



Richland County Council

ADMINISTRATION AND FINANCE COMMITTEE

April 23, 2019 – 6:00 PM

Council Chambers

2020 Hampton Street, Columbia, SC 29204

COMMITTEE MEMBERS PRESENT: Joyce Dickerson, Chair; Bill Malinowski, Yvonne McBride, Joe Walker and Dalhi Myers

OTHER COUNCIL MEMBERS: Paul Livingston

OTHERS PRESENT: Michelle Onley, Trenia Bowers, Kimberly Williams-Roberts, Larry Smith, Stacey Hamm, Ashiya Myers, Ashley Powell, Jennifer Wladischkin, Valeria Davis, John Thompson, Clayton Voignier, Geo Price, John Hopkins, Donny Phipps, Jeff Ruble, Brian Crooks, Nancy Stone-Collum, Tammy O'Berry, Chris Eversmann and Synithia Williams

1. **CALL TO ORDER** – Ms. Dickerson called the meeting to order at approximately 6:00 PM.
2. **APPROVAL OF MINUTES**
 - a. March 26, 2019 – Ms. McBride moved, seconded by Mr. Walker, to approve the minutes as distributed.

In Favor: Malinowski, Walker, Dickerson and McBride

Present but Not Voting: Myers

The vote in favor was unanimous.
3. **ADOPTION OF AGENDA** – Mr. Malinowski moved, seconded by Ms. McBride, to adopt the agenda as published.

In Favor: Malinowski, Myers, Walker, Dickerson and McBride

The vote in favor was unanimous.
4. **ITEMS FOR ACTION**
 - a. Explore developing municipal enterprises for economically distressed communities with conservation and other properties owned by Richland County [N. JACKSON] – Mr. Malinowski stated he would like to see a map of the County, which shows the locations of the economically distressed communities, so we know where we need to look.

Mr. Malinowski moved, seconded by Mr. Walker, to forward to Council with a recommendation to direct staff, by way of the Administrator, to explore the mechanics, feasibility and

appropriateness of municipal enterprises for economically distressed communities and determine appropriate and applicable utilization of vacant and other property owned by Richland County, under the direction of a Revivify Richland Task Force as a subsequent element of the Revivify Richland Strategic Framework.

In Favor: Malinowski, Myers, Walker Dickerson and McBride

The vote in favor was unanimous.

- b. Develop incentives and tax credits for Green Economy. This promotes green collar jobs in environmentally focused industries in environmentally sensitive areas [N. JACKSON] – Mr. Ruble stated staff’s recommendation is to direct the Economic Development Department to consider all existing federal, state and local incentives, loans, grants and/or programs available to establish and/or grow green economy in Richland County and apply them when/where appropriate. He stated, as a practical matter, they already do this. In the past couple years, they have recruited and incentivized a company that does wind energy. They are currently negotiated with a company that is hoping to build a solar farm. In addition, they are negotiating with a waste energy type company.

Mr. Malinowski stated in the briefing document it referenced a NACo June 2010 publication about counties growing green. He would hope that we would base any decisions on something a little more recent than that. We also used to have an employee, Anna Lange, that worked in an area for green items in the County. We may want to go back and look at some of her work, and what Council did with her recommendations.

Mr. Malinowski moved, seconded by Ms. Myers, to forward to Council with a recommendation to direct Economic Development, in conjunction with staff, to come up with more recent information than the June 2010 NACO documentation, and have information that was previously provided by Anna Lange reviewed and provided to the Economic Development Director for actions he deems appropriate.

In Favor: Malinowski, Myers, Walker, Dickerson and McBride

The vote in favor was unanimous.

- c. I move that Richland County remove the salary history question on employment applications in an effort to ensure fair hiring practices. The mandated change should apply to employment applications in print and online and the salary history question should also be removed from verbal interviews and employments screenings [TERRACIO] – Ms. Terracio stated one of the key contributing factors to the gender wage gap is salary history information. For example, when women leave the workforce for a period of time to do childcare, they may go to a part-time situation, they may leave the workforce to care for their elderly or ailing family members, and when they re-enter the workforce they are penalized by the salary they may have had 10 years ago. This would serve as both a step toward improving our Human Resources hiring practices, as well as, serve as an example to other employers in the region that this is a step in the right direction to close the gender wage gap.

Mr. Malinowski stated, with all due respect, he disagrees with Ms. Terracio. Based on the information provided on p. 40, where it says, “Many state and local governments have enacted ordinances or policies to ban or limit questions about an applicant’s salary history. However, with all the activity surrounding this issue there has not been any single successful confirmed solution. Based on the results of this study, one may conclude not revealing salary history actually worked against the women, and in favor of the men. At the very least, this study

indicates simply removing the salary history question does not adequately address wage differenced based on gender.

Mr. Malinowski moved, seconded by Mr. Walker, to forward to Council with a recommendation to receive the analysis as information, as well as, support fair hiring practices.

Ms. Myers stated, for clarification, Human Resources based the analysis on one study that there was not enough evidence from that study to suggest that banning that information in the application hiring program did not seem to advance the cause. She inquired if they looked at anything that suggested otherwise.

Ms. O'Berry stated they found studies that had theories one way or the other, but not have not found any definitive proof that there was a positive influence on women. They felt there were a lot more pieces to the puzzle that needed to be added rather than just taking salary history off, if Council wanted to head in this direction.

Ms. Myers stated she knows you have this study that says it does not help, and in some cases, has hurt. Do we have evidence that says having the information has hurt?

Ms. O'Berry stated they have not found any conclusive national studies that would help us to say that it actually helped or hurt at the level they would like to see. One of the major points Mr. Hanna was trying to make was that, if we were to move forward, we would need to do some other things. For example, train our managers on how to figure out a salary, when they do not have a salary history. Banning the box, without putting more investment in to teaching our managers how to determine salaries upfront, we could possibly be hurting/helping people.

Ms. McBride inquired if Ms. O'Berry contacted any other counties or states that are currently not putting the salary on the application.

Ms. O'Berry stated they did not.

Ms. McBride stated it might be good if we could see their perspective, in terms of, we have done it for the last "XXX" number of years, and these are the results that could help us. She requested that this item be held in committee until we receive additional information regarding what other counties are doing.

Ms. Terracio stated she recognizes that there is no one magic bullet that is going to fix the historic wage gap that has persisted over the years. This could be one thing, and perhaps when we look at our Total Rewards Program, we could look more holistically at proactive steps to be an employer that closes the gap.

Mr. Malinowski moved, Ms. McBride, to defer this item until the May committee meeting.

In Favor: Malinowski, Myers, Walker, Dickerson and McBride

The vote in favor was unanimous.

- d. United Way Lease Agreement Renewal – 2000 Hampton St. – Ms. A. Myers stated the lease agreement before you, was signed by a previous Council Chair. The lease agreement was drafted by the Legal Department, and they do not suggest any changes to the document. Nor does the Risk Management Department.

Mr. Malinowski inquired if any audit has been conducted on the Community Partners of the Midlands, LLC.

Ms. A. Myers stated, to her knowledge, there has not been one.

Mr. Malinowski stated the organization is referenced as “Community Partners of the Midlands, LLC (a corporation of the United Way of the Midlands)” and as “United Way of the Midlands.” He stated it needs to be consistent throughout the document.

Ms. McBride inquired if they are maintaining the space they have, or are they requesting additional space.

Ms. A. Myers stated she did not have a request for additional space. It should be the exact same agreement.

Ms. McBride inquired if all of this space is being utilized.

Ms. A. Myers, to her knowledge, it is. The building has been fitted specifically for the clinics.

Mr. Walker moved, seconded Mr. Malinowski, to forward to Council to renew the lease with Community Partners of the Midlands, LLC, a corporation of the United Way of the Midlands, for use of approximately 7343 sq. ft. as an eye and dental clinic on the third and fourth floor of 2000 Hampton Street.

In Favor: Malinowski, Myers, Walker, Dickerson and McBride

The vote in favor was unanimous.

- e. Corley Construction, LLC Payment Authorization – Mr. Voigner stated staff is recommending authorization of payment in the amount of \$29,456.15 to Corley Construction, LLC for completed demolition work to prevent contractual late fees.

Mr. Malinowski inquired as to when it was known this cost would exceed the \$100,000, and the need to bring it to Council.

Mr. Phipps stated Ms. Kecia Lara resigned and this got overlooked. He stated they can avoid the penalty if we pay it before April 30th. The penalty is \$441.

Mr. Malinowski stated the problem is this has to move to Council, which will be May 7th, so he does not know how we can avoid that.

Mr. Malinowski moved, seconded by Ms. Myers, to forward this to Council with a recommendation to authorize payment of \$29,456.15 to Corley Construction, LLC for completed demolition work.

Ms. Myers offered a friendly amendment that we have the Legal Department to get in touch with Corley Construction and make them aware of the omission and see if they will give us an extension.

Mr. Malinowski accepted the friendly amendment.

In Favor: Malinowski, Myers, Walker, Dickerson and McBride

The vote in favor was unanimous.

- f. Mountainbrook Ditch Stabilization Project – Ms. Wladischkin stated the Mountainbrook Ditch Stabilization Project was issued as a Request for Bid. In the packet is the bid tabulation, and they have identified the award should go to Clearwater Consultants.

Mr. Malinowski stated it shows on the map a channel flowing through the rear of several residential properties. He inquired if the storm drain located on County property or private property.

Ms. Williams stated this is a ditch line that Public Works Department currently maintains. They spray and cutback on the ditch once a year. It is currently under our maintenance easement. It has been eroding severely for several years, and exposing sewer lines and taking away backyards.

Ms. Myers moved, seconded by Mr. Malinowski, to forward to Council to award the Mountainbrook Ditch Stabilization Project to Clearwater Consultants.

In Favor: Malinowski, Myers, Walker, Dickerson and McBride

The vote in favor was unanimous.

- g. Award for Mobile Home Park Demolition – Percival Road – Mr. Voignier stated staff is recommending to award Carolina Wrecking, for their bid of \$244,900, for the demolition of the mobile home park project located at 2311 Percival Road. This was approved under the FY18-19 CDBG Action Plan.

Mr. Malinowski stated, in the past, there was federal funding that could be applied for, and available when we were dealing with asbestos abatement. He inquired if we have attempted to receive any of those funds.

Mr. Voignier stated they have not looked into that, but can certainly do so.

Mr. Malinowski inquired about what happens to the property once it is cleaned up.

Ms. Davis stated the project is a true unsafe housing demolition that is under the “Unsafe Housing Division”. Because of the potential hazards and other issues that may live on the property, it simply clears the blight on the property. It could be redeveloped, at a later date.

Mr. Malinowski stated, for clarification, it stays under the owner of the current owner.

Mr. Smith stated he does not know that demolishing this gives the County any ownership interest in it, so he would say the property would remain with the current owner.

Mr. Malinowski inquired as to where the debris will go.

Mr. Phipps stated the asbestos material should be removed, but if not, it will go to a landfill that handles asbestos material.

Mr. Malinowski moved, seconded by Ms. Myers, to forward to Council with a recommendation to award the contract to Carolina Wrecking for their bid of \$244,900 for the demolition of the mobile home park project located at 2311 Percival Road. In addition, to direct staff to research the possibility of securing federal funding to be utilized to offset the use of CDBG funds.

In Favor: Malinowski, Myers, Walker, Dickerson and McBride

The vote in favor was unanimous.

- h. Total Rewards Implementation – Ms. O’Berry stated this matter was previously discussed at the Council Retreat and a subsequent work session. She stated she believes there were several questions asked about our pay rates compared to minimum, poverty levels, etc. That information is available if anyone would like to review it. Staff is recommending that we adopt the recommendation of the Total Rewards Study and support the actions necessary for Richland County Government to become an Employer of Choice.

Ms. Myers inquired what the schedule for funding.

Ms. O’Berry stated, at this time, they are requesting the \$1.4 million, plus benefits to bring employees to the minimum of the proposed pay structure ranges.

Ms. Myers inquired about the overall schedule for the \$11 million and if this includes all departments, including the Legal Department.

Ms. O’Berry stated it does include all the departments.

Mr. Smith stated he thinks she is correct that it includes the Legal Department. The issue is whether or not the study included the position of the County Attorney.

Ms. O’Berry stated there are currently about 7 positions outstanding for Elected and Appointed Officials that the vendor is finalizing. They do not have the data back on those positions.

Ms. Myers stated she is in favor of the study. She is only asking for the dates for when we plan to implement all of the pieces, and when we plan to have the information for employees not included in this analysis.

Ms. Myers moved, seconded by Ms. McBride, to forward to Council with a recommendation to adopt the recommendation of the Total Rewards Study and support the actions necessary for Richland County Government to become an Employer of Choice. In addition, that the Human Resources Department will provide an implementation schedule and additional information for those positions not include in the original analysis.

Mr. Malinowski inquired as to what will be done for the employees that are already above the minimum and median.

Ms. O’Berry stated they would like to use the fund already dedicated by Council to bring employees to the minimum. Those employees that are above the minimum, we would propose bringing them to an appropriate place within the structure, based on their years of service and performance evaluation.

Mr. Malinowski inquired if that is a part of the proposal, or something that is being added now.

Ms. O’Berry stated it part of the proposal that was presented at the work session, and is included in the packet.

In Favor: Malinowski, Myers, Walker, Dickerson and McBride

The vote in favor was unanimous.

- i. Airport Overnight EAA Camping Event Request – Mr. Eversmann stated the aspect of this that required it to come forward to Council was the issue of a policy, and development of a policy,

relative to overnight stays or camping at the airport. He stated that is not uncommon in small, rural airports or general aviation events, but our airport rules and regulations are silent on it. So, what the Airport Commission has proposed, and they hope Council will endorse, would be the development of a policy on that for future consideration.

Mr. Malinowski moved, seconded by Ms. Myers, to forward to Council with a recommendation to create a policy for overnight use of County facilities by members of the public, to include Risk Management and Legal weighing in on liability issues.

Mr. Walker inquired if we develop a blanket policy for the overnight use of all County facilities, as opposed to a specific policy for the use of the airport, are we opening the door for a large influx of requests and/or liability.

Mr. Smith stated he thinks that the Risk Manager was alluding to, when she talks about this particular item, and whether or not we would be creating a precedent. He thinks there are certain general things that you can put in a policy; however, each request has to be looked at because you talking about different structures and different events, which may create different kinds of challenges. He does not know if you can have one policy that fits all.

Mr. Eversmann stated what had been requested was the overnight event would be under the supervision of an established airport tenant. The tenant is a local chapter of a national organization, and are covered by the insurance of the national organization.

Mr. Walker made a substitute motion, seconded by Ms. McBride, to forward to Council with a recommendation to approve the movie and camping event subject to the direction and oversight of the Airport General Manager, require execution of a Hold Harmless Agreement, and to request the Airport Commission, working with Airport General Manager, to develop an appropriate policy to adopt regarding overnight stays at the Jim Hamilton-LB Owens Airport.

Mr. Malinowski stated he would still like to see Risk Management and Legal work out something that eliminates our liability exposure.

Mr. Walker accepted Mr. Malinowski's amendment.

In Favor: Malinowski, Myers, Walker, Dickerson and McBride

The vote in favor was unanimous.

- j. City of Columbia: Permission to Survey – SS7462 Verch Locke Sewer Lift Station Area – Mr. Eversmann stated this is a routine request that has been coordinated with Economic Development. Richland County is the owner of these adjacent properties. There is an existing sewer easement that covers this area. They are looking at a facility replacement.

Mr. Walker moved, seconded by Mr. Malinowski, to forward to Council with a recommendation to grant permission for the City of Columbia to perform its survey and soil sampling.

Mr. Malinowski noted the attachment was not included in the agenda packet. In addition, he inquired if we need an IGA since we are dealing with another municipality.

Mr. Smith stated, in terms of restoring the property back to the way it was before they went in, that is what he would suggest.

Mr. Malinowski made a friendly amendment to include an IGA with the City of Columbia when the item goes to Council.

In Favor: Malinowski, Myers, Walker, Dickerson and McBride

The vote in favor was unanimous.

- k. Acquisition and Disposal of County Real Property – Draft Policy – Ms. A. Myers stated before the committee is a proposal of staff’s policy, as developed, in response to a request from the previous Property Distribution Ad Hoc Committee. This policy attempts to address that committee’s concerns regarding why property was purchased.

Mr. Malinowski stated on p. 269, it says, “Surplus real property of by one of the following methods” and it lists four (4) methods, but it does not tell us how it will be determined which method we will use. He would like to have some information on that. Also, on p. 270, it says, “...approved by County Council for sale and shall be sold for: (a) Not less than the purchase price originally paid by Richland County”. He stated that may be difficult to achieve at time, and he does not know that we should have that. He thinks it should be a fair market value. In addition, it states, “Sales of real properties with a value under twenty-five thousand dollars (\$25,000) are exempt.” He inquired why that figure was chosen. He stated any property should be done via public notice, and according to one of the method listed on the previous page. This will eliminate any appearance of impropriety by staff members and/or elected officials. Additionally, it says, “The County Administrator or staff shall provide to the County Council an annual report, no later than the first Council meeting in the month of December.” He thinks we need to move it to January or February, since the first meeting in December will not include newly elected officials, and they will be in the dark when they get on board 30 days later. Lastly, it states, “Proceeds from all sale of surplus real property will be placed in the County’s Capital Project Fund...to be used to finance capital projects.” He thinks we need to indicate, if the properties were bought were with Accommodations or Hospitality Tax Funds, it needs to go back to those funds, and not the General Fund. On p. 271, it says, “When listing the real property with a private broker as appropriate and necessary, the County Administrator will solicit and contract with a real estate broker.” He would like to see some language added that it should be a broker in the area where the property is being sold/purchased, so we have someone with some familiarity with the area. In that same paragraph, it says, “Minor transactions under \$100,000 would not require the professional services of a real estate broker.” He is shocked a minor transition is considered under \$100,000 because he does not consider that a minor transaction. He inquired how the transaction would be done. He would like that spelled out.

Ms. Myers requested that any suggested changes be forwarded to staff, so they can be incorporated.

Mr. Malinowski moved, seconded by Ms. Myers, to defer this item.

In Favor: Malinowski, Myers, Walker, Dickerson and McBride

The vote in favor was unanimous.

- 5 **ADJOURNMENT** – The meeting adjourned at approximately 6:54 p.m.