

**City of Pickens
Regular Meeting
March 10, 2025
6:00 P.M.**

The Mayor and City Council convened at City Hall 219 Pendleton Street, Pickens S.C. for a Regular Meeting. Agendas were posted and sent to media on March 7, 2025.

Council Members in Attendance:

Mayor, Isaiah Scipio
Mayor Pro-Tem Cameron Rivers
Council Member, Floyd Rogers
Council Member, John McManus
Council Member, Ray Wilson
Council Member Allie Winter

Staff:

Administrator Tim O'Briant
Finance Director, Mandy Hess
Public Works Director, Trey Adams
Police Chief, Randal Beach
Recreation Director, Jonathon Morris

(The minutes are a synopsis of the meeting, and they are not a verbatim discussion. full viewing and recording of the meeting is available on the City of Pickens Web-page and Facebook. Also, the full agenda packet with all departmental reports are available in the City Clerk's office).

WELCOME AND CALL TO ORDER:

Mayor Scipio called the meeting to order and welcomed those in attendance. Council Member Floyd Rogers gave the invocation followed by the Pledge of Allegiance.

COMMENTS FROM MAYOR SCIPIO:

Mayor Scipio stated he would like for citizens not to get their news and City information from social media outlets. Please call City Hall or the Mayors office for accurate information.

COMMENTS FROM CITIZENS:

Jaden Craig. Ms. Craig stated she was happy to see the Proclamation for Child Abuse Prevention on the agenda and stated it is good to provide safe spaces for children

REQUEST FOR FUNDING, AZALEA FESTIVAL 2025:

Jeff Hogan, Treasurer of the Azalea Festival came before Council to announce the upcoming Azalea Festival April 25 and 26 2025. Mr. Hogan had some discussion with Council regarding the size of the festival and ways it may be improved. Mr. Hogan requested \$7,500.00 to assist with this event. >>Motion was made by Council Member John McManus, seconded by Council Member Ray Wilson and unanimously approved to fund \$7,500.00 to the 2025 Azalea Festival.

ADMINISTRATOR'S REPORT:

Tim O'Briant advised Citizens, Mayor, and Council about the following items:

- Mr. O'Briant presented the budget calendar and advised Council there are many ways to design how to present and approve the budget. There will need to be budget work sessions and discussions with departments. Tim O'Briant stated he will present a balanced budget and by State Law the budget must be approved by June 30, 2025.
- Council was informed the Clerk has all the request for proposals that have been submitted for building inspections. Those can be discussed at the pleasure of Council.

FINANCE DIRECTOR'S REPORT:

Finance Director Mandy Hess went over her report that was provided in the agenda packet to both Council and the public.

- Ms. Hess informed Council about an Item that was not in the agenda packet was the Doodle Commercial Deposit (CD) matures on April 5th, 2025. Ms. Hess stated if council would like those funds moved to the Local Government Investment Pool or other financial institutions, she will need to know. Ms. Hess recommended the funds in the amount of \$50,438 be moved to the LGIP. Council Member Cameron Rivers stated he would like more time to discuss this issue. Mayor Scipio stated moving these CD's have been discussed at several meetings. Mr. Rivers stated he would like to know more about other financial institutions prior to moving the funds. Tim O'Briant commented that local government funds were more restricted and did not get the best interest rates.

>>Motion was made by Council Member Floyd Rogers and seconded by Council Member Allie Winter to move the funds to the LGIP. Motion carried with all members voting in favor with the exception of Council Member Cameron Rivers who opposed. Motion carried with a 5-1 vote.

APPROVAL OF MINUTES:

>>Motion was made by Council Member Allie Winter, seconded by Council Member Floyd Rogers, and unanimously passed to approve the minutes as follows.

FEBRUARY 10, 2025 – Regular Meeting

FEBRUARY 24, 2025 – Work Session

PROCLAMATION TO RECOGNIZE APRIL AS CHILD ABUSE PREVENTION MONTH:

Mayor Scipio read the Proclamation and thanked the Victim's Advocate and Police Department for all they do for the children. Council Member Floyd Rogers stated he was most thankful for the proclamation and expressed the importance of holding a safe space for our children. Chief Beach thanked Council for the proclamation and stated Brittany Roper is the City's Victims Advocate and this is a project that is important to her in her role for victims.

APPROVAL TO IMPLEMENT THE COMPENSATION AND MARKET ANALYSIS FOR THE CITY OF PICKENS AS RECOMMENDED BY EVERGREEN SOLUTIONS, EFFECTIVE JULY 1,2025:

- Administrator Tim O'Briant went over the different concepts as discussed by Council for approving the classification/pay study. Mr. O'Briant discussed the police and fire step method regarding rank and certifications. Also, there was discussion about the method of salaries at entry, mid-level, and maximum levels. Mr. O'Briant stated that Evergreen has proposed this study to Council to place the City of Pickens pay ranges to a competitive/market level. Mr. O'Briant reminded Council of the long-term commitment to this plan, and that it would be a reoccurring expense. Tim O'Briant stated he and the Finance Director are prepared to execute however the Council desires.

>>Mayor Scipio asked Department Heads how they perceived the study. Department Heads in attendance stated from the previous presentations, the study seemed to fair and they were looking

forward to implementation. Mayor Scipio thanked the Department Heads for their thoughts and the challenging work they each do as public servants.

>>Council Member Floyd Rogers requested to place a motion on the floor for further discussion. Council Member Floyd Rogers moved to implement the compensation and market analysis for the City of Pickens as recommended by Evergreen Solutions, effective July 1,2025, motion was seconded by Council Member Allie Winter.

>>Council Member John McManus inquired about dealing with the Department Head classifications separately. Mr. McManus reasoned that some classifications are not equitable for a promotion when experience and knowledge is not adequate. Likewise, some classifications may not be enough. Tim O'Briant stated this study does have the flexibility for the Administrator and Council to look at all positions based on experience, education, and other factors. Mayor Scipio stated he believes this to be a Human Resource issue, and the ranges of minimum-range, mid-range and maximum-range gives many ways to place applicants in the proper pay range based on criteria. Mr. McManus stated this is a critical decision and he wants to make sure the classification ranges are correct. Tim O'Briant stated while it is true the City is establishing a "floor" for all job classifications, he feels the Administrator has the flexibility to bring pay ranges back to Council, especially for Department Head levels and other unique issues. Mr. O'Briant stated the study gives the City a starting point of market equity.

Mr. McManus inquired about the approval of the COLA policy and the Compensation policy. Mayor Scipio stated he would place those policies on the Work Session of 3/24/25.

Council Member Cameron Rivers stated he understood the Department Heads were going to be managed separately. Mr. Rivers stated he is not opposed to the concept of the market and other benchmarks for the compensation study, but he feels Council clearly discussed handling parts of the study in a separate manner and reviewing some of the analysis.

>>Mayor Scipio called for the vote on the motion as stated to implement the compensation and market analysis for the City of Pickens as recommended by Evergreen Solutions, effective July 1,2025. All Council Members voted in favor with the exception of Council Member Cameron Rivers who opposed. Motion carried with a 5-1 vote.

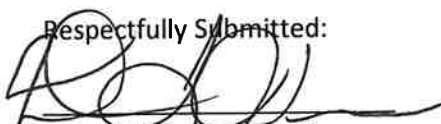
COMMENTS FROM COUNCIL:

- Council Member John McManus stated he would like to investigate a resolution or some form of communication to our Representatives that would leave Day Light Saving Time unchanged. Many States have done this, and he would like to know how this subject can be brought forward.
- Mayor Scipio stated that he has spoken with the Deacon Board at the First Baptist Church, and they are planning on a Historical Marker at Legacy Square.
- Council Member Floyd Rogers stated he enjoyed the Council having executive session and being able to speak freely with each department head. He appreciates all they do.

ADJOURNMENT:


Hearing no further business, Mayor Scipio called for the motion to adjourn. Motion was made by Council Member Allie Winter, seconded by Council Member Floyd Rogers, and unanimously approved to adjourn. Pickens City Council stood adjourned at 7:34 p.m.

Respectfully Submitted:



Donna F. Owen, City Clerk

Approved:



Isaiah Scipio, Mayor