

A regular meeting of the James Island Public Service District (JIPSD) Commission was held at 7:00 p.m. on March 25, 2019, in the conference room of the JIPSD offices located at 1739 Signal Point Road, James Island, South Carolina.

Present at the meeting were the following members: Alan Laughlin, Chair, who presided; Inez BrownCrouch, Marilyn Clifford, Sandi Engelman (left at 7:43 p.m.), Eugene Platt, Meredith Poston (left at 8:38 p.m.) and Kathy Woolsey.

Also present were: Robert Wise, Administrator; C. D. Rhodes, Attorney; James Game, Interim CFO; Lisa Kluczinsky, Human Resources Director; Tamara White, Administrative Coordinator; Chris Seabolt, Fire Chief; Shawn Engelman, Deputy Chief of Administration and JIPSD Safety; Steve Aden, Director of Fleet Services; Walter Desmond, Director of Solid Waste Services; David Hoffman, Director of Wastewater Services; Jeff Cohen, Assistant Director of Wastewater Services; David Major, Facilities Maintenance Specialist and Officer Alan Ali, Charleston County Sheriff's Office.

Mr. Laughlin called the meeting to order.

Ms. Clifford led the invocation and moment of silence, followed by the pledge to the flag of the United States of America.

1. The Freedom of Information Act Report – In compliance with the Freedom of Information Act, notice of this meeting and its agenda were provided to all news media and persons requesting notification.
2. The roll was called.
3. Oral and Written Petitions – none
4. Approval of Minutes
 - A. **Mr. Platt moved to approve the Regular Commission meeting minutes of February 25, 2019, seconded by Ms. BrownCrouch. A roll call vote was taken, and the motion carried unanimously.**
 - B. **Mr. Platt moved to approve the Special Commission meeting minutes of March 6, 2019, seconded by Ms. Poston. A roll call vote was taken, and the motion carried unanimously.**
5. Introduction of New Associates
 - A. Chief Seabolt introduced Firefighters: Joshua Carpenter, Allan Hickman, Donald Holm, Shawn McFarland, Scott Strandberg and Kyle Tillman.
6. February 2019 JIPSD Management Report
 - A. Mr. Wise presented the report and mentioned revisions placed at the Commissioner's desk.
 - B. Mr. Wise reviewed the budget calendar and suggested that the Commission meet on April 8th for a capital improvement plan workshop. Discussion followed.
 - C. Mr. Wise also mentioned that the January taxes have been received from the City of Charleston, the rate study is about fifty percent completed and the presentation meeting is on target, and the bid process is coming for the asbestos removal at Fire Station 1.
7. Commission Related Business Conversations
 - A. Mr. Laughlin requested that internal emails go to the JIPSD provided email address.

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8. Resolution No. 19-03 Consent to Invest with the SC Local Government Investment Pool
- A. **Ms. BrownCrouch** moved to accept Resolution No. 19-03 by the James Island Public Service District for the consent to invest with the South Carolina local government investment pool, seconded by **Ms. Poston**. A roll call vote was taken, and the motion carried unanimously.
9. Resignation of the Chief Financial Officer
- A. **Ms. Woolsey** moved and stated: The James Island Public Service District thanks Susan Gladden for her many years of devoted and excellent service to the District its Chief Financial Officer, seconded by **Ms. Poston**. A roll call vote was taken, and the motion carried unanimously.
- B. **Ms. Woolsey** moved and stated: We greatly regret the loss of her knowledge and expertise. We will miss her guidance and counsel as the Commission makes financial decisions over the coming years. **Ms. Clifford** seconded the motion. A roll call vote was taken, and the motion carried unanimously.
- C. **Ms. Woolsey** moved and stated: We wish Susan Gladden success in her future endeavors. **Ms. Clifford** seconded the motion. A roll call vote was taken, and the motion carried unanimously.
- D. **Ms. Woolsey** moved and stated: The Commission recommends Susan Gladden to any future employer without reservation. **Ms. Clifford** seconded the motion. A roll call vote was taken, and the motion failed 2 to 5 as follows:
- | | |
|------------------------|------------|
| Ms. BrownCrouch | Aye |
| Ms. Clifford | Nay |
| Ms. Engelman | Nay |
| Mr. Laughlin | Nay |
| Mr. Platt | Nay |
| Ms. Poston | Nay |
| Ms. Woolsey | Aye |
- E. **Ms. Woolsey** moved and stated: The Commission apologizes on behalf of the District for the conditions that led to Susan Gladden's resignation. **Ms. BrownCrouch** seconded the motion. A roll call vote was taken, and the motion failed 2 to 5 as follows:
- | | |
|------------------------|------------|
| Ms. BrownCrouch | Aye |
| Ms. Clifford | Nay |
| Ms. Engelman | Nay |
| Mr. Laughlin | Nay |
| Mr. Platt | Nay |
| Ms. Poston | Nay |
| Ms. Woolsey | Aye |
10. Amendments to the District's Grievance Policy
- A. **Ms. Woolsey** moved and stated: Grievants who have been discharged and continue to meet all applicable deadlines shall receive pay and benefits until the Commission either approves and adopts the District Administrator's recommendation or makes its own determination. **Ms. BrownCrouch** seconded the motion. Discussion followed. **Ms. Woolsey** withdrew the motion.

- B. **Ms. Woolsey moved and stated: Regardless of any other provision of the District's Grievance Procedure, the Commission is not limited to reviewing the report of the Grievance Committee and may obtain and review employment files, question the grievant, the District Administrator, or any other employee, and otherwise obtain all information it finds necessary to make its own determination. Ms. BrownCrouch seconded the motion. A lengthy discussion followed. A roll call vote was taken, and the motion carried 5 to 1 as follows:**

Ms. BrownCrouch	Aye	
Ms. Clifford	Aye	
Ms. Engelman		Absent
Mr. Laughlin	Nay	
Mr. Platt	Aye	
Ms. Poston	Aye	
Ms. Woolsey	Aye	

Per Mr. Laughlin's instructions, the motion is effective May 1, 2019, as written.

- C. **Ms. Woolsey moved and stated: If the grievance is against the District Administrator, the Grievance Committee's findings of fact, statements of policy, and final decision shall be provided directly to the Commission through its Chair. The Commission is not bound by the action of the Committee. If the Commission approves the Committee's report, the decision is final. If the Commission does not approve the report of the Committee, the Commission shall make its own determination through an executive session. The Commission's decisions shall be final, with copies transmitted to the employee and the District Administrator. Any consequence for the District Administrator must comport with any relevant provision of the District Administrator's contract. Ms. BrownCrouch seconded the motion. For the record, Ms. Woolsey stated: "I felt like employees might have been intimidated to say that they report the grievant because they might worry about themselves getting fired or they felt like they had to agree with the Administrator to keep their job, and so the people that would be answering directly to the District Administrator would be able to come to the Commission and that we could make our own decision, but we would still have the grievance committee's finding of fact and statements of policy and all that. I guess, I just felt like employees just didn't have the opportunity to, they were maybe worried about keeping their own job if they support an employee that has a grievance against the District Administrator." Mr. Wise requested that Ms. Woolsey's explanation is verbatim in the record and stated: "I emphatically disagree with you that I would ever influence anyone that works for me for any biased reasons that you have, and if my committee that's sitting out there, at least the Chair, would like to respond to that, if he feels comfortable, I would like you to do so. Did I ever coerce you or threaten you or your job if you didn't answer that question or agree with the termination? Ms. Woolsey stated that she felt this was very unfair and he is still obliged to agree with Mr. Wise to keep his job. Mr. Desmond stated on behalf of himself and the Grievance Committee that none of them felt threatened in any way, shape or form and it is just completely not true. Further discussion followed.**

A roll call vote was taken, and the motion failed 1 to 4 as follows:

Ms. BrownCrouch	Abstain
Ms. Clifford	Nay
Ms. Engelman	Absent
Mr. Laughlin	Nay
Mr. Platt	Nay
Ms. Poston	Nay
Ms. Woolsey	Aye

11. Committee and JIPSD Representative Reports

- A. Mr. Platt reported on the March 25th Administrative Committee meeting and stated that the Committee voted to recommend Anderson, Reynolds and Stevens, LLC to the full Commission. Discussion followed. **Mr. Platt moved to accept the Administrative Committee's report to continue with Anderson, Reynolds and Stevens, LLC. A roll call vote was taken, and the motion failed 1 to 5 as follows:**

Ms. BrownCrouch	Nay
Ms. Clifford	Nay
Ms. Engelman	Absent
Mr. Laughlin	Nay
Mr. Platt	Aye
Ms. Poston	Nay
Ms. Woolsey	Nay

- B. Ms. BrownCrouch moved to invite the three attorney firms to the April regular meeting. Mr. Platt seconded the motion. A roll call vote was taken, and the motion carried unanimously.

Ms. BrownCrouch	Aye
Ms. Clifford	Aye
Ms. Engelman	Absent
Mr. Laughlin	Aye
Mr. Platt	Aye
Ms. Poston	Aye
Ms. Woolsey	Aye

- C. Mr. Platt moved to accept the Administrative Committee's report to begin the search for District Manager. A roll call vote was taken, and the motion carried unanimously.

Ms. BrownCrouch	Aye
Ms. Clifford	Aye
Ms. Engelman	Absent
Mr. Laughlin	Aye
Mr. Platt	Aye
Ms. Poston	Absent
Ms. Woolsey	Aye

- D. Mr. Platt moved to accept the Administrative Committee's report to adopt Resolution No. 19-01 by the James Island Public Service District to Promote Accountability to Constituents. A roll call vote was taken, and the motion failed 2 to 3 as follows:

Ms. BrownCrouch	Nay	
Ms. Clifford	Aye	
Ms. Engelman		Absent
Mr. Laughlin	Nay	
Mr. Platt	Aye	
Ms. Poston		Absent
Ms. Woolsey	Nay	

12. Unfinished Business – none

13. New Business

- A. Ms. BrownCrouch explained that she would like to hear from the department heads about what is going on in their departments. Mr. Wise offered to expand on the management report to accommodate her request. Ms. BrownCrouch concurred with his offer.

14. Correspondence and/or Newspaper Article

- A. Mr. Laughlin briefly mentioned the packet correspondence.

15. Oral and Written Petitions – none

16. Executive Session

- A. Mr. Laughlin moved to enter into executive session in accordance with § 30-4-70 (a) and (b), Code of Laws of South Carolina, as amended, for legal consultation for consideration of an MOU with the Town of James Island. Ms. Clifford seconded the motion. A roll call vote was taken, and the motion carried 4 to 1 as follows.

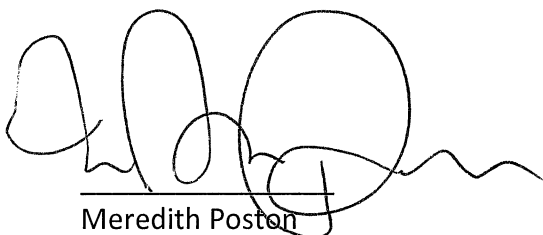
Ms. BrownCrouch	Aye	
Ms. Clifford	Aye	
Ms. Engelman		Absent
Mr. Laughlin	Aye	
Mr. Platt	Nay	
Ms. Poston		Absent
Ms. Woolsey	Aye	

- B. The Commission entered into executive session at 8:52 p.m.

- C. The Commission returned to regular session at 9:32 p.m. No action was taken.

17. Ms. Clifford moved to adjourn, seconded by Ms. BrownCrouch. A roll call vote was taken, and the motion carried unanimously.

18. Mr. Laughlin adjourned the meeting at 9:32 p.m.



Meredith Poston
Secretary
MP/TW