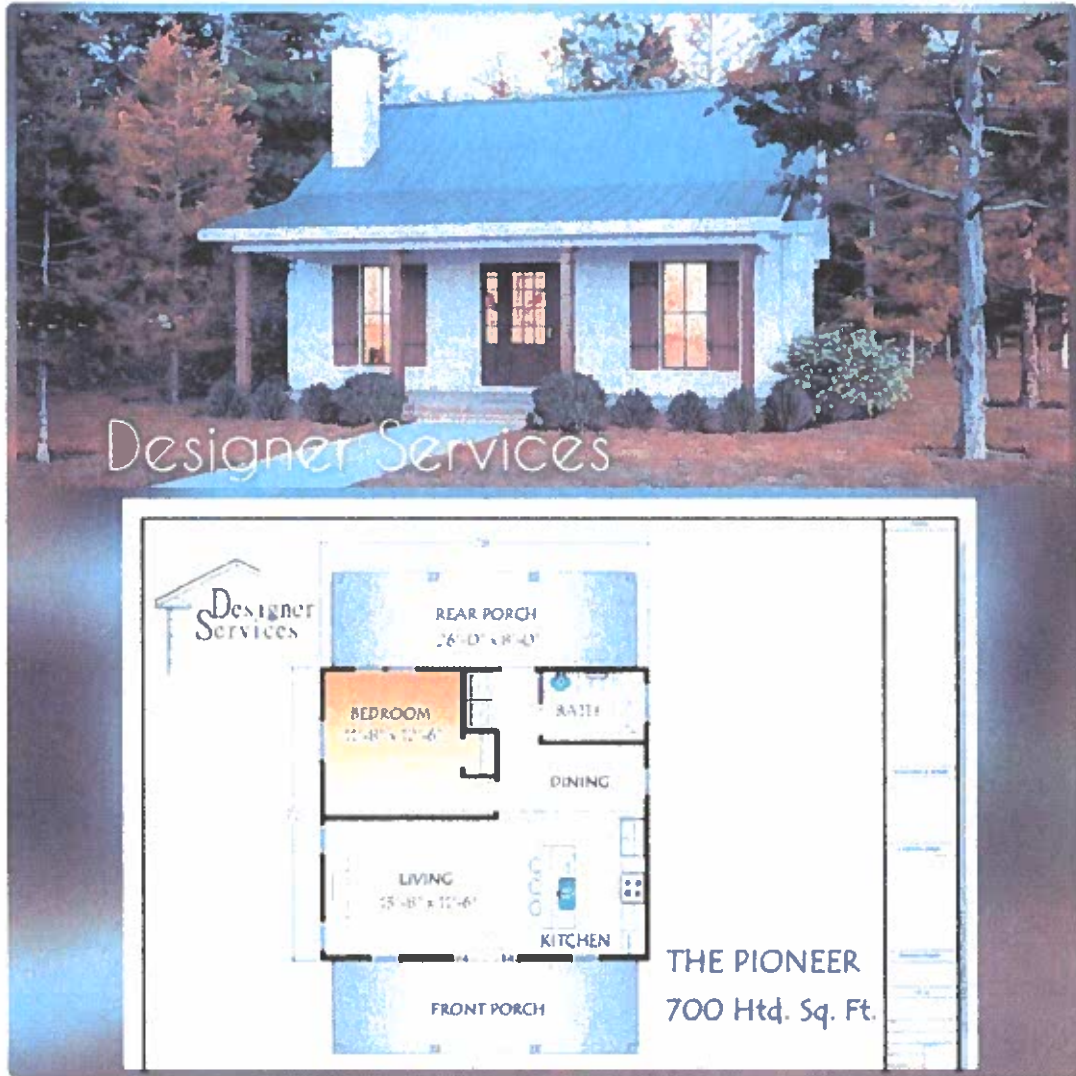


Cabin Floor Plan 2 bed 1 bath 30x30 Modern house plan 72,1 sqm (776,0 sqFt) 2 bedrooms, Small cabin plan with laundry

PlanPlanDesign

\$19.50

~~39.00~~ (50% off)



DesignerHomePlans

831 sales | 4.7 ★★★★★ (74 reviews)

Pioneer Plan, 700 square Feet

\$95.00



In stock

Pay in 4 installments of \$23.75. Klarna. [Learn more](#)

[Add to cart](#)

Highlights



Charleston
(843) 486-8192

Paul Schumacher
SCHUMACHER HOMES



Cottagewood



Modern



Classic



American Tradition

Bedrooms

2 Bed

Bathrooms

1.0 Bath

Square Feet

884 sq. ft.

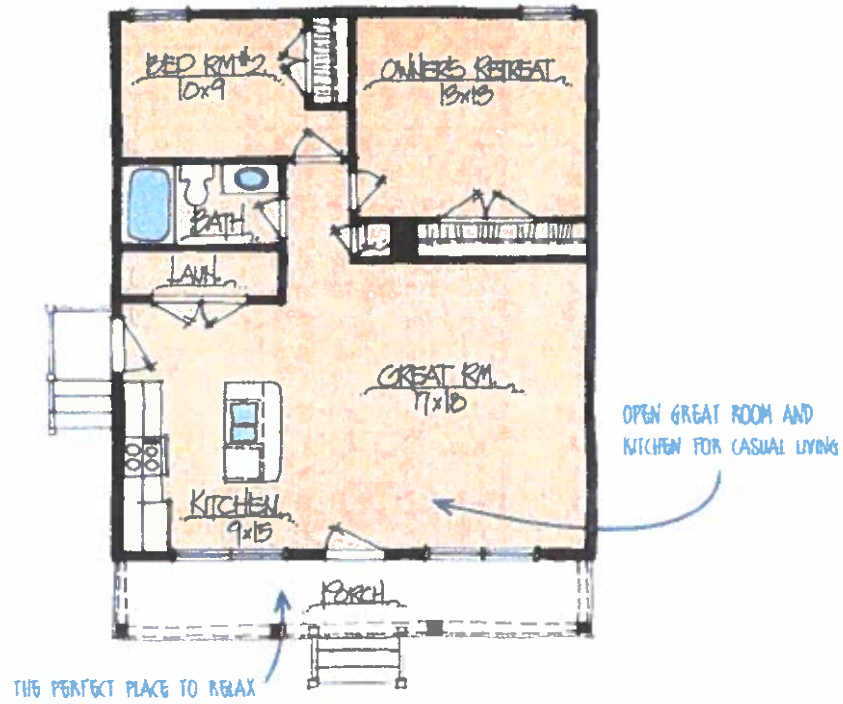
Footprint

26 ft. x 39 ft.

Garage

NOT Included





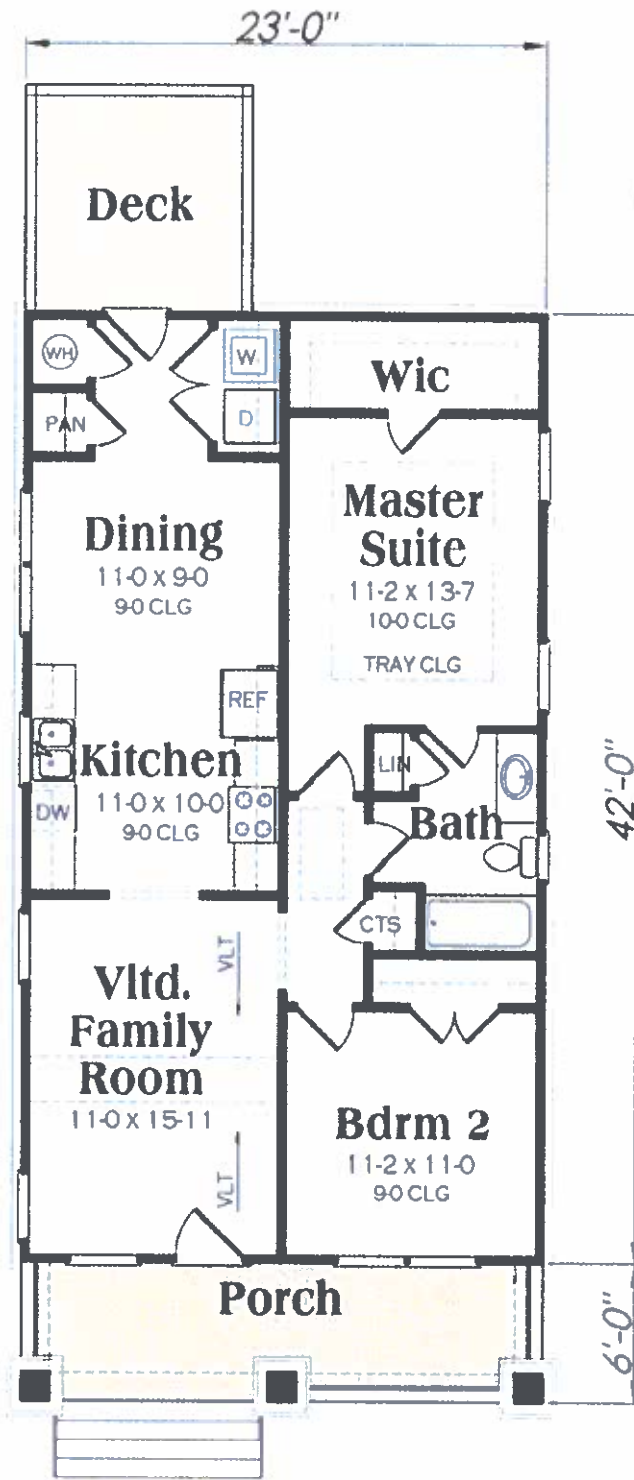
We're here to help you every step of the way. Read all about our process [here](https://www.schumacherhomes.com/the-schumacher-difference/) (<https://www.schumacherhomes.com/the-schumacher-difference/>).

Paul Schumacher
SCHUMACHER HOMES

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MAIN FLOOR



966 sq ft
heated

Property on Foskey

From: Pamela McKenzie <pamsellslowcountry@gmail.com>
Date: 10/04/2021 14:53
To: Ted Moyd <jcunited@hargray.com>



Pamela McKenzie <pamsellslowcountry@gmail.com>
to: Ted Moyd

This is the layout for the property on Foskey Rd.

Lots 1, 2, 3, 4 are a total of 1.54 acres and you can divide lot 1 into 2 lots for a total of 5 lots, each 1/4 acre in size for 5 homes. These lots and would be easy to split back into separate lots. The dotted lines show each of those 4 lots.

Lot 5 is the additional 1/2 acre he purchased, that could be split into 2 separate 1/4 acre lots.

That would be 2.04 acres for \$210,000. and 7 lots in total

Let me know if you have questions.

Pamela McKenzie
Carolina Realty of The Lowcountry
Realtor
843-338-2072 - Cell
843-757-6012 - Office
www.carolinarealtyofl.com
PamSellsLowcountry@gmail.com

Re: Lot Purchase

From: "Ted Moyd" <jcunited@hargray.com>

Date: 10/12/2021 13:04

To: Lee.Hutto@southstatebank.com

Lee,

Thanks for the update and I will get back with you after the October 26, 2021 Board meeting. It does not look like its going to be any major problems!

Thanks for all of your help and assistance! I will be in touch.

Tedd

On Fri, 8 Oct 2021 14:39:17 +0000, Lee Hutto <Lee.Hutto@southstatebank.com> wrote:

Good Morning,

I wanted to get back with you with terms and estimated rate for the purchase of a lot in Hardeeville. We can finance up to 75% of the purchase price or the appraised value whichever is less. The term would be for 10 years with a 5 year call on the rate. The rates on this type of purchase would be roughly around 5% to 5.50% (estimate at this time). So if the purchase was \$200K:

Purchase Price = \$200K
Loan Amount = \$150K
Down Payment = \$50K
Payment = \$1,627 Monthly

We will need several documents up front:

- Form 990 for Year Ending 09/30/2020
- 2021 YTD Balance Sheet
- YTD Income & Expense numbers for 10/01/2020 - 09/30/2021

Thanks, Lee

Lee Hutto
Senior Vice President
Business Banker
NMLS# 786953

10671 S. Jacob Smart Blvd.
Ridgeland, SC 29936
PO Box 118068, Charleston SC 29423

Office

AGENDA ITEM:

X

Resolution: Item A

RESOLVED: [DATE]

JASPER COUNTY, SOUTH CAROLINA

Chair, Jasper County Council

(SEAL)
ATTEST:

Clerk to County Council

AGENDA ITEM:

X

Resolution: Item B

**STATE OF SOUTH CAROLINA
JASPER COUNTY**

RESOLUTION NO. 2021-24

RESOLUTION OF JASPER COUNTY COUNCIL

To adopt a revised Americans with Disabilities Act and Section 504 Grievance Procedure; to appoint members to the Jasper County Americans with Disabilities Act and Section 504 Grievance Committee; and to adopt the Jasper County Transition Plan dated November 1, 2021

WHEREAS, Jasper County Council by Resolution 06-34 Jasper County did adopt a Grievance Procedure for Section 504 of the Rehabilitation Act, as amended, and the Americans with Disabilities Act of 1990 (ADA) and create the Jasper County Americans with Disabilities Act Section 504 Grievance Committee; and

WHEREAS, the Grievance Procedure requires certain amendments; and

WHEREAS, Jasper County Council believes that it is in the best interests of the County in order to comply with its obligations under the Americans with Disabilities Act and Section 504 to appoint and in some cases to re-appoint members of that Committee; and

WHEREAS, the administration of Jasper County has prepared a proposed Jasper County Transition Plan dated November 1, 2021 and recommends its approval to Jasper County Council;

NOW THEREFORE, BE IT RESOLVED by Jasper County Council, in Council duly assembled and by the authority of the same:

1. The Jasper County Americans with Disabilities Act and Section 504 Grievance Procedure, dated November 1, 2021, a copy of which is attached to this Resolution as Exhibit "A", is hereby adopted for Jasper County.
2. The following individuals are appointed to the Jasper County Americans with Disabilities Act and Section 504 Grievance Committee to serve until replaced:

Tisha L. Williams, Coordinator
Andrew P. Fulghum, Jasper County Administrator, Member;

Dale Terry, Director of Engineering Services, Member.

3. The Jasper County Transition Plan dated November 1, 2021, copy of which is attached to this Resolution as Exhibit "B", is hereby adopted for Jasper County.

This Resolution made this 1st day of November 2021.

Barbara B. Clark
Chairwoman

ATTEST:

Wanda Simmons
Clerk to Council

RESOLUTION _____

It is required that the following Exhibits be attached:

Exhibit "A"

Jasper County Americans with Disabilities Act and Section 504 Grievance Procedure
dated November 1, 2021

and

Exhibit "B"

The Jasper County Transition Plan dated November 1, 2021.

* * *

Reviewed for form and draftsmanship by the Jasper County Attorney.

David Tedder

Date

EXHIBIT "A"

**JASPER COUNTY AMERICANS
WITH DISABILITIES ACT**

&

**SECTION 504 GRIEVANCE
PROCEDURE**



County of Jasper ADA and Section 504 Grievance Policy

The following procedure is established to meet requirements of Section 504 of the Rehabilitation Act as amended and the Americans with Disabilities Act (ADA) of 1990.

According to these laws Jasper County, as a recipient of South Carolina Community Development Block Grant (CDBG) funds, certifies that all citizens shall have the right to submit a grievance on the basis of disability in policies or practices regarding employment, services, activities, facilities, or benefits provided by Jasper County.

Process

1. When filing a grievance, Citizens must provide detailed information to allow an investigation, including the date, location, and description of the problem. The complaint should be submitted by the complainant or designee as soon as possible, but no later than (60) days after the alleged violation. Alternative means of filing complaints, such as personal interviews or tape recording, will be made available for individuals with disabilities upon request. The grievance should be submitted preferably in writing on the County's ADA / Section 504 Grievance Form and sent to:

Jasper County Government
Tisha L. Williams – ADA Coordinator
P.O Box 1149, Ridgeland SC 29936
Telephone: (843) 717-3690
Email: tlwilliams@jaspercountysc.gov

2. Within fifteen (15) calendar days after receiving the complaint, the Coordinator will meet with the complainant to discuss the complaint and possible resolution. Within fifteen (15) calendar days after the meeting, the Coordinator will respond in writing to the complainant in the complainant's preferred format. Where appropriate, the response shall be in a format



accessible to the complainant (i.e. large print or audiotape). The response will explain the position of Jasper County and offer options for resolving the complaint.

3. If the response by the Coordinator does not satisfactorily resolve the issue, the complainant or his/her designee may appeal the decision of the ADA/5004 Coordinator. Appeals must be directed to the County Administrator or his/her designee.
4. Within fifteen (15) calendar days after receiving the appeal, the County Administrator or his/her designee will meet with the complainant to discuss the complaint and possible resolutions. Within fifteen (15) calendar days after the meeting, the County Administrator or his/her designee will provide a response in writing. Where appropriate, the response shall be in a format accessible to the complainant. The response shall be accompanied by a final resolution of the complaint. The ADA/504 Coordinator shall maintain the files and records of Jasper County pertaining to complaints filed for a period of three (3) years after the grant project is closed.

EXHIBIT "B"

JASPER COUNTY TRANSITION PLAN

JASPER COUNTY TRANSITION PLAN – 11-01-21

The following transition plan is established to meet the requirements of Section 504 of the Rehabilitation Act 1973, as amended.

<u>Jasper County Government Building</u>	Fully Compliant
<u>Mary Gordon Ellis Building</u> <i>(Delegation Office/New Life Center/SCDHEC/Veterans Affairs)</i>	Fully Compliant
<u>Department of Juvenile Justice Building</u>	Fully Compliant
<u>EMS Building</u>	Fully Compliant
<u>Sheriff's Department/Detention Center Building</u>	Fully Compliant
<u>Voters Registration</u>	Fully Compliant
<u>Jasper County Courthouse Building</u> <i>(Clerk of Court/Bond Court)</i>	Fully Compliant
<u>Jasper County DSS/Health & Human Services Building</u>	Fully Compliant
<u>Ridgeland-Claude Dean Airport</u>	Fully Compliant
<u>Probate Court Building</u>	Fully Compliant
<u>Sergeant Jasper Park Building</u>	Fully Compliant
<u>Coosawhatchie Community Center Building</u>	Fully Compliant
<u>Levy Limehouse Community Center Building</u>	Fully Compliant
<u>Tarboro Community Center Building</u>	Fully Compliant
<u>Tillman – Wagon Branch Community Center Building</u>	Fully Compliant
<u>Robertville Community Center Building</u>	Fully Compliant

JASPER COUNTY TRANSITION PLAN – 11-01-21

The following transition plan is established to meet the requirements of Section 504 of the Rehabilitation Act 1973, as amended.

The Jasper County Council being duly and lawfully assembled on November 1, 2021.

Barbara B. Clark, Chairwoman

Dr. Curtis Brantley, Vice Chairman

L. Martin Sauls, IV (Council Member)

Alvin Adkins (Council Member)

John Kemp (Council Member)

AGENDA ITEM:

X

Resolution: Item C

RESOLUTION NO. 2021-25

(To Approve and Adopt a Reasonable Accommodation Policy as Required by the ADA — Americans With Disabilities Act, Public Law 101-336.)

WHEREAS:

1. Jasper County is required by the Statutes of the ADA — Americans With Disabilities Act to approve and adopt a Reasonable Accommodations Policy for employees and participants with disabilities; and
2. Jasper County is required by the statutes of the ADA — Americans With Disabilities Act to approve and adopt a Grievance Procedure; and
3. Jasper County is required by the statutes Of the ADA — Americans With Disabilities Act to appoint an ADA committee; and
4. The adoption of the items is also required as a condition of receipt and close out of CDBG grant funding.

NOW THEREFORE BE IT RESOLVED BY THE JASPER COUNTY COUNCIL DULY ASSEMBLED THAT:

1. The attached Accessibility Policy (Reasonable Accommodation Policy), included herein by reference, is approved and adopted; and
2. The attached Grievance Procedure, included herein by reference, is approved and adopted; and
3. The attached listing of appointees to the ADA Committee, included herein by reference, is approved and adopted; and
4. Said policies shall become effective immediately upon passage.

ATTEST:

Wanda Simmons
Clerk to Council

Date: _____

SIGNED:

Barbara B. Clark
County Council Chairwoman

Date: _____



ACCESSIBILITY POLICY

Date Adopted: _____

Effective Date: _____

REFERENCE: AMERICANS WITH DISABILITIES ACT - PUBLIC LAW 102-336

I. Citizen Access

- A. **Purpose:** Section 35.107(b) of the ADA requires public entities with fifty (50) or more employees to establish procedures for resolving complaints or violations of Titles I and II. The purpose of this policy section is to provide standard procedures for the Complaint Process associated with ADA Accessibility as it relates to citizen inquiries.
- B. **Definitions:**
1. **Accessibility:** As it pertains to County facilities, programs, and services, the ability to gain physical access to County buildings, sidewalks, parking, public telephones, parks, and other various programs and services and the provisions of language assistance services.
 2. **Accessibility Process:** An organized procedural system that is documented, maintained, and in place to answer citizen questions and address complaints pertaining to the accessibility of County facilities, programs and services.
 3. **ADA — Americans with Disabilities Act:** Public Law 101-336, enacted July 26, 1990, which "Prohibits discrimination and ensures equal opportunity for persons with disabilities in employment, state, and local government services, public accommodations, commercial facilities, and transportation.
 4. **ADA Coordinator:** Employee designated by the County Administrator with the responsibility for facilitating and coordinating all ADA issues and requests regarding access problems or concerns for Jasper County.
- C. **Citizen Accessibility Questions/Concerns**
1. Citizens with accessibility questions or concerns or requests for assistance may contact the ADA Coordinator by calling the County Administrator's Office at 843-717-3690.
 2. A Citizen Request Accommodation Form is attached to this policy as Appendix A.
- D. **Procedures for Handling Access Questions/Concerns and Request for Accommodations Forms.**
1. Citizen access questions received are referred to the ADA Coordinator for appropriate response.
 - a. The ADA Coordinator logs the call and either answers the questions himself or consults with other department heads or the County Administrator as required to determine the proper
 - b. When a response is determined, the ADA Coordinator will note the response on the call log and will contact the citizen to explain the response.
 2. A Citizen Request for Accommodation Form received will be forwarded immediately to the ADA Coordinator for consideration. The citizen is required to submit the Form at least four (4) days in advance of the event or activity for which he requires assistance. The ADA Coordinator will respond to the citizen at least twenty-four (24) hours in advance of the event.



E. **Citizen Accessibility — Access Complaints**

1. Any complaint received concerning an access problem or concern will be referred immediately to the ADA Coordinator.
2. The ADA Coordinator logs the complaint and either responds to the complaint himself or consults with other department heads or the County Administrator as required to solve the problem.
3. Where necessary, the ADA Coordinator and the involved department head or the County Administrator will investigate the complaint to determine if an accommodation can be made to resolve the problem or concern. If an accommodation requires funding not available in the current budget, the problem and the proposed resolution shall be presented to County Council for consideration.
4. If an accommodation can be undertaken and sufficient current funding is available, the ADA Coordinator will contact the citizen to advise him of the resolution and of the time period required for completing the proposed accommodation.
5. If an accommodation is not possible, the ADA Coordinator will so advise the citizen in writing.
6. The Citizen may appeal such a decision to the County Administrator

II. **Employees/Applicants for Employment**

- A. Purpose: This policy section establishes uniform guidelines for employees and/or applicants for employment to request reasonable accommodation and to initiate complaints of discrimination based on the Americans with Disabilities Act of 1990 (ADA) as required by state and federal law.
- B. Procedures:
1. **Applicants for Employment — Requests for Reasonable Accommodation**
 - a. All job announcements shall include the statement: "If an accommodation is needed in order to participate in the application process, please contact the Human Resources Office."
 - b. Any applicant for employment may request a reasonable accommodation by submitting an Employee/Applicant Request for Reasonable Accommodation Form to the Human Resources Office. A copy of that Form is attached to this policy as Appendix B.
 - c. An applicant may request reasonable accommodation at any time during the job application process.
 - d. Any cost involved in accommodating the applicant must be approved by the department head in the department where the accommodation is being requested. If the department head determines that the department budget does not have sufficient funding to implement the accommodation, the department head shall contact the ADA Coordinator and Human Resources before making a recommendation.
 - e. If there is sufficient funding to implement the accommodation, the ADA Coordinator and the hiring department head shall initiate the necessary steps to coordinate the accommodation.
 - f. All original requests for accommodations and resolutions thereof shall be forwarded to the Human Resources Office after completion. Copies pertaining to a request for accommodation shall be maintained in the Human Resources Office in a secured area.
 - g. If the applicant is not satisfied with the decision made, he or she may appeal to the County Administrator.

2. **Employees — Request for Reasonable Accommodation**



- a. Any employee may request reasonable accommodation under the ADA. The employee shall make such request to his department head and the ADA Coordinator. The request for accommodation shall be in writing using the Employee/Applicant Request for Reasonable Accommodation Form (Appendix B). The department head and the ADA Coordinator shall ensure that the form is completed in full by the employee.
- b. If an employee requests accommodation to perform the essential functions of the job, the ADA Coordinator may request supporting documentation concerning the employee's disability and functional limitations. The documentation must be from an appropriate healthcare professional.
- c. If the employee provides insufficient information to substantiate a claim of disability covered by the ADA, then the County may require an employee to be independently examined by an appropriate healthcare professional of the County's choice. The examination will be job related only. The County will pay all costs reasonable associated with such required examination.
- d. The department head shall discuss the requested accommodation with the employee and determine whether the accommodation is reasonable. If it is determined that the requested accommodation is not reasonable and would change the nature of the employment, the department head will consult with the ADA Coordinator and Human Resources. If the request can be accommodated, the department head shall forward to the ADA Coordinator a copy of the form indicating his approval of the proposed accommodation.
- e. Any cost involved in providing a reasonable accommodation must be approved by the department head from whom the accommodation is being requested. If the department head determines that the department budget does not have sufficient funding to implement the accommodation, the department shall contact the ADA Coordinator and Human Resources to explore other options.
- f. If reasonable accommodation can be provided within budget constraints, the ADA Coordinator and the department head shall initiate the necessary Steps to coordinate the approved reasonable accommodation.
- g. All original requests for accommodation and resolutions thereof shall be forwarded to the Human Resources Office after completion.
- h. If the employee is not satisfied with the decision made as to the request for accommodation, he or she may appeal to the County Administrator.

3. Complaint Process (This process is to be used in lieu of the Grievance Process)

- a. Any employee and/or applicant for employment with the County may file with the County a Complaint of Discrimination on the basis of disability. Complaints alleging a violation of the Americans with Disabilities Act should be reported immediately.
- b. Any employee who believes he has been subjected to discrimination on the basis of disability must immediately report the matter to his department head. If the complaint involves the department head, or if the employee is uncomfortable presenting the issue to the department head, then he must report the matter to the County Administrator.
- c. If a complaint of discrimination on the basis of disability involves the County Administrator, the employee must immediately report the issue to the Human Resources Director.
- d. Each complaint will be immediately and thoroughly investigated in a professional manner. All discrimination complaints reported to a department head or to any member of management shall be promptly reported by that department head or member of management to the Human Resources Manager. Actions taken to investigate and resolve discrimination complaints shall be conducted confidentially to the extent possible, appropriate, and legal, in order to protect the privacy of the persons involved.
- e. The person who is accused of engaging in discriminating behavior shall be notified and given an opportunity to respond verbally and/or in writing. Investigations may include interviews with parties



involved in the incident, and if necessary, with individuals who may have observed the incident or conduct or who might have relevant information or knowledge.

- f. If deemed to be in the County's best interest, the complainant, the respondent, or both, may be placed on leave during the investigation process. This decision will be made by the County Administrator or his designee or, in a case involving the County Administrator, by County Council on advice of the County Attorney.
- g. If the investigation substantiates the complaint, appropriate corrective and/or disciplinary action will be taken.
- h. The employee making the complaint shall be notified of a decision or the status of the investigation in a timely manner.
- i. There will be no discrimination or retaliation against any individual who files a good-faith complaint, there will be no discrimination or retaliation against any other individual who participates in the investigation of a discrimination complaint.
- j. Disciplinary action, which may include discharge, will be taken against individuals who make false, frivolous, malicious, or reckless accusations.