CITY OF DARLINGTON
BUDGET WORK SESSION
HELD IN THE COURTROOM/COUNCIL CHAMBERS LOCATED AT
400 PEARL STREET, DARLINGTON, SC
WEDNESDAY MAY 25, 2022, AT 6:00 PM

Present: Mayor Curtis Boyd, City Manager John Payne, Councilpersons Sheila Baccus, Bryant Gardner, Howard Nettles, John Segars, John Milling and Elaine Reed. Also present was Mrs. Lisa Bailey, Police Chief Kelvin Washington, Assistant Police Chief Jimmy Davis, Building & Codes Officer Sheila Jones, Court Clerk Chaniece Applewhite, Fire Chief Pat Cavanaugh, Assistant Fire Chief Charles Bailey, Mr. Steve Abbott, Recreation Director Lee Andrews, Kimberly Vinson, CPA, Johnny Deas, Mr. Wayne Byrd and a number of police officers were present at the meeting.

INVOCATION & PLEDGE OF ALLEGIANCE
Prayer by Mayor Curtis Boyd followed by the Pledge of Allegiance

Mr. Payne said, "I've given you a new budget. I spoke with the county administrator this morning regarding some potential additional revenues that we should be realizing. We are going to conservatively book an extra $65,000. We think it may be more, but I would rather undercount than overcount". Mr. Payne said, "Included in these salaries (line item 101) for any employee that makes less than $60,000 there's a 2% salary increase included.

MUNICIPAL COURT
Mr. Payne said we are down one employee, but Chanice is interviewing at this point. Chanice said she has hired someone, and they will start on June 13th. Councilwoman Reed asked if the salaries included the new person to be hired. Mr. Payne said, "Yes". Salaries include Chaniece, the person they hire and the judge. Councilwoman Baccus said, "So, the employees that make $60,000 and above what's the incentive for them? Mr. Payne said, "Well at this point because we are going to continue to get that ARP money this year….if you remember you allocated a little less than $500,000 for premium pay for everyone that's eligible will get that this year. He said people who are above $60,000 will get that, that's not going to be taken away from them, but in a tight budget I felt that I needed to increase the people at the lower end of the totem pole. People at the top end we can argue the raise, but I had to draw a line in the sand somewhere, so I chose $60,000. A typical employee let's say they're making $40,000 and they may be fire or police, then they'll get another $4,000, that's a 10% boost right there and then they'll get the other 2% so you're looking at 10%-12% over what they were receiving last year. Mr. Payne said, but at the point I don't have the money to do people $60,000 and above. He said next year I expect because of the FILOT and some other revenues, I expect to have more cash available. I also wanted to wait until we get the classification and compensation study done just so I know where people need to be paid because right now people are paid all over the place and I would rather have a professional give us a study to tell me what range I need to be in. Councilman Nettles asked Mr. Payne what's the number or percentage of people above

$60,000? Mr. Payne said out of roughly 90 people, eight people are above $60,000. Councilwoman Baccus said, “I don’t think that’s fair to those eight people”. Councilman Nettles said, “I’m thinking if we have those dollars that we approved previously to add, why not put the minimum of $40,000 and do the 2% and then $40,000 add the incremental dollars that we talked about and see what the difference comes out to be”. Mr. Payne said I would have to run the numbers for that. Mr. Payne said, “Just for the ones that I have calculated, just the 2% without tax retirement adds about another $68,000”. He said when you include 25% for benefits you’re looking at $85,000. Councilwoman Baccus said, “So in this budget that we’re in now, from what I understand we didn’t have funds, but we gave raises out of the blue to people when we didn’t have the money in this budget. If I understand correctly, we gave one person a $10,000 raise out of the blue so if we can give one person $10,000 how can we not give eight people a raise? Councilman Nettles said, I’m just posing a question. Mr. Payne said, I’ll be glad to go back and do this, but I’m going to have to pull the money from somewhere else. Councilwoman Reed said, “I wasn’t aware that we had someone that got a $10,000 raise”. Councilwoman Baccus said, “Oh yeah he got a $10,000 raise. Mr. Payne said, “I really can’t talk about that in public session”. Councilwoman Baccus said, “And I think the limit is $5000 that the city manager can spend, right”? Mr. Payne said, “No that’s two different things”. Councilwoman Baccus said, “No, no it’s not two different things, the limit is $5000”. Mr. Payne said that’s on a purchase order (p.o.) Councilman Gardner said, “So you were saying he can’t hire anybody that makes more than five grand”? Councilwoman Baccus said, “I didn’t say that”. Councilman Gardner said, “That’s essentially the same answer”. Mayor Boyd asked Mr. Payne, what's going to be the cost of the compensation study? Mr. Payne said, “I’ve gotten one….. I sent out five requests and I’ve got one back. It’s going to run $15,000-$20,000 which I have budgeted here”. Mayor Boyd said, “Maybe we should do that, but I don’t understand what’s that going to show us? Is the person going to come back in and say well this person is making X amount of dollars and that’s too high so therefore, and this person is too low and we’ve got to raise them up”….Mr. Payne said, “No, it's going to give us ranges and tell us where we should be based on their job description and their longevity and whatever number of factors they use”. Mr. Payne said, “If you would like for me to go back and do it across the board….Mayor Boyd asked can we not for whatever position…can we not look at what other areas are paying in that competitive range…whatever position, just pick a position; the clerk of court or treasurer or whoever”? What are the other positions paying, the police chief, the fire chief, what are those positions being paid in other places? Mr. Payne said, “They will give us comparisons”. Mayor Boyd asked, “Can we not do that ourselves without paying somebody?" Kimberly Vinson, CPA said, “Only certain positions are reported on the MASC Compensation Survey that we have to do and the lower-level positions won’t be a part of that and I think that’s probably where your main concern is because you can’t retain staff on the lower end because it’s not competitive enough”. Councilman Gardner said, “My question goes along with that. I’m not really interested in the people making 60 grand and they are probably here and will be here”. Councilman Gardner said, “My interest is the guys that are making $40,000 and less, so I would like to run some numbers at $40,000 and less and see what kind of percentage increase we can give them”. He said if you feel $45,000 is the number you want, that’s fine but people below $40,000-$45,000 are the ones you are hurting and the ones we worry about losing, so I’d like to be more aggressive on them and hope that the upper guys understand”. Councilwoman Reed

said, “I’m kind of into this because you know I want everything to be fair and I understand that what we’re trying to do here is maximize the money that we have and help our employees that are less, that are under $60,000”. Councilwoman Reed said, “We might just need to be fair across… not fair… the word is not fair because you all are trying to be fair. It's just that in the spirit of being fair, that everybody gets some kind of raise or increase however you figure it out. It shouldn’t be that they make $60,000 and above so they are not subject to an increase. Councilwoman Reed said, “Like I said, I was not aware about that so I wanted to know was that not a decision that should have been made with council? That decision to give a $10,000 raise? Mr. Payne said, “That’s what we’re doing at this…Councilwoman Reed said, “Right. That’s what I’m understanding so if something was done a $10,000 increase was given this council person was not aware”. Mr. Payne said, “Council has no authority over that, that’s the city management and not being disrespectful, it’s an administrative function and not a council function”. Councilwoman Baccus said, “I’m not saying we have authority over it, I am saying if you can afford to get one person $10,000 that $10,000 could have been spread over a bunch of people instead of one person. Now you come back and say, oh we ain’t got no money, we can’t give these people no raise, but you ain’t had no problem spending that $10,000”. Mr. Payne said, “Keep in mind that everyone who is eligible will get that ARP money”. Councilwoman Baccus said, “That has nothing to do with the raise”. Mr. Payne said, “It does”. Councilwoman Baccus said, “No it does not”. Mr. Payne said, “It does”. Councilwoman Baccus said, “No it does not”. Mr. Payne said, “Because it’s going to boost…it’s going to float us for a year until the city has more in its coffers so that I can get everybody a raise and that’s all I was trying to do”. Mr. Payne said, “I was trying to squeeze as much out of this budget as I can, so I drew a line in the sand. He said if you would like for me to go and reduce it I can do that”. Councilwoman Reed said, “You’re saying you felt….whatever was the need, the urgency to increase one employee $10,000….what kind of spirit…just make me understand”. Councilman Gardner said, “We had a police officer that had been here 15+ years and was making dollars up under our entry level employees. Whenever our new Chief got here he raised that employee’s pay up to what it really should have been. It was a situation for a long time that he had been, I guess, treated wrong. His pay was not commensurate with his position and his years”. Councilwoman Baccus said, “I can say the same thing about a young man who worked for 20 years for the city of Darlington in the street and sanitation department. He's been here 20+ years and you were bringing people in the door making more than him”. Councilwoman Baccus said, “So you’re trying to pick one over the other. We can say that about a lot of people here”. Mayor Boyd said, “If you will John, go back and see what we can do as far as doing raises across the board”. Mr. Payne said, Ok.

Mr. Payne asked Chaniece if jurors are paid $10 a day. Chaniece said, “They are paid $10 a day that they actually come, and they are actually paid $10 when they attend”. She said in the original budget that I gave you it was $750, but I don’t know if that’s going to cut it because just for this last term I had 83 people to appear. Chaniece said in the current fiscal year we had more jurors to appear than circuit court this time, so I had 80+ checks. Some jurors received $10 some received $20 so I don’t know if $750 will cover jury fees. She said sometimes they have two jury terms during the fiscal year. Councilman Gardner asked, Chaniece how much was she asking for? Councilwoman Baccus said, “So what are you saying, you’re saying you need more than $750? So what do you need.? Chaniece said I would say at least $1500. She

said she would like to have money added to the line item for training for one person . She said with updates with the DMV and with court administration….one training is about $185 which does not include mileage or anything. Councilwoman Baccus asked, “So both of you don’t need to go to this training? Chaniece said, “No, just one of us”. Councilwoman Baccus said, “So how much do you think this needs to be and Chaniece said at least $1000 because this is normally a four-day event. Councilwoman Baccus asked the council if they have a problem changing those two. I didn’t hear any opposition from council members.

Mr. Payne said Department 530 (Legal) is where we pay our city attorney. He said he is leaving that at $50,000

Mr. Payne said, “Just FYI since you all asked me to do this last night, in Department 550 Community Promotions, I took out the proposed amounts for each individual entity and I left the $21,850 in there. Mayor Boyd said, “My question is, we suggested that we all pick a person for the hospitality tax that would divide that money up or go through the applications. Will those same people be the same ones that will go through this also”? Mr. Payne said, “Yes. Mayor Boyd asked, “The application time process, have we set a date in stone for that”? Mr. Payne said, “It’s not in stone, I suggested it”. Mayor Boyd asked if they needed to vote on that next month. Mr. Payne said, “No, you don’t need to vote. I can create it. I just want a consensus. Mr. Payne I just need you all to start thinking about who you may want.

Mr. Payne said the salaries in Department 590 decreased because Macie left, but a 2% increase is included. He increased office supplies to $2500; advertising is at $10,000; trimming and planting trees is $20,000; beautification board is $7000; and the Carnegie library is $250.

Inspections Department 620- Sheila Jones said, “I am proposing a salary increase partly for me and partly to hire a part time person. She said the part-time person is going to be the administrative when they aren’t there - answering the phone and doing different things. It’s going to be an entry-level position at $10 an hour. Sheila Jones said, “I considered bringing somebody else in, but it was going to be a much higher rate and in lieu of our current financial situation with the city I didn’t feel that was prudent so I’m going to bring somebody in part time at $10 an hour and when that person is here Nita will go and do city codes on overgrown lots, abandoned houses. Printing & office supplies-$1,200; postage-$750; advertising is at $500 but I am proposing increasing it to $750 to allow for advertising for people requesting zoning variances and advertisement for bids to go out. She said everything else pretty much remained the same. Councilman Milling asked, “What were the special contracts”? Sheila Jones said, “That’s for demolition, lot cleaning when we need to do that and any kind of special things that may come up”. Mayor Boyd said, “So this past year we spent $17,700 and Ms. Jones said $17,639. She said next week the house on Cotton Street is coming down which was fire related, and I think I have two others. She said that will be pretty much everything except Grove Street and the old Exxon station. She said next month I will come before the council and everything that has been condemned within the last two years will be added to that list. Mayor Boyd said, “In the next few months you will spend $30,000 or more on demos”? Ms. Jones said, “No, no, we won’t”. Mayor Boyd asked, “What do you think we will spend”? Ms. Jones said

probably about $15,000. Mayor Boyd asked, “So then what happens to the other $25,000”? Ms. Jones said that gets left over on the table. Mr. Payne said, “It will go into the fund balance”. Mayor Boyd said, “If there’s 15,000 more dollars left in this year’s budget can we not go ahead and make sure that in South Darlington… I counted the other day 15 lots that need to be cleaned up. Could it not go ahead and be designated to be done before July to have those cleaned up”? Mr. Payne said, “You have to be careful that you don’t over demolish in a certain area because I believe you got DHEC issues”. Mayor Boyd said, “There’s 15 empty lots that I counted over by Cain Elementary School that…you might not be able to clean them all, but they are grown up lots. I rode through Elaine’s area there’s grown up lots there too”. Ms. Jones said you have to be careful because sometimes what the council considers as overgrown lots is undeveloped lots; so, there’s a difference between overgrown and undeveloped and we don't have lot clearing. She said, can we clear lots between now and then? Sure, we can clear lots. We can send violation letters and give them the opportunity to do it and then if they don’t we can go clear the lots. Mayor Boyd said, “My question is, if we have $15,000 left over and it is an overgrown lot can it not be taken down to where that money is used in the line item so we can get the stuff that needs to be cleaned up done”? Sheila Jones said, “After all of the violation letters go out, yes we can”. She said originally she asked for $950 for postage because it costs $7 to send a certified letter out. She said the way that it works is they send a certified letter out and they have 14 days to fix the problem. If they don’t fix the problem we can fix it. That's if they get the letter. If they don’t get the letter and it just sits there and they don’t come and claim it and they refuse it then we have to wait until the letter comes back to show that they didn’t actually get it and then we go do it.” Ms. Jones said usually it’s a month so if they get their letter, then yes we can do it. If they don’t get the letter, then it’s a month. Sheila Jones said I will make every effort to exhaust all the funds in that line item. Mayor Boyd said, “I understand if it’s a grown-up lot that never had a house on it, but there’s a number of lots that are not that way, that have had houses on them, that are in bad shape, that are affecting the other neighbors' yards and so forth. He said behind Mr. Smith’s house on Chestnut Street, the lot that’s over by Tallulah Street. I drove through South Darlington the other day and there’s 15 lots I know that weren’t…I don’t know if there was a water meter there before, but you can look and tell it’s overgrown. He said a lot of the houses that we are tearing down, when they are torn down they are not left in the condition that it’s still making the neighborhood look good. Mayor Boyd said, “This is what I would like to see… and there’s a multi-million-dollar school (Cain School), you’ve got Mayo school and it’s a top-five school in South Carolina and then there’s lots that are completely overgrown, and the neighbors are all complaining about their yards backed up with water and it just looks bad”. He said and then a house that’s torn down, we don’t leave it to where we can at least go back with a bush hog and cut it down. That would be my suggestion and what I would like to see done. He said we may get less lots taken down because it will cost more to get it done that way, but at least we can go back in with the tractor and cut back if we don’t do it. Mayor Boyd said, “We’re spending $50,000. I'm assuming we are going after them to try to pay. Sheila Jones said, “Yes, we have people that are on payment plans. Sheila Jones said as a city I don’t think it’s our intention to take properties or to sell them at tax sales or do anything like that. Sheila Jones said we send invoices, and we make every effort to….Mayor Boyd said, “I have asked to make sure she has more help because everybody needs to realize that she’s out trying to do Georgia Pacific and all these other places; inspections and then we

are hollering about lots being cleaned up and houses being torn down and all this other stuff; and then there are 100 abandoned cars in town. Then she has to find the 100 abandoned cars. Then she has to go write them a letter and between her and Nita she then has to go back in 15 days to see if the car is moved and then she has to come back and call somebody to get the car moved. He said that's too much for one person to try to do. Councilwoman Reed said, "I want to know the percentage of returned mail because I do know that you send these letters out to the property owners". Sheila Jones said, "The beginning of last year we did really well. 90% of the people responded and cut their grass and different things. She said as it gets further along people don't want to do it anymore, but we probably get back 60% of our mail". Councilwoman Reed said, "Oh, well that's fairly good". Councilwoman Baccus said, "No, that's terrible". Sheila Jones said 60% of the letters that we send out come back. Mayor Boyd asked, "If you send a letter out and it comes back… the lots overgrown… if you send a letter out and it comes back and nobody has ever gotten it, then are we allowed to still go cut that lot or not cut it"? Sheila Jones said, "We cut it and bill them. Mayor Boyd asked, "Even though the letter came back"? Sheila Jones said, "It's still a violation". Ms. Jones said, "Me waiting for the letter to come back is so that if they say I didn't get the letter or whatever; you didn't try to send me anything and now you're trying to invoice me. I have proof to say, yes I did send the letter. That you didn't claim it is not my problem. Councilwoman Reed asked, "When do we get… Just what's the policy? How do we handle it as cleaning these lots? Sheila Jones said, "So then we send somebody out. We get estimates and send someone out, and then they put us on their schedule and come out and tear it down and then invoice us and then we send an invoice to the property owner". Councilman Gardner said, "What about the lots"? Let's say you send a letter out and they don't respond. You get the mail back in a month from the post office. You go out there and cut it and three months down the road we're doing the same over again". Sheila Jones said two or three years ago we did what we call a Habitual Offender Ordinance where if in one calendar year we have to send a letter out more than once then it's a $500 fine and they have to go to court". Mayor Boyd said, "What I'm suggesting is if somebody would clean the lot….when we have the lot cleaned throw some grass seeds out there so nothing will grow but grass and if we have to go back the next time we don't have to hire the guy to go back with a big track hoe. He said we can go in with a bush hog and bush hog the grass down". Sheila Jones said we don't have the staff for that. Mayor Boyd said, "I understand that. I understand that it will be a lot less the next time to have somebody cut it with a bush hog than have somebody cut all the trees again". Councilwoman Baccus asked, "When y'all go in and clean a lot.. y'all don't go in and clean out a lot that's back to its natural habitat? Are you going in and cleaning lots that you can take out trees"? Sheila Jones said, "No, we don't take out trees". Councilwoman Baccus said, "So you're only taking out lots that you can clean with a tractor or something". Sheila said, "Yes. The landscaping company goes and does that and then whatever small trees can go under the bush hog or what equipment they are using but we don't cut trees down. Councilwoman Baccus said, "If I remember correctly Howard said to me that the City can't force a citizen …..whose property back to its natural habitat to cut it. She said there's a lot of lots that's already back to its natural habitat that we can't do anything with unless the ordinance is changed". Mayor Boyd said, "Y'all can leave the town looking like crap if you like, but I'm just asking that the lot be cleaned legally the best it can be cleaned and as good as it can be cleaned to where next time we have to clean it and get it so that our neighborhoods will look

good and our neighbors will want to go out in their yard and not have a forest behind them". Councilwoman Reed said, "The ones I am concerned about… I didn't know the term to the ones back to their natural habitat, however that is, that's the ones I'm referring to because I do know that you have contacted them. I do know that at least two of the areas that we're talking about that they did respond, and they sent somebody out there to do it, but nothing has been done. And we are now into the second year and of course it's growing more and more". Councilwoman Baccus asked, "So what are we telling Sheila? Are we telling Sheila that we want her to address the lots that are already back to their natural habitat? Is that what we are telling her"? Councilman Gardner said, "You just said we couldn't do that". Councilwoman Baccus said, "I'm just asking a question. I'm asking, what are we telling her"? Mayor Boyd said, "I would like for it to be cleaned up to where hopefully somebody will drive by and go, oh that's a nice lot; I would like to buy it and put a house on it". Councilman Nettles asked, "So can we not just review the ordinance and see if we need to maybe think about changing that ordinance"? Councilwoman Baccus said, "Originally when we started talking about tearing these houses down we were supposed to be tearing the house down, cleaning and leveling the lots so the lots will be able to be cut afterwards, but some of the houses that they are knocking down, they are not leveling them. They are leaving debris. So, the lots are not being put back to a nice level area where somebody can come back with a lawnmower and cut it". Sheila Jones said, "I think maybe one or two lots have been graded. She said a lot of these lots, once you take the foundation and you take all of this out then we are going to have to bring in dirt. If that's what you guys want me to do, absolutely I'll do it. She said I'll bring in dirt, I'll level all of the lots out. Councilwoman Baccus said, "That's what we were originally doing. She said when Alex was taking out the lots, that's what we were doing". Sheila Jones said, "Never". Councilwoman Baccus said, "Well the ones in my neighborhood I made sure it got done. I don't know about nobody else's neighborhood". Mayor Boyd said, "Again I'm using Sheila's ward over there. I rode through there the other day, and I talked to two neighbors over there and there's 15 lots I counted over there and just like you say you've got a multi-million-dollar school over there and the neighborhood is not going to grow, and nobody is going to want to go in there and build when they see that". Sheila Jones said, "I'll bring dirt in". Councilman Milling said, "If we are hauling dirt in and such things as that, have you got enough money in there for special contracts"? Sheila Jones said, "Yes we'll be alright. She said even if we bring the dirt in we've always left money on the table when it comes to special contracts, so we'll still be able to do that". We're not going to be able to do any more houses because of DHEC and the larger project. If we start going into larger projects, we have to consider asbestos testing and everything else, so I've always tried to maintain specific numbers, so I'll be able to work with this number.

PARKS & RECREATION – MR. LEE ANDREWS

Lee Andrews said salaries are not where they are supposed to be. Lee said I have finally got a pretty good crew and I don't want to lose them. He told the council whatever they can do will be greatly appreciated. He said his budget for the last two years has been all over the place because we haven't had not one gym open full time. We would open it during basketball season. It just hasn't been open because of Covid and because the clerk of court was using it. Lee said he has three full-time maintenance workers and a full time assistant athletic director.

He said the price of everything is going up; athletic equipment is outrageous. He said they have $8,000 allocated there which should do. They just had helmets reconditioned and that's their biggest expense when it comes to events. Lee said, "What we took a look at was officials because since they have started playing, all of our athletics now are shared throughout the county, so we play football in Lamar and Hartsville, and they come here, but it takes some….we don't pay as much for officials that way, but officials is our help for the night". Lee said to be honest we are behind, but we make do with what we've got. He said in capital outlay he put $10,000 in the budget for a new vehicle. He said if you went to the concert the other night the stage didn't get there until late because we had to hook it up to the truck. We had to make sure the truck would pull it. He said we have got to get a vehicle that we can move things with. Councilwoman Reed asked Lee if that is all that is needed? Lee said, "We have addressed some needs already in this budget cycle with the tractor and drag chains and addressed salaries. Lee said he could use new equipment everywhere, but we don't really need to because we're getting by with what we have. Lee said I would rather live where I am if we could adjust salaries and just get something to get us by until we get out to the new complex. Councilman Milling asked, "Does your figure of $154,000 adjust salaries"? Lee said nothing has been adjusted as far as salaries go, (the 2% is included in that figure). Lee said they will get a 2% raise but most of my guys are making below $15 an hour; well, all my guys are making below $15 an hour. Councilman Nettles asked, "So, what are you asking for"? Lee said, "I would love to get them all at $15 an hour". Mr. Payne said, "That's why we need the compensation and classification study". Councilwoman Baccus said, "So, for the three full-time and one… Lee said for my four full-time people I would love to get all of them to $15 an hour". Mayor Boyd said, "I don't agree with spending $15,000 on a study when…. I don't know… to me it's common knowledge that your guys are making $12.50 an hour and the guys in the fire department are making $10 an hour running to a fire. I don't know why y'all will spend $15,000 to figure out that that ain't working. I don't understand, for example, athletic equipment you said we spent $8,000 on helmets. Are we providing helmets for football? Lee said, "Yes". Mayor Boyd asked if they use the helmets again this year. Lee said, "They have to be reconditioned. What we normally do is we try to buy 10% of what we have every year. If we buy 10 helmets that's $1,000 and then we will spend $3,000 getting the rest of them reconditioned". Mayor Boyd asked if the recreation department still charges a fee. Lee said, "Yes". Lee said the fee pays for the officials. He said we can put that cost onto the consumer and what it's going to do is drive up our registration fees. He said right now we have pretty affordable registration fees to allow anybody that wants to play to be able to afford to play. Mayor Boyd asked, "What are you charging to play"? Lee said for football we charge $55; baseball we charge $40; and basketball we charge $35. Mayor Boyd asked if that was comparable with everybody else. Lee said it's lower than everybody else because of what you all put into the program. Lee said, "I've been in Darlington County since 2004 and I've been the Director over Darlington County since 2014 and I can tell you nobody else is putting that in there and putting it toward the kids as far as programming". He said other areas are spending all that money on facilities. He said Hartsville charges $65; I think Florence is as high as $75 and then you've got some private organizations that are charging $150 a kid. Mayor Boyd asked, "Is it going to hurt to go up five dollars more. Would that make a big difference, a little difference". Lee said, "When you've got a mama that's got four kids and she's a single mom that's a big jump. He said, we can but we've got a lot of

single mamas that's got two, three, four kids". Councilman Gardner asked, "Can I get a list of how many of the kids are citizens of the city and how many are county"? Lee said, "We'd have to start tracking that in our next registration. He said let me go back and look at what is on there". Mayor Boyd said, "Can you look at that to see if a mama comes up and she's got three kids you normally right now charge her $55 a child or does she get a break"? Lee said, "When we went to the computerized just to help cover the cost we cut out giving the break and charged everybody the same thing. He said before if you had four kids or more you paid no more than $110 it didn't matter what it was. Mayor Boyd said, "I would think that you could give some type of break and that's fine. I'm in agreement with that, but I would look at five dollars more somewhere along the line. If we are already $10-$15 less than other cities for us to….we hate to go up on anything but we've to look somewhere. Mayor Boyd said, "Everybody wants to skip through this list and just go pinpoint, but I get ridiculed for asking where the $30,000 for phone service; but I mean $30,000 here and $20,000 there and $5,000 for this and all that's going to add up to where hopefully we can eventually find some money for these other guys". He said to me this has got to be nitpicked more than we are nitpicking it to find money because you are still paying people $10 or $12 an hour and they can go work at a gas station and make $20-$25 an hour. He said they can work in my gym and make $15-$25 an hour. Mayor Boyd said, "You've got guys out here running through fires and police officers and cutting grass and doing all kinds of things for $10-$12 an hour. He said, to me, that's got to change". Lee said in Darlington there's probably more county residents participating than city residents. He said other places have added an "out of county fee " to their registration. He said Hartsville charges $6 per participant if they are outside the city limits of Hartsville". Councilman Milling said, "That might be something to consider. He said we charge more for water to people that are outside of the city". Lee said we don't require any proof of residency right now but that would be something that we would have to look at doing as requiring proof of residency to register. Lee said if you want that too, we can look at doing that. Mayor Boyd asked about the utilities at Stanley Gym. Lee said that's for lights, water. He said Stanley Gym includes Virgil Wells Stadium too. Lee said baseball is strictly Spring Street and it includes water & power. Baldwin Gym is water & power. At Pine Center we split six months out of the year for power and then the rest goes to Bowen Manor. Mr. Payne asked if that was our facility and what is Pine Center? Lee said, "No sir. He said Pine Center is independently owned". Someone asked by whom? Councilman Gardner said, "So, we don't fund any other private centers, The Lord Cares, The Free Medical Clinic, and I'm not trying to just cut the budget, but I want to potentially re-organize it. My thinking is, it looks like it's $9,000. What if we take that $9,000 (and Elaine this is your district I believe) Take that $9,000 and invest it in the community somehow". Lee said one of those is Bowen Manor. He said we take the light bill out of that bottom figure . Councilman Gardner asked, "What's the total that goes to this private organization"? Lee said, "You can probably do about $500 a month for six months, so $3,000". Councilwoman Baccus said, "That is for the public. That building is used by the public". Councilman Gardner said, "Not by the whole city". Councilwoman Baccus said, "The whole city don't use Williamson Park either, but you gave them $12,000. You ain't got no problem with that". Councilman Gardner said Williamson Park is an organization of the city. Councilwoman Baccus said Williamson Park is a nonprofit. A 501C nonprofit and you gave them $12,000. Councilman Gardner said, "So, there's $8,000 you want to give half of it to the Lord cares and half of it to the Pine Center"? Councilwoman Baccus

said, “No, let’s give half of that $12,000 for Williamson Park”. Lee said Williamson Park is an LLC so they can get grants. He said Williamson Park is still leased and deeded to the City. Councilwoman Reed said, “One of his concerns is he said he’s never seen it utilized, but it is utilized on almost a daily basis”. Councilman Gardner asked, “Can you invite me whenever it’s being utilized next time”. Councilwoman Reed said, “You can come….the churches are…the athletic hall next door. Everything that they have, all of the children are there on the playground. Everyday there’s people out there on playground”. Councilwoman Baccus said, “That's just an issue because it’s in South Darlington”. Councilman Gardner said, “I just said that I would like to spend the money in South Darlington for the whole community”. (Councilwoman Baccus and Councilman Gardner were arguing back and forth so I couldn’t hear either one). Councilwoman Reed said, “Meetings are scheduled there all the time. All of the fraternal organizations meet there on a regular basis that’s usually 2 to 3 times a month. Prior to now the Mayo Alumni would hold their meetings there. The churches use the Pine Center because it is central to southwest and southeast Darlington”. Councilwoman Baccus said, “Please explain to me exactly what y’all do in Williamson Park other than walk across these bridges and get bitten by mosquitoes”. Lee said, it’s a park. It is just like Central Park in New York City. It is a natural area that is one of a kind. There is none other in the State of South Carolina that has a park of that type in its city limits. Councilwoman Baccus said, “So all you do is walk across bridges and get eaten up by mosquitoes. What else can you do in that park? Lee said you can bird watch, you can watch animals. Councilwoman Baccus said, “But you’re using the park right”? Lee said, “Yes ma’am. For nature”. Councilwoman Baccus said, “So same thing with the center. We use the center. Y’all use Williamson Park”. Councilman Gardner said, Y’all? Councilwoman Baccus said, “People in general”. Lee said, “We used to have a key and schedule things in that building. They do not do that no more. Lee said we don’t have a key to the door, but we have a key to the gate so we can cut grass there. Lee said as far as scheduling and doing anything like that, we have absolutely nothing to do with the Pine Center”. Councilwoman Baccus asked, “Why not? Why don’t y’all plan something or do something there”. Lee said, “We’re doing a movie there in conjunction with the people that run Pine Center, but as far as us running it, we don’t run Pine Center”. Mayor Boyd asked if Pine Center is privately owned? Mr. Payne said, “Yes”. Councilwoman Baccus said, “It’s not privately owned. It’s a 501C nonprofit organization. She said nobody personally owns it. She said the same way you claim nobody personally owns the park”. Councilman Gardner said, “Williamson Park is deeded to the City of Darlington. He asked if the Pine Center is going to be deeded to the City”? Councilwoman Baccus said, “It doesn't need to be deeded to the City of Darlington. She said that side of town and that center is used for the citizens on that side of town; Williamson Park is used for the citizens on this side of town. Mr. Payne said there are two revenue streams that are going to the Pine Center, 1) 220.02 has $2,000 budgeted for utilities. This year it’s going to be closer to $4,000. Then you’ve got $4,000 that was just given to them. So that’s $6,000 that’s going to turn into $8,000. If Council decides they want to continue funding this and grant them money I would get the utilities out of our name and let the utilities be in their name and they pay their own bill. Lee said what we do is at six months we take them the power bill and they pay it. He said they will get the power bill for April, May, and June, so basically we paid for nine months this year instead of six. Councilwoman Baccus asked who pays the power bill in Williamson Park? Lee said, the city. Councilwoman Baccus said, “But you don’t have no problem with that, right”. Mr. Payne

said that's a city park". Councilwoman Baccus said, "It's a nonprofit". Councilman Gardner said, "It's a city property". Councilwoman Baccus said, "They've got their own fund and they raise their own money. They have their own income so why is the city paying them $15,000 for their employees, $15,000 for their utilities. Pay for an employee and a city truck over there every day. Lee said they don't have a city truck. Councilwoman Baccus said, "I see a city truck out there". Lee said we go out there like we do every park and get trash. Councilman Gardner said, "What I have a problem with is when we have organizations that are not owned by the city. Do you understand what that means"? Councilwoman Baccus said, "I understand Williamson Park is a nonprofit and they have their own funds". Councilwoman Gardner said, "You can play with words all you want. One of them is owned by the city and one is not. You can make this whatever you want". Councilwoman Baccus said, "I'm making it exactly what it is. I ain't making it what I want. I'm calling an ace an ace and I'm dog gone good at it". Councilman Segars said, I think the magic statement just made was that Williamson Park has a fundraiser and raises their own money, why doesn't Pine Center raise their own money"? Councilwoman Baccus said, "How do you know Pine Center don't do that. They do do that, but we're still giving to Williamson Park. She said I'm looking at this list here and you want to raise Williamson Park from $11,000 to $15,000, but everybody else you want to cut". Lee said we went up from $11,000 to $15,000 because that park contract pays for the two employees that oversee the park. Lee said that doesn't pay for everything so when their employees are paid it comes out of the Williamson Park fund which is what they raise money for. That just goes to help because it is a city property and it's the biggest park we have. Lee said it takes another person to do what needs to be done in Williamson Park to keep it to where you can traverse. They wanted to raise their hourly rate to $15 an hour for their employees. Lee said other than that everything stayed the same. Lee said I don't want to leave here tonight with anybody thinking that I'm against the Pine Center because I'm not. The Pine Center has a feeding program there, they do community outreach there and like I said we are showing the movie there on June 10th and they are paying for it. He said they will do two movies there this year. Lee said one of the biggest movies that we've hosted has been at the Pine Center. Lee said sometimes when my guys get backed up, cutting grass at Pine Center is a chore because they know we don't own it. He said it's on the schedule just like everything else. He said we don't do as much grass cutting in Williamson Park as we have in the past because they now have two employees there that do the upkeep. Without either one we're at a disadvantage because Pine Center gives us another place that we can utilize for community events just like we do Carraway Park and the ballfields at Blue Street. The same with Williamson Park they provide a service. The only difference is, we own Williamson Park. Lee said we either have to work out a lease agreement or a user agreement or something on paper so I don't have somebody coming up saying you can use my deck to do that. Lee said whatever we need to do, (and that's probably a question for Kevin), to make it right, then let's make it right. Mayor Boyd said, "If it's being used and so forth and the light bill is in our name then we should have a key to it". Lee said I don't want a key to it. I really don't. I don't want to be responsible for the upkeep of it. I want to work with them just like everything else we do. Let's just do a user agreement or a lease agreement or something with them that makes it right. Councilman Gardner said, "For my record, I did suggest that we take this money and reallocate it to the community, not kill it". Councilwoman Reed said, "But see when you said that you were acting like that's not the community". Councilman Gardner said I

just don't know the utilization because I've never been able to see it. Councilwoman Reed said, "Well come and see it". Councilman Gardner said, "For two years now we had to figure out what the use was". Councilwoman Reed said, "The Pine Center is the community and has been before the City had all of these; before Hampton, even with Williamson Park, even with Terrance Carraway Park. Pine Center provided the recreational activities for the people over there all these years so don't say take this and give to the community because that is the community". Mayor Boyd said, "But it needs to be adjusted to where either the line item says $6,000 for the light bill or either they put the light bill in their name, and you pay $2,000. He said it's not right to run that budget line item up. If you're gonna pay it, you're gonna pay it. If you're not, don't. He said the line item needs to be corrected. He said if we are allocating $2,000 then it needs to stop at $2000 or adjust it. Lee said before covid hit we were killing it in concessions. He said if I'm not mistaken it was $30,000 the first year. Kimberly said, the year that COVID hit, we were around $30,000. Lee said of course we lost the baseball season that year. Lee said this past season concession workers are hard to come by because of minimum wage ($7.25 an hour). He said to ask somebody to stand in a little room that's 100° for three or four hours at a time we couldn't find. He said football projections that we had up were not there. He said a lot of nights they closed the concession because people weren't buying because we weren't cooking food because I'm not putting a teenager in there to stand over grease. Councilwoman Baccus asked, "Well, didn't you all used to rent out the concession stand"? Lee said we used to a long time ago. He said, well we used to before we took over the Dugout Grill out there at the ballfield". Lee said, pre-covid we had two concession stands going at Blue Street. He said we used to bid it out and whoever brought the highest bid in would run it one year and we ran it for $1,200. We cleared $30,000 in one year, but somebody paid $1,200 and ran it. Lee said we didn't have the headache that the concession stand is because it is a headache, but it's a service and it's a good headache to have. Councilman Gardner said, "When I was a child it seemed like the parents of the kids out there were doing the majority of the tasks around there while I was out there playing". Councilman Gardner said, "Some of my friends over in Irmo they have to actually volunteer. So, if their kids are playing the parents are forced…..Lee interrupted and said, "We can't get parents to volunteer to coach most of the time. We are begging and pleading for people to coach a lot of the times and to put them in a concession stand or two hours a night and have them volunteer gets into a bunch of different things that I really don't want a part of. You've got people that we haven't vetted that's in there around money. You've got people that you're gonna put…. There's a million different ways to do it Bryant with that scenario. And there's a lot of places that do that scenario; they just hire one or two people to cook and have them run it. He said the "L" word comes up then, and that's liability. You're liable for money and you're liable for safety. Councilman Gardner asked, "Can we look at what they are doing just see how they are doing it? It may be something we don't want to….from that but at least educate ourselves". Mayor Boyd asked, "Approximately how many children do you have playing throughout the year"? Lee said, "We have close to 400 kids playing baseball right now. He said it's probably about 150 that's playing football. He said basketball is anywhere from 150 to 200 kids". Councilwoman Baccus asked, "How many (home) football games do you all have a year"? Lee said maybe twenty or so. Mayor Boyd said, "Well my suggestion is you're looking at around $12,000 or more if you give your guys a raise to get them to $15 an hour. He told Lee to look at raising your rates $5 a person and if you've got to sell hotdogs for a quarter

more or whatever, we can charge a little bit to help compensate for some of it". Lee said, ok, I'll take a look at that.

POLICE DEPARTMENT - CHIEF KELVIN WASHINGTON

Chief Washington said I'll leave it up to you all how you all want to do this, but if you want to go line item by line item we can. He said I've just got a few particular things I'd like to point out about the budget. One of those things is probably going to stir up a pretty good debate anyway so let's go with the easy thing first. Chief Washington said one of the things that happened to us and all of the law enforcement agencies across South Carolina is, several years ago if you guys remember 911, there were some interoperability issues as it relates to radios and communication. So as a result of that, the federal government gave a lot of the jurisdictions money to get 800 MHz radios so in the event we have those kinds of large catastrophes local state and federal authorities will be able to communicate with each other. He said Motorola purchased the 800 MHz radio system for South Carolina. They call it the Palmetto 800 system and so basically they own the system and they rent the ability for us to communicate on their towers and so we pay rental every month per radio. A year or two ago they said that they're going to upgrade the radio and the current radios that we have now because they will not work on the system in 2024. He said that's going to be a pretty big line item for us as a city and it's going to affect both the police department and the fire department as well as it relates to communication. He said if we don't upgrade those radios we will not be able to communicate. Chief Washington said we have written a grant through the South Carolina department of public safety we feel that we are going to get some funding for it but I don't believe we will get all of it I just wanted to give you all a heads up so you can start preparing for that we should know hopefully in September whether or not we're going to be awarded any money through that grant. He said I can almost assure you they are not going to give us enough money to cover the entire cost to get the radios taken care of. Chief Washington said I wanted to bring that up because I will be retiring at the end of the year, and I won't be here to make you all aware of that. He said that is a long-term project that you all need to be looking at and start preparing for. He said we should know in September if we're going to get any money from the department of public safety whatever we get from them and the next two budget cycles or however you all want to do it you can plan to go ahead and get those radios for the police and fire departments. Councilman Milling asked if this would be the end of 2024, or the beginning of 2024 Chief Washington said the end of 2024. Councilman Milling asked do you have anything for that item in this year's budget. Councilwoman Baccus said I think you've line item 390 - radios & equipment, but there's nothing there. (A couple of people were speaking at the same time). Kimberly said he had asked if it was going to be expensive and I was letting him know that one of my municipalities that only have five police officers just spent $30,000 to purchase new radios for their police officers to include radios for the cars as well to be compatible with the new system. Chief Washington said I think the radios for the cars will be somewhere around $4000-$5000. The walkie-talkies will be somewhere around $2500. He said that is moderate quality equipment; that is not top of the line equipment. Chief Washington said, "I would recommend to you all that we wait and see what we get from South Carolina Department of Public Safety we will be able to use some of those funds to get some of those radios and then next year….now if you guys want to go ahead and put some in the budget this year for it, that would be fine, but I

wouldn't recommend putting all of the money in the budget right now until we figure out how much money we're going to get from the State or if we're going to get some money from the State. Mr. Payne said, Chief can I just mention really quick to Council. Mr. Payne said the ARP money that we have set aside would be eligible for that expenditure. Mayor Boyd asked if it's line item 289. Chief Washington said, No Sir, 289 is the money that the city pays the county towards the salaries for the dispatchers. Councilwoman Reed said, So the line would be 390? Chief Washington said, I believe it would be 390 but let me look. Councilwoman Reed asked, "That is where it would go and Chief Washington said, "Yes". Councilman Gardner asked what is line 279? Chief Washington said, other operating expenses, a catch all. He said there are certain times in the budget there are things that come up during the budget year that we haven't budgeted for, and we use that particular line item to purchase those items. Chief Washington said, this is my fourth year and there's some things that we have been able to do through grants and what we could do through grants we have done through grants. When I got here we found out a lot of the equipment was outdated, and you all were kind enough to work with us to get our vehicles upgraded. We have been able to get some grants to get the tasers and get new taser technology so when these guys pull the taser out the cameras automatically come on we've got new body cameras. The new laptops that we've got coming are grant items that we were able to write grants for. Chief Washington said, "The one thing I can't control is salaries and I've had a lot of chats with the city manager about the salaries". He said I'm here tonight and I've never come to you all talking to you about the salaries of our employees. He said we're going to have to do something with these salaries. He said and I know that other people have been coming up here other department heads have the same issue my argument is twofold: #1 if you go down the street to Subway there's a big billboard down there for the City of Florence where they are advertising three blocks from this building $10,000 a year more than what our guys are being paid. The governor did a law enforcement compensation analysis, and those state officers are getting substantial pay increases because of his compensation analysis. I am afraid, and I am saying what I'm getting ready to say in all sincerity and in all honesty, I'm afraid that if we don't address the salary issues we are going to lose some very, very good police officers. Chief Washington said I've been here four years and not one time have we read in that newspaper any embarrassing article about any of those folks. I ask you all to really, really sit down as a body and discuss it and really do something because I'm really afraid that if we don't do something about it we're going to lose these folks. He said I don't have the luxury of being able to call down to Kelly temporary services and tell them to send me five or six employees. I can't do that. These folks have to go to the Academy. First of all, they've got to be vetted because we just can't give anybody a badge and a gun. They've got to be vetted and then they've got to get through the Academy process and I'm not knocking any of the other city employees, all of our city employees whether they work in my office, or they work in the fire department, or the water department or any other office all of these folks work hard. He said I've worked side-by-side with all of them since I've been here, but I'm not in charge of those offices, I'm only in charge of the police department. and I'm seeing what's going on across the state. This job as you all can tell from what you all have been seeing on television has changed. It is not the same. we don't get the applications that we used to get. It's hard to find employees, it's virtually impossible to find certified employees. Chief Washington said my advice to you all and I've always tried to be honest with you all and straight up with you all you've got a

good group let's try to work and do whatever we can to try to keep these folks here and keep them intact. Chief Washington said we don't need to be in a situation where I've seen even my own hometown where they did not take care of those salaries and their number of police officers got so low they had to depend on the sheriff's office to take care of the town. We don't need to get to that point here. Everybody around us with exception of maybe one to two main departments are paying more than what we are paying chief Washington said when I first got here I overheard Councilman Gardner talking about one of the salary issues that I found when I got here you were absolutely correct they were all over the map and we were able to do some comparisons and level it off where if I had two sergeants, they both had the rank of sergeant their base salary was the same. the only thing that will cause their salaries to go up would be either their experience or their educational background and that's the way it's supposed to be. Chief Washington said there was a good degree of unfairness there. He said I saw, and I told the former city manager this and even brought the city attorney in where I saw where the city was going to get sued if we didn't make some corrections on that. He thanked the Council for addressing that issue three or four years ago. He said we have not done very much by way of salaries in the police department since then. Chief Washington said the front page of his budget request is dealing with and addressing the salaries. He said I don't know any other way to tell you except to tell you that I didn't plan to come in here with a bunch of doom and gloom but I've got to be honest with you if we don't do something with it and I want my conscience to be clear but more importantly I want my name to be clear when I leave here that I came to you all and I told you this. I don't want it to be said a year from now if we've got a mass exit, well why didn't the Chief say something to us about it, that's why I'm saying something to you all tonight about it. Councilman Gardner asked about the anticipated use for capital outlay - 999. Kimberly said for two police vehicles. She said it was budgeted for this year and for next year as well. She said there should be a $50,000 USDA grant to offset that. Kimberly said we've already been awarded the grant; we just haven't received it yet. Chief Washington said, that's the grant that you guys approved 6-8 months ago. There's been a delay on the car manufacturers on the cars being delivered. They finally got here about a month or so ago and they are now being equipped. Mayor Boyd said since we purchased it already, you said the other day, are they going to allow us to still use that grant? Kimberly said, That's what I'm not sure about. Chief Washington said, "Yes, I spoke with the gentleman at USDA who oversees that process, and he knew because we're not the only ones with that problem there's been a delay in the manufacturer. He said the one good thing about that Grant is as soon as you close it you can re-open it and reapply again. Mayor Boyd said according to my calculations your department has spent more than $2.1 million. He said the numbers that I pulled up from what you turned in is $2.6 million or so, is that correct? Mayor Boyd said the numbers I had calculated was around $2.6 million. Kimberly said to date right now (through April) is $2.3 million. Councilwoman Reed said, "Our city manager just made it abundantly clear that setting salaries is an administrative and we simply just have an input and I assume we just approve the budget so if these kinds of administrative things have been addressed what I'm saying is the Chief has submitted here a governor's analysis of law officers' salaries across the state because evidently that has been an issue across the state". Councilwoman Reed asked, "Could we not…. Why haven't we used this when it's obvious that we are one of the lower paid law enforcement offices?" You gave me the analogy about people wasn't being paid according to their experience or credentials or titles in

law enforcement here in Darlington. You made it abundantly clear that you had authority to raise someone's salary by $10,000. Why haven't we at least looked at what is going on in our law enforcement department? Councilwoman Reed said I'm feeling really….it's like we're ignoring it or something. Mr. Payne said, "This is why I'm making the point for the wage compensation and classification study. He said everybody wants to come in and make more money. I've got two variables here 1) I need to know what classifications need to be paid whatever the market rate is. I don't know what the market rate is 2) I've got to have the money in the budget to do it. I would prefer to have a professional study done, not something that we do all off the cuff because I'm not an HR specialist and I don't know of anybody here that is". I would rather have an independent voice that gives me a market driven set of data. Councilwoman Reed said, "This analysis that he said came from the governor's office…. Mr. Payne said those are state jobs. Councilwoman Reed said, "So, I mean….Councilwoman Baccus asked, are those State jobs or are those officers across the board? Chief Washington said that's just for state law enforcement jobs. Councilwoman Reed asked, And the difference is what? Councilman Gardner said what we have to do… he can raise all the rates he wants but the problem is…..Councilwoman Reed said, "No I want him to answer. Let him answer Bryant". Mr. Payne said, "Ms. Elaine they have different responsibilities, their duties are different, their classifications will be different". Councilman Gardner said, "We can only raise our rates to our budget. If it's not budgeted, there's nothing much they can do". Councilwoman Reed said, "And that's what I'm saying, and I know that's not the case because we just cleared that up that it may not have been in the budget for making the decision to correct some of the disparity that was in that department and they did it, which is fine". I'm just saying, don't limit it. I'm just trying to get a clear path because our mayor just said he doesn't see the need for a study when we know we need to raise the salaries. Councilwoman Reed said he already knows that I know they have the same kind of feeling and I'm saying it is obvious that we are losing our law officers because we don't have the right pay so it seems like we could go ahead and do something and then….I'm not saying don't do the study but it seemed like the thing should be we should go ahead and raise it at least so we can hold people and study all you want. She said right now we're losing it. Mr. Payne said I don't know how long it's been. I know last year I don't think you all gave raises to anyone. Councilwoman Reed said, "We couldn't because…..Mr. Payne said, "So what we're trying to do is catch up for a lot of lost time where inflation has eroded the buying power of these employees, so we are trying to catch up. Just like with other departments here that have been neglected over the years and they weren't maintained the way they should". He said water & sewer comes to mind. Councilman Milling asked, Chief Washington if the $1.4 million for salaries that you've got down for line item 101 I did not know what were salaries that you thought would be commensurate for the raise or whether that was simply the 2% raise. Chief Washington said, I'm assuming that's the 2% raise. Mr. Payne said that includes the 2% raise plus the Chief's salary and the assistant chief's salary. Chief Washington said, "Let me read what I provided to you all as a part of my request". (Chief Washington read the letter he provided to Council which explained his reason for asking for the raises). Chief Washington said, I know a lot of people are asking but I have to give you all this information. If I didn't come in here and present this to you all tonight I would be derelict in my duties as police chief for this city. Councilwoman Baccus said, so in my opinion we didn't give them a raise last year correct? Chief said no one got a raise last year. Councilwoman Baccus said, "So we are bringing people

in, in other departments, off the street, walking in making more than the people in the fire department and the police department. She said these guys are on the street daily; they are putting their life out there to try to save somebody and you bring somebody into another department, (and I ain't got no problem saying it), but You gonna bring somebody into a water department who can barely read a meter and pay them more than you paying a officer or a fire department person? and now you don't want to even give them a decent raise to bring them up to a decent salary". That's crazy. Councilwoman Baccus said "So what you're telling the fire department, in my opinion, and what you were telling the police department is we don't need you in Darlington". Go somewhere they are going to pay you a decent salary. We could take some of that money out of that American rescue plan fund and give it to the fire department and the police department. Mayor Boyd said, "You've got to have money coming in this is a business. Do not say that anybody on this council does not want to pay the police officers. I have been arguing for a long time. I've told chief Washington a number of times please tell me what you need and what you've got to have. Make sure these guys go out, they come back in and they go home. Mayor Boyd said, "What do they have to have… they need more money the fire department needs more money. He said we have to all work together to figure out ways to bring money into the City of Darlington. He said I love the police department. I love all of them. They all need a raise but at the same time they are only bringing in 60 tickets a month. I know we were known as a speed trap town. I know that we cannot go out and randomly just stop people to give them tickets, but I also know that more than two people a day can be written a ticket. Mayor Boyd said I know that the sheriff's department has 75 people. He pays a little bit more than we do but there are people out there that want to work. For some reason they don't want to come to work and City of Darlington for some reason I don't know why but they need to come, and we need to figure out…..It might be because of some of the City Council people that want to continue to talk and run their mouth please let me finish my conversation. Councilwoman Baccus said, you're talking and running your mouth? Mayor Boyd said, Yes I'm talking to you please hush. Councilwoman Baccus said, I know good and well you ain't talking to me but I'm talking and running my mouth. Mayor Boyd said when these guys come in we want to make sure they are paid highly. I would like to figure out a way that we can do that. I've been asking everybody over and over to fine-tune this budget. There's lots of line items in here, do we have to spend? I'm just using this as a random number. I don't have a clue $20,000 for uniforms, maybe we do, maybe we don't. Is there any way in here that could be fine-tuned or are we just walking in and overlooking it real quick and us moving on and we're all fighting to try and get money in the door. Mayor Boyd said, "We lost one person that I know of one company that I know of and we finally collected after five years we collected almost $20,000 from that one company because they didn't pay their business license. Mayor Boyd said in other towns, and I have businesses in other towns, when I open the door the police officer walks in and asks, do you have a business license? He said we used to do that. I don't believe we do that; maybe we do, but do our officers do that. I know that when I ride down the road and I ride down this street up and down Main Street, the officers are turned a lot of the time facing Felix's gas station the opposite way to the wall, they aren't looking to see if there's traffic. That doesn't look good to me. I love our officers I jump out, I'm here to help every officer I can possibly help but I would like to see that the officers take time to get out and they go out into the community and they walk up also along with Charles and say they can divide it up and in one weeks' time, two

weeks' time, we can canvas the whole town to make sure that everybody has paid their business license. It has to be a team effort and that can be part of making sure that we have collected the money. What can we do? What are other ways we can work together to make sure we have the money, so we are not here arguing over raising the water bill $1 or cutting this or cutting that. He said we can put a sign up and say we will give you a drive home car; our guys need a drive home car. That's part of the reason they are going to the other towns. They get a sign on bonus, they get a drive home car, and make a little bit more money and they go to other towns, so we have to raise it. We've got to figure out a way to raise it, but we can't just randomly up and raise it without everybody working together. Councilwoman Reed said, "You've outlined a lot of things besides the training and providing safety to this community….more like whatever. I won't even get into that. But I wanted…this is what we do. The issue is what comes at us, and it may not come to you because you are outlining what Councilwoman Baccus just said. I wanted our city manager to answer that. If someone at this time is coming in, coming in a new employee making more money, hourly rate than our police officers. Explain to me how that is happening and why because that indicates to me that there is some kind of discrimination going on and we do not want that. Councilwoman Reed said, please address the issue right there because these are issues that we have to deal with. Mr. Payne said, there is no discrimination I don't know how you would think that but there's not. Councilwoman Reed said, I didn't say that it was, I simply said to answer that if we are paying someone in the water department, coming in a new person, higher than our police officers, that's the question. Mr. Payne said several of those water people that have been coming in have been temps; we have only hired a few. Mr. Payne said, this is the budget that I inherited because I started here in August of last year and I've worked within it as much as I can. Mr. Payne said, do I want to raise salaries? Yes, that's why I drew a line in the sand. I had to do it somewhere because we couldn't afford everything. He said I'll go back, and I'll rework this budget. He said Ms. Baccus is right. Instead of giving those bonuses I can take that $200+ thousand dollars and put it into salaries across-the-board. I can't tell you right now off the top of my head what more that will get us. Mayor Boyd asked what $200,000 Mr. Payne said the ARP money. Mayor Boyd said, the ARP money we are using it like it is Christmas money, that's supposed to be for….Mr. Payne said you've already set aside….Mayor Boyd said We've got to figure out how to bring funds in to raise…..(several people are talking at the same time). Mr. Payne said next year we will have more funds. Councilman Gardner said, and we'll eat them up like we did the storm water. Mayor Boyd said I think we need to sit down and figure out a way. We need another workshop to figure out a way to do it. Councilman Gardner said, somebody making $60,000 is not an issue with the City of Darlington right now we need to bring that number down to $40,000 see how much we can break out too each employee he said why don't we bring that number down even lower maybe to $30,000 and see how much it will cost to bring all the employees up substantially. He said a person making $60,000 in the City of Darlington can survive as long as they can manage their money. A person making $10-$12 an hour is unacceptable. Mr. Payne said I'll rerun the numbers at $40,000. Councilwoman Reed said, That sounds good but again I didn't get the answer you all always skip it. It is apparent that we have hired people at a higher salary, a higher rate than what our police officers are making. Mayor Boyd asked Chief Washington what does a police officer make when they first come in? Chief Washington said about $13 an hour. Chief said the salary is $30,000 for an uncertified

officer but once they go to the Academy it goes to 32,500. Mayor Boyd asked what the water department workers make when they come in? Chief Washington said Mr. Mayor please excuse me but I do need to address something as you said earlier about traffic. Chief Washington said you and I have had this conversation several times and I want to address that because I want to hopefully put it to rest. Chief Washington said in 2017 the State of South Carolina the General assembly…. Mayor Boyd said, no back up, that wasn't my conversation don't even bring that up. Chief Washington said I am explaining, let me explain. Mayor Boyd said, "You are not explaining what I said. I said tickets….Chief Washington said, "Sir with all due respect you don't know what I'm gonna say because I haven't said it yet". Chief Washington said in 2017 what happened was the state of South Carolina General assembly changed how tickets were computed. He said what was happening in a lot of small towns and Darlington was one of them that if you gave someone a four-point ticket you have the opportunity to pay a higher fine on a municipal ticket and 100% of those fines stayed within the city. Now it's different. He said in 2017 they changed it where you can't do that anymore, so now you're lucky if you keep 20% of what the ticket is. For example, someone writes a ticket for 180 something dollars and it's a four-point violation they come to court, and they are allowed to plead guilty to a two-point violation so now it's down to $76 out of that $76 you're lucky if you get $20. Chief Washington said prior to 2017, We here in the City of Darlington raised a substantial amount of money in traffic fines. A lot of it came from that. You're never going to see that again because of the way the state has redone those percentages. He said that wasn't anything we did here locally that was what the state did. The other thing is the state was so compelled about this that they issued state law section 23 – 1– 245 where they said you can't even set quotas in jurisdictions. That is against the law and if you're doing that you can be charged criminally. Chief Washington Said when we do traffic it cannot be done for revenue purposes, period. It can only be done for traffic safety. He said The Ferguson Report which was done by the department of justice some of the same stuff and I'm not trying to throw anybody under the bus I'm just telling you the truth some of the same stuff that was being done in Ferguson in that report it was being done here in Darlington by how we were running the courts and how it was revenue driven with traffic. The federal government has come down and said no you cannot do that. He said revenues is not a police function, Public Safety is a police function. He said that's our number one priority, not revenues. He said I want it to clear the air on that because I don't have a whole lot longer left and this keeps coming up and I wanted to just clear the air with you all. He said those guys work hard. Mayor Boyd asked, how many tickets did they write last month? Chief Washington said, "Sir I don't know". Mayor Boyd said, "60; two tickets a day". Chief Washington said, "Sir again…so are you saying to me they're not working hard because they only wrote 64 tickets"? Mayor Boyd said, "I've questioned that for a long time because an officer can only write two tickets in a 24-hour period". Chief Washington said, "Sir, out of fairness to that, why don't you ask me how many calls they went on. Ask me how many calls they went on, Ask me how many investigations they did. Ask me how much time they spent on a call because they have to do all of that. It's not just traffic that they have to be concerned about". Councilwoman Baccus said, "And another question is how many people were speeding? you just want to stop people randomly and give them a ticket"? Mayor Boyd said, "I didn't say that". Councilman Baccus said, "That's exactly what you're saying. You said they didn't write but two tickets; but maybe only two people were speeding". Mayor Boyd said, "I said you can't find but

two people that were speeding". Councilwoman Baccus said, "Maybe only two people were speeding. What do you want them to do? Stop people in general and give them a ticket ". Councilwoman Reed said, "I would like because what's mostly concerning to me is this budget and the salaries and what you are…..and I still did not get a straight answer". Councilwoman Reed asked, "Chief Washington, the salaries that you are proposing does it include the raises that you need"? Chief Washington said I don't believe so. Councilman Nettles asked Chief Washington what he thought would be fair. Chief Washington said what I put in the budget is 10%. One of the things that I suggested to Mr. Payne is to see if you all could commit to $1 per hour for the next three years. Chief Washington said we're playing catch-up. Councilman Nettles said in three years you're only going to get them to where you said the other officers in other areas are now. Councilman Nettles said If we are going to consider doing that, I'm all about giving them the money. I just want to make sure that we figure out a way to go ahead and do it so that we're not behind again next year. Councilwoman Baccus asked, "So, you're saying take them now to $15 an hour is that what you're saying". Councilman Nettles said, "I'm saying we try to find a way to get them where they need to be. Councilwoman Baccus asked chief Washington where they needed to be. Chief Washington said we need to be competitive. He said Florence pays $10,000 a year more than we do. He said the sheriff's office has never in the history as far as I know has ever paid more money than us until now. Councilwoman Baccus asked how much does the sheriff's office pay? Chief Washington saying I think they are about $3000 a year more than what we're paying Councilman Nettles asked so if we bring ours to $15 plus would be above that? Chief Washington said I think we would be competitive. Mayor Boyd said, "And they have take home cars. Chief Washington said, "Some of our employees have take home cars, but there are requirements for them to have take home cars. They have to live within a certain radius, and they have to have a certain rank. They also have to have been working here for a certain amount of time. Mayor Boyd said, "To be competitive, I think it needs to be a $15 an hour minimum and I think there needs to be a take home car if at all possible". Chief Washington said, "If we do that, we will have to purchase more cars which is another…. Councilwoman Baccus said, "I think as far as the take home cars are concerned, I think that is something the Chief and whoever is dispatching decide who's going to do the cars. Chief Washington said we have a policy in place to address that. Councilman Gardner said, "So I'm not going to release the number publicly right now but we have a very limited amount of officers that are on duty he said take home cars that kind of stuff shouldn't it be going to them versus our upper management who they go home and don't come back so my thought is if we are worrying about take home cars we work from the bottom up, and from top down . He said when it comes to pay if you're under $40,000 that's who we need to be focusing on if you were in a $30,000 range that's who we need to be hyper-focused on $15 an hour I think is about $31,000 a year so those are the people we need to focus on but your budget is $1.4 million you are three times the budget just in salaries of any other department we have and I'm just wondering if we're a little top-heavy. Councilman Gardner asked where is all of the money going that we can't pay our guys down the….Chief Washington said, With all due respect I don't control salary. Councilman Gardner said but you control how many employees you have and where they are located. Chief Washington said, I have a certain number of slots that I have been given since I've been here and that has not changed. I have not asked for any additional personnel since I've been here. We are working with what we found when I got here.

Councilman Gardner asked whenever we are low shift are you moving upper management around to fill positions? chief Washington said if there is a need for that, yes. Chief Washington said we will fill in however we have to in order to get the job done. Councilman Gardner said previously we had an SRO issue, and I don't want to get into too much employee stuff without being in executive session. in the future, I guess those positions will have somebody in those seats if somebody is sick? Councilman Gardner said, "Truly yes or no, isn't it"? Chief Washington said, "No it's not. Chief Washington said the SRO issue that you were speaking about there were some circumstances surrounding that, that once I explained those circumstances to the City manager he understood why we didn't have someone sitting there. Chief Washington asked Mr. Payne if he would….Mr. Payne said he did but it's not for public discussion. Chief Washington told councilman Gardner he would explain it to him afterwards. Councilwoman Reed said, I never got the answer to me and I really want them clear because I'm not….you keep going around me because I asked specifically to the water and sewer Director last night what is the qualifications for this and he said there was none so for new employees in that department to be hired at a higher rate than our police officers, I want an explanation because I know what it takes and what he's already outlined as what is required to be a police officer for the City of Darlington they cannot come in without nothing but the director said it to me, I asked the question because that was specific because I did not know that new employees were hired at a higher salary or higher rate than our police officers and that is an issue that has come out and we need to please tell me how that is happening. Councilman Gardner said Chief correct me if I'm wrong….Councilwoman Reed said, I want our city manager because our council people do not have the authority…Councilman Gardner said, I was speaking….councilwoman Reed said, but I was talking to that and I want that clear please let our city manager respond to me. Mr. Payne said Ms. Elaine first of all, I've inherited a budget I did not set it. The budget for the police department what is the budget that was given to the police department. The budget for the water and sewer department is separate. You're not going to see water and sewer on this budget; they do not get paid out of general funds. they get paid out of their business enterprise that is driven by the revenues for water and sewer. He said they had more money because of the revenues that flowed directly in there. That's all I can assume because again I did not write that budget, but I don't want to compare apples to oranges because the police come out of the general fund. The water and sewer employees come out of the water and sewer fund, so at some point in the past those rates were set higher than the other. I'm not saying it's right, it's what happened, do we need to right it, yes. That's why I'm saying we need a wage and compensation and classification study because everybody can come to this podium like the chief is doing now and won't 10% raises, 20% raises, 50% raises; we all want more money but I've got to be able to pay for it so I'm going to go back and I'm going to rework these numbers to try to squeeze more in salaries, but I'm going to have to take from other places because I have a finite amount of money. Councilwoman Reed asked but it does get a follow up so when you do the analysis of that so the water department wouldn't be a part of that. Mr. Payne said it's not a part of this budget no ma'am. Councilwoman Baccus said it should be a part of that analysis. Mr. Payne said I want a classification across-the-board because we all want more but it has to be driven by market rates some may be a little higher so I may be a little lower so I may be right in line I don't know that's why I won't and independent entity without a dog in the fight to give me the ranges so I can make an informed decision.

Councilman Gardner said and you can know if those people are getting paid too much or too little. Mr. Payne said and it may tell me that some people are getting paid too much. There is no rhyme or reason for the way people get paid around here but that study will give me the box that I need to tell me what range I need to be in. Mayor Boyd Said we're at a point in life to where $13.50 used to be good but $13.50 an hour is nothing. Mayor Boyd said $13.50 an hour has always been nowhere near enough for a police officer to carry a gun. He said as chief said you have to have somebody that's vested….the water department guy also might not have the same qualifications as a police person coming in but you still got to have somebody to go out there to fix your water and sewer in the correct way. You've got to have a good qualified person that's going to cut the grass and put the trash can back in…he said every place is important but what I'm asking every person police officers, you've got the opportunity to take one week out of the year two weeks out of the year you can walk in there and check to see if our business licenses are all paid. The guy doing the trash can make sure his trash cans are put back. The lady With the business license can make sure everybody has paid. the lady with the court can make sure everybody has paid. the water department can make sure the water lines are fixed and the drains are fixed but correctly and the roads are patched back so everybody is happy and willing to pay a little more money. Mayor Boyd said we are here to make sure the citizens are safe, to make sure the citizens are happy, and all the employees are looking to do their job properly and the best that they can be then we can make more money and we've got to have more money coming in into our business and not ask businesses to leave our town. Mayor Boyd said we can be here all night talking about this, but we're going to come back to you and we are going to do what we can to make sure our officers can get a take home car they can get the proper guns and uniforms that they need and the same with the fire department. Councilwoman Reed said," And I listen to all of that that you said and that should not be a police officer's responsibility it most certainly should be in codes and inspections". Mayor Boyd said it can be a team effort. (Several council members talking at the same time). Councilwoman Baccus said, "All that sounds well and good but at the end of the day if somebody is on the street with a gun you're looking for the police department. You sure not looking for the water department, or codes or the street department, you're looking for the police department so I think that police department needs a raise. Chief Washington said If there's anything that I said tonight that offended anybody in here please accept my apologies. It was not my intent to offend anybody. Mayor Boyd said and I want to clarify that I didn't say that our officers didn't do any work. I question why there's only….. within our town when I see way more than that and at the end of the month I see two tickets written because there's way more than that. Chief says since you and I talked last we have hired a dedicated traffic unit that will be writing more than two tickets a day.

5 MINUTE BREAK

FIRE DEPARTMENT - PAT CAVANAUGH

Pat said every employee here is underpaid. My guys are no different. He said winter is coming if we are going to do something ….can't figure out how to help John make this work we're going to be losing employees. If I don't have firefighters a new truck is not going to help me. New

turnout gear is not going to help me so I implore you to do what you can. Pat said you cannot look at the fire department as a money-making entity. We do not raise funds, we're here for the public. We generate a little bit of money from the county for providing fire protection district peoples boats cars…..According to our fire agreement that money has to come into the general fund, but it's allocated to the fire department, and we report it every year with the county when we do our audits and send it out. Mayor Boyd asked, "If my house catches on fire and I have house insurance is there not a way that you can collect"? Pat said, "Yes there is". He said in 2019 you allowed us to establish a Cost Recovery Ordinance. He said what it does is we have a company called InnovaPad that we contract with and then when he gets to the house fire or wreck it sends an invoice to the homeowner. He said everybody's insurance has $500 built into it in case you have a fire. Your auto insurance has so much money in case you have an accident. The caveat is this, we bill them. The bill does not go to the citizens. If the insurance company decides they are going to pay, great. If they decide, no we don't collect anything. Pat said we've been doing this two years now and we have $13,000 in this account. Chief Cavanaugh said when we set the ordinance up we did this one thing, we started training firefighters we realized our training budget was hardly anything. We had $200 in the budget. The money according to the ordinance goes into a revolving account that we keep so we can use for training. Chief Cavanaugh said when we get finished with this project we will have erected a 3,700 square foot training center and will not cost the city one dollar. He said they've got things donated, the guys are working hard taking their time going down and welding these things up. That's my goal with this money. He said when we get it finished we'll be able to bring firefighters in and possibly train them. Chief Cavanaugh said, my goal is to have all of you when we have the grand opening to put turnout gear on, put an air pack on, walk in there and see what these guys go through. He said that's what that money does. It does not go to anything budgetary…. Chief Cavanaugh said, I've been talking with John Payne for a while. Yes. I'm like everybody else. I've requested money every year from the previous administration and everything but it's always the same story, you've got to find it first. He said last year we were allocated roughly $491,000 for salaries but if you look at the end result we spent over $600,000. People are going to ask why. One thing you've got to understand, I have three men on shift and two guys during the day. Pat said our ISO rating, which is in the insurance services office which is the people that set the rate for your homeowners owners insurance, has certain standards we have to live up to. He said we have an ISO rating of 3 which means you have really low homeowners fire insurance. He said in order to keep this rating he must keep three men on duty 24 hours at all times. The year we had COVID I had a lot of guys out and I had to spend a lot of money in overtime to keep that staffing. He said there were nights he worked, assistant Chief Bailey worked and whoever I could get to come to cover it. He said that's why the expenses are so high. Councilman Gardner said, you said the previous budgeted salary year was four what? Chief Cavanaugh said the one that was actually approved was $491,817, but in 2019 & 2020 it was $499,000. Chief Cavanaugh said, $538,00 was audited. Chief Cavanaugh said, the projected budget this year is $644,000, I'm sorry let me correct myself. That's because of the overtime . Out of that we also have to consider, the city gives each employee eleven paid holidays. If they work a holiday they get pay. The person that doesn't work the holiday gets a free day off so not only do we accrue vacation time but you can potentially get ten extra days off. He said when a man takes off I've got to cover it. We tried

one time with part time help but Previous management only agreed to give them $8.50 an hour. He said I had seven people, but I've got one left right now that I can get on short notice. Everybody else has gone to work at these places for a ton of more money. He said there's 2640 hours in holiday and paid vacation time. 710 hours I put into special events, Sweet Potato Festival, football games, anything that goes on and we've got to cover, I've got to have people there. Volunteers are great they come in, but I've got to guarantee these people. Councilman Gardner asked what you were budgeted in 2020 2021 salaries. Chief Cavanaugh said the audited amount was $538,163.56. Councilman Gardner asked, what were you budgeted for that year? Kimberly was waiting for the screen to come up so she could give the amount. Chief Cavanaugh said for 2021-2022 I was approved $491,817. I went to $644,587 just in salaries. Councilman Gardner said, "My question is, if the 2020-2021 is the same, I'm just going to use the 2021- 2022 number that approved $45,000 for the budget…with that you could hire a few firemen that could then potentially cover the issues that you have"?. Chief Cavanaugh said that's what we tried to do with the part time staff and as everybody has hired firefighters, they are gone. He said it's the same way with the police department. Kimberly said the 2020-2021 budget for salaries in the fire department was $464,728. Councilwoman Reed asked, but still this higher number is based on these low salaries? (Several members started talking at the same time). Councilwoman Reed said, so you hired the other folks and that's where this higher amount come…Chief Cavanaugh said the higher amount came from having to have my full-time people work overtime to fill those spots. Mayor Boyd asked, what were we budgeted for 2021-2022? Chief Cavanaugh said 2021-2022 was $491,817. Kimberly said that's for this current year. She said last year was $464,728; year before that was $456,597. Chief Cavanaugh said pretty much every fireman back there had COVID. Mayor Boyd said this year we budgeted $491,000, we spent about $633,000 and it's going to be a little bit more than that. And you're saying that's because of having to fill people's spots….Chief Cavanaugh said, when they go out sick. Mayor Boyd asked, if the salaries are raised, does that cure that issue? Chief Cavanaugh said, if the salaries are raised it's going to help us retain people. Mayor Boyd asked, will you still have to have overtime people? Chief Cavanaugh said unless I can get some part time folks in to help cover it but I'm going to be honest with you, no one is going to come do this for $8.50 an hour any more. Mayor Boyd asked, "what are we paying an entry-level person right now?" Chief Cavanaugh said, $10. He said right now he has nine people on shift. Chief Cavanaugh said he has three people at $10 an hour; three people at $10.50 an hour and three captains at $12 an hour. Councilwoman Reed said, "What". Mayor Boyd said, "Don't act surprised now. Don't go ohhh what…Mayor Boyd said we hollered and fussed last year but….(mayor and couple others were talking at the same time). Chief Cavanaugh said a fireman works 2912 a year, a police officer works 2,180 so these guys are working more hours, so their yearly salary is up. We start a fireman out at $29,990 to come in here and work. He said for a while we were doing great. He said two years ago we were comparable with Cheraw and the City of Florence. He said once COVID got over people are going to the City of Florence right now because the starting fireman makes more than my captains make. Mayor Boyd said, you don't have a lot to fine tune. Chief Cavanaugh said, if you look at my budget we had to increase the auto operating expenses to $50,000. Councilman Nettles asked, you don't have any training expenses. Chief Cavanaugh said, that's what I use the cost recovery account for. Mayor Boyd said, let's say we go back to the drawing board, and you start your guys at $15, $16, and $17

instead of $10, $10.50 and $12. Mayor Boyd said you're at $591,000-$633,000 you're already $140,000 or more over budget on that so my question is can you figure that, and would that help with offsetting…because you've got over $140,000 overspent, could that be allocated along with whatever it takes to get them to that level? (Pat and Mayor speaking at the same time) Mayor Boyd asked Chief Cavanaugh if we would still have a lot of overtime. Chief Cavanaugh said, "not if I can get part timers to help. Mayor Boyd asked, part timers will be the person coming in at $10 an hour right now, right? Chief Cavanaugh said, $8.50. If I can get them to $10 I can fill those in. Chief Cavanaugh said here's the other thing you've got to understand…..Mayor Boyd asked, part timers right now come in at $8.50? Chief Cavanaugh said, $8.50. Mayor Boyd asked, how many do you have? Chief Cavanaugh said, I've got one now. I had six. Mayor Boyd asked, "What would you suggest that the part-time rate be"? Chief Cavanaugh said, "At least $10 an hour". Chief Cavanaugh said here's the other thing you've got to understand when someone leaves here…(I had a fireman leave). He had been here five years. He had not taken two vacation days the whole time, so when he leaves we have to pay him out. This man had five years' worth of vacation, holidays…that also skews these numbers because that's wiping me out right there. Chief Cavanaugh said in the last three years I've had four of them all go to Sonoco making $60,000-$70,000 a year. He said he has a fireman leaving in a couple of weeks. He's going to his hometown of Bennettsville. Councilman Nettles said, so you still need staff, you need to increase salaries to keep the staff you have and to gain additional staff, you'll still need part time, and you want to increase them to $10. Councilman Nettles asked, "In doing those things will that eliminate or at least decrease by 50% the overtime that you're currently using". Chief Cavanaugh said, "Yes sir. Councilwoman Baccus said, "So it's more cost effective to do that rather than pay the overtime". Chief Cavanaugh said, "But if you don't keep your full timers then they're going to go, and we'll have to pay them out. He said we're in a catch 22, it's the same thing Kelvin said but it's something we've got to figure out. Mayor Boyd said, we'll go back to the drawing board… Mayor Boyd said, "My suggestion is $12, $15, $16 and $17". Chief Cavanaugh said, "If you all can find that way, I would not complain". Councilwoman Baccus said, "I want to make sure we see a thing to raise the projection for salaries for everybody".

Councilman Milling asked, "Are we looking at trying to deal with this in June whatever or are we going to have another work session or how are we going to address massaging this"? Mr. Payne said, "Keep in mind, once we set revenues and the expenditures, we have to put out a public notice (15 days) in the paper so that's going to hold you back two weeks. So, the latest we can be doing this is mid-June. Mr. Payne said, "If you all want to have another workshop let me work on salaries and give you some scenarios and come back and just do payroll, I'll be glad to do that". Mayor Boyd said, "You're going to have to look at the rest of the line items to see what you can chip". Mr. Payne said, "I know. We don't need to discuss that. I guess we're all fine with it if the departments are fine with chipping something away". Councilman Milling said, "They also have the recovery funds. I know that the water department… the water department has some requirements even by the bond. I remember Kim saying we've got to go up so much on our water rate in order to keep that contract, in essence, not in default but if we only went up the minimum amount to comply with the contractual language in the bond can the balance at least for this next budget year can some of that be made up with the ARP? Mr.

Payne said, “That money in that fund is a business enterprise it has to stay in that fund”. Kimberly said, “And bond covenants prevent you from being able to spend it on general fund related expenses”. Councilman Milling said, “So we can’t use the rescue funds to put into the water department?”. Mr. Payne said, “Oh yes, you can do that. You just can’t pull it out”. Councilman Milling said, “Well that’s what I was talking about. Kimberly said it’s only for water and sewer improvements; you can’t use it on salaries; only premium pay. Councilman Milling asked, “We couldn’t use it to make up water rates”? Kimberly said, “No”. Councilman Gardner said, “I’m not necessarily comfortable…If we’re going to raise the salaries we need to be able to budget for it because we’re not going to get the ARP money next year”. Mr. Payne said, “But we will have additional revenues from some FILOTs that are coming on. He said it will be a considerable amount that will come on. He said that is why we increased the budget today $65,000 more dollars because we expect a little more than that but I’m not going to budget the entire amount. Mr. Payne said I’d rather be under budget and get more in my pocket next year and there will be several times more than that. Mr. Payne said if you would prefer I can take what we would allot for this coming year for the premium pay, and I can move it over and I can make up some salaries. Kimberly said, “What I suggested was we do it more frequently, like quarterly”. Mr. Payne said, “We can do that and that way that doesn’t….what I’m hearing from the council is they want payroll to go up. These are premium bonuses. It’s two separate things. Mr. Payne said, “I’m saying meld them together potentially or…like I said a person making…a fireman or a police officer making $40,000 a year…I know Chief wants to bump them 10% but they’re going to get a $4,000 ARP payment over this next year. That's a 10% bonus right there”. Mr. Payne asked, “Do you want me to just focus on just increasing salaries or do you want me to also include the ARP money”? Mayor Boyd said, “I want the ARP money included. It was already a bonus”. Mr. Payne said, “OK then this 2%-3% you’re talking I mean for a $40,000 person that’s a 10% boost in one year. Now that’s a bonus, but that’s10%. That’s nothing to sneeze at. Councilman Milling asked, “Are the other communities giving the bonuses as well as the increase in base salaries”? He said if that’s happening in other communities then it’s not going to be as impressive. Mayor Boyd said, “And the employee doesn’t look at it that way”. I understand that it is, but the employee looks at it like the water bill. The water bill is all of the stuff that’s on the water bill. The employee looks at it as this is my salary and that was given to me because of Covid, it’s a bonus and not part of my salary”. Mr. Payne said, “But on their w-2 they’re going to have that extra money and it is money in their pocket”. Mr. Payne said, “I understand and I’m looking at it two different ways. I’m trying to split the baby here is what I’m doing. Mayor Boyd said, “I would like for us to see if we can get the salaries to where they need to be, and fine tooth comb all those lines to see what can be cut. Mayor Boyd said everybody (each department) is supposed to be going out and collecting what money is supposed to be coming in. Councilman Gardner said, “I think the key to this is, we need to work from the bottom. Not $60,000 and above”. Mayor Boyd said, “They all need it”. Councilman Gardner said, “They all need it but, right now we’ve got to concentrate on the bottom”. Councilman Nettles said, “From what I understand, the police department and fire departments don’t have any $60,000 and above”. Mr. Payne said, “I’ll do both and I’ll bring both of them back to you”. Mayor Boyd said, “But I kind of also agree that if somebody that’s making $60,000, they are able to make it better than somebody making $10 an hour, but still, it’s not fair”. Councilwoman Baccus said, “We can’t say that because we don’t know their living situation. Councilwoman

Baccus said you can't say just because they made $60,000…Mayor Boyd said, "I said it's easier, but it's not fair. Mayor Boyd said they all need a raise".

ADJOURN

Councilman Howard Nettles made a motion to adjourn the meeting at 9:41 PM. Councilman Bryant Gardner seconded the motion. Councilpersons Elaine Reed, Sheila Baccus, John Milling, John Segars and Mayor Curtis Boyd voted in favor of the motion.

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Mayor

ATTEST:

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Clerk & Treasurer