

AGENDA

ITEM # 18



OFFICE OF THE JASPER COUNTY ADMINISTRATOR

Jasper County Clementa C. Pinckney Government Building
358 Third Avenue – Courthouse Square – Post Office Box 1149
Ridgeland, South Carolina 29936 - 843-717-3690 – Fax: 843-726-7800

Andrew P. Fulghum
County Administrator

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Tisha L. Williams
Executive Assistant

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Administrator's Report November 6, 2023

1. Comprehensive Plan Review/Moratorium:

The Jasper County Master Plan Community Workshop on Monday, Oct. 30 was well attended. Reminders - first County Council Sales Tax Workshop on Nov. 6, Broad River Boat Tour on Wednesday, Nov. 8, and presentation of the County-Wide Impact Fee Study to take place in January.

2. County Council Meeting Schedule:

I have had conversations with Chairman Sauls and Vice-Chairwoman Clark re: potentially cancelling the Nov. 20 County Council meeting. If the Nov. 20 meeting is cancelled, business requires that the Council have a special meeting for at least one item (business license ordinance) prior to the December 6 meeting.

I will be seeking Council direction on this matter.

3. County Holiday Lunch:

Staff need to establish the date for this event, and we suggest Wednesday Dec. 6. if Council concurs.

4. Training:

Staff recently completed training on Workplace Harassment and Discrimination. Following this report is a copy of the presentation made by SC Association of Counties (SCAC) staff. The next training County staff will receive will be from the State Ethics Commission staff. Additionally, I am working with the same Ethics Commission staff to provide ethics training for the County Council at a future date.

5. Finance and Procurement Matters:

Ms. Burgess has a need to update the Council on 1) a potential bond tender opportunity we are studying, and 2) some recent procurement activity that resulted in bid rejection.

The County Administrator's Progress Report and any miscellaneous correspondence, agendas, and minutes follow this report.

WORKPLACE HARASSMENT/ DISCRIMINATION



Van Henson, CPM – Director of Risk Management Services
SC Association of Counties

INTRODUCTIONS

- Name
- Years with County
- Current Position
- Something good that has happened to you recently



TOXIC WORKPLACE?



A toxic work environment is one where employees find it difficult to work or progress in their careers due to the negative atmosphere created by coworkers, supervisors, or the company culture itself.



SIGNS OF A TOXIC WORK ENVIRONMENT

- * Poor leadership
- * Gossiping
- * Unreasonable workload
- * Lack of communication and recognition
- * Elitism
- * Favoritism
- * Low morale
- * (No Code of Conduct)

A healthy workplace is one where there is respect, collaboration, feedback, recognition, and balance.



Toxic Employee(s)

- Displays a negative attitude
- Refuses to take responsibility for their actions
- Gossips about colleagues or supervisors
- Actively tries to or succeeds in undermining their coworkers or their team
- Isn't productive while at work
- Blames others and constantly points out faults of people around them
- Uses company messaging or phone systems regularly for personal communication
- Shares confidential company information on private social media channels
- Harasses or bullies their colleagues



HOSTILE WORK ENVIRONMENT

A workplace that makes employees feel "uncomfortable, scared, or intimidated" due to unwelcome conduct.



HARASSMENT

Harassment that causes a hostile work environment is "unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information."

The U.S. Equal Employment Opportunity Commission (EEOC)

HARASSMENT IN THE WORKPLACE

- Potential exists in every workplace
- Harassment is not only "Sexual" in nature, the term is much more comprehensive
- Harassment is very costly for employers / staff; can result in low morale, absenteeism, reduced productivity, turnover, illness, mental instability and litigation

TYPES OF WORKPLACE HARASSMENT

DISCRIMINATORY

- Racial
- Gender
- Religious
- Ability-based
- Sexual Orientation
- Age

PHYSICAL (Workplace Violence)

- Threats
- Physical attack
- Vandalism
- Harassment can lead to violence (internal and / or external)

POWER

- Excessive demands (personal errands, working extreme hours, sexual favors etc.)
- Demeaning behavior
- Intrusion into employee's life

TYPES OF HARASSMENT continued

PSYCHOLOGICAL

- Isolating / excluding employee
- Belittling / trivializing employees ideas / thoughts
- Spreading rumors
- Gaslighting - causing doubt in their thoughts
- Sabotaging someone's work

Cyber

- All inclusive tactics via social media

VERBAL

- offensive, abusive language, jokes, insults
- bullying

SEXUAL

- Between FY 2019 and FY 2021, the EEOC received a total of 88,411 charges alleging harassment under any basis and 27,201 charges alleging sexual harassment. (28%)

CASE STUDY

Allyson 1/1/2023

- 822,201 employees and 64,000 contractors, 54% African American
- 1.6x more African American
- 12x higher pay (2019) 24% (2017) 44% (2014) 40% (2013) 40% (2012) 39% (2011) 39% (2010) 39% (2009) 39% (2008) 39% (2007) 39% (2006) 39% (2005) 39% (2004) 39% (2003) 39% (2002) 39% (2001) 39% (2000) 39% (1999) 39% (1998) 39% (1997) 39% (1996) 39% (1995) 39% (1994) 39% (1993) 39% (1992) 39% (1991) 39% (1990) 39% (1989) 39% (1988) 39% (1987) 39% (1986) 39% (1985) 39% (1984) 39% (1983) 39% (1982) 39% (1981) 39% (1980) 39% (1979) 39% (1978) 39% (1977) 39% (1976) 39% (1975) 39% (1974) 39% (1973) 39% (1972) 39% (1971) 39% (1970) 39% (1969) 39% (1968) 39% (1967) 39% (1966) 39% (1965) 39% (1964) 39% (1963) 39% (1962) 39% (1961) 39% (1960) 39% (1959) 39% (1958) 39% (1957) 39% (1956) 39% (1955) 39% (1954) 39% (1953) 39% (1952) 39% (1951) 39% (1950) 39% (1949) 39% (1948) 39% (1947) 39% (1946) 39% (1945) 39% (1944) 39% (1943) 39% (1942) 39% (1941) 39% (1940) 39% (1939) 39% (1938) 39% (1937) 39% (1936) 39% (1935) 39% (1934) 39% (1933) 39% (1932) 39% (1931) 39% (1930) 39% (1929) 39% (1928) 39% (1927) 39% (1926) 39% (1925) 39% (1924) 39% (1923) 39% (1922) 39% (1921) 39% (1920) 39% (1919) 39% (1918) 39% (1917) 39% (1916) 39% (1915) 39% (1914) 39% (1913) 39% (1912) 39% (1911) 39% (1910) 39% (1909) 39% (1908) 39% (1907) 39% (1906) 39% (1905) 39% (1904) 39% (1903) 39% (1902) 39% (1901) 39% (1900) 39%
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STATISTICS FROM STUDY

- 66% have experienced harassment (bullying, pranks, discrimination, etc.) (43% of women, 23% of men)
- 76% of employees reported harassment in the past year
- 64% of employees reported harassment in the past year
- 60% of employees reported harassment in the past year
- 50% of employees reported harassment in the past year
- 40% of employees reported harassment in the past year
- 30% of employees reported harassment in the past year

HARASSMENT = HOSTILE WORK ENVIRONMENT

Harassment, sexual harassment, discrimination, victimization, violence, and many other kinds of offensive or inappropriate behavior qualify as unwelcome conduct. All of them will create a hostile work environment if they're happening consistently or purposefully, or in the case of a single incident, if they're severe.

SIGNS OF A HOSTILE WORK ENVIRONMENT

- Sexual / racial harassment
- Discrimination of any kind
- Consistent aggressiveness / bullying
- Abundance of Profanity
- Ridiculing or victimization / Pranks
- Numerous Complaints
- Excessive Employee Discipline
- Disciplining in public
- Playing employees against each other

INDICATORS

- Telling offensive jokes based on someone's race or sexual orientation
- Making unwanted or suggestive comments about someone's physical appearance or qualities
- Using offensive and insensitive slurs or terms sabotaging an employee's work or career on purpose or with intent
- Repeated comments or jokes about a protected characteristic (e.g., race, gender, sexual orientation, religion, ethnicity)
- Displaying offensive symbols or pictures
- Threatening or intimidating behavior

ANTI-DISCRIMINATION LAWS

Title VII of the Civil Rights Act of 1964 (Title VII)

Prohibits discrimination based on race, color, religion, sex, and national origin.

Prohibits discrimination in such areas as recruitment, selection, promotion, discipline, training, and benefits, etc.

The Equal Pay Act, 1963 (EPA) Prohibits men and women who perform substantially equal work from sex-based wage discrimination.

The Age Discrimination in Employment Act of 1967 (ADEA) Prohibits employment discrimination against individuals who are 40 years of age or older.

ANTI-DISCRIMINATION LAWS

Rehabilitation Act of 1973

Sections 501 and 505 prohibit discrimination in federal employment against qualified individuals with disabilities.

Also requires employers to provide "reasonable accommodations" to qualified individuals with disabilities who are employees or applicants for employment.

Section 504 (1973) Prohibits equal employment and necessary services in cases of employment discrimination.

The ADA (1990) Prohibits discrimination and retaliation against federal workers participating in EEO processes who file or assist in filing a complaint.

Prohibits posting of employment notices, and posting notices of equal opportunity of events, speeches, funds.

EXAMPLES

- Pressure for dates.
- Making offensive remarks about looks, clothing, body parts.
- Touching in a way that may make an individual feel uncomfortable.
- Telling sexual jokes, having sexual posters.
- Using sexually derogatory words, phrases, epithets.
- Demonstrations of a racial or ethnic nature, such as the use of gestures, pictures or drawings which would offend a particular racial or ethnic group.

includes social media harassment!



EXAMPLES continued

- Comments about an individual's skin color or other racial/ethnic characteristics.
- Negative comments about an employee's religious and political beliefs.
- Negative stereotypes regarding an employee's heritage or ancestry.
- Negative comments about an employee's age when returning to employees 40 and over.
- Denigration or intimidating references to an employee's mental or physical impairment.
- Negative comments, sexual innuendos.



SEXUAL HARASSMENT

The EEOC defines **sexual harassment** as **unwelcome verbal or physical conduct of a sexual nature:**

- When submission to such conduct is made a term of condition of employment;
- When submission to or rejection of such conduct is used as a basis for employment decisions;
- When such conduct unreasonably interferes with job performance or creates an intimidating, hostile, or offensive work environment.



SEXUAL HARASSMENT

The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.

The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.

The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.

Unlawful sexual harassment may occur without economic injury to or discharge of the victim.

The harasser's conduct must be unwelcome.

Title VII of the Civil Rights Act of 1964

Verbal: derogatory comments, racial or sexual epithets, requests for sexual favors, sexual innuendoes, offensive jokes or stories, repeated propositioning.

Non-Verbal: Staring, derogatory or suggestive gestures, winking, throwing things, shunning, and ostracizing.

Visual: offensive pictures, photos, cartoons, posters, calendars, magazines or objects.

Physical: unwelcome touching, hugging, kissing, pinching, stroking, standing too close.

Written: unwelcome personal letters, notes or emails.

TO INCLUDE SOCIAL MEDIA!!!!!!!!!!!!



FLIRTING VS. HARASSMENT

- 38% have dated someone from work
- The key difference between flirting and sexual harassment is that sexual harassment is unwelcome (if unwanted should be told to STOP IMMEDIATELY)
- If unwanted and on by direct supervisor, HR, or HR, see the next slide

Co-worker Harassment:

The agency is liable if it knew or should have known of the harassment and failed to take immediate and appropriate corrective action.

Non-employees:

The liability standard for non-employees is the same as for employees - Except consideration is given to the extent of the agency's control over the non-employee. For example, an agency may not be able to control the actions of a one-time visitor to its workplace, but it would be able to correct harassment by an independent contractor with whom it has a regular relationship.

IMPORTANT SEXUAL HARASSMENT SUPREME COURT CASE

Meritor Savings Bank v. Vinson (1986)

Vinson engaged in voluntary sexual relationship with supervisor, after relationship ended, she was terminated for time and attendance issues.

Court held *quid pro quo* does not necessarily mean a claim.

If sexual harassment is to be actionable, it must be unwelcome and sufficiently severe or pervasive to alter the conditions of the victim's employment and create an abusive working environment.

First requirement of hostile environment sexual harassment is actionable under Title VII.

SUPERVISOR RESPONSIBILITIES REGARDING WORKPLACE HARASSMENT

- Monitor workplace behavior, enforce respect.
- Treat all complaints seriously and confidentially. Do not ignore any allegations.
- Counsel employees on the agency's behavior prohibited, and agency procedures for reporting and resolving complaints.
- Respond to allegations immediately and investigate, as appropriate.
- Take appropriate corrective action, if necessary.
- Enforce the resolution.
- Document your actions.

Supervisor Responsibilities continued.....

- If observed, address immediately!
- Know your staff
- Staff needs to know you / ZIBUEE
- Question your assumptions / bias before acting
- View all interactions as a relationship builder
- See diversity as strength
- Be aware / open to needs, interests, and feelings
- Positive culture begins with the Onboarding Process
- ALWAYS DEMONSTRATE RESPECT AND APPROPRIATE BEHAVIOR



WHAT WOULD YOU DO?



Bystander responsibilities / intervention (Duty to Intervene)

Recognizes acts or situations that cause an individual to feel uncomfortable, and **steps in to challenge** the challenging situations that normal in discussion, harassment, and potential violence.

Ways To Protect Employees From Sexual Harassment In The Workplace

TAKE COMPLAINTS SERIOUSLY - INVESTIGATE

PROTECT FROM RETALIATION

DO NOT PROCRASTINATE ON ALLEGATIONS

MANDATE CONSISTENT POLICY REVIEW

SEE SOMETHING, SAY SOMETHING - Educate / Train Staff

CREATE A CULTURE THAT ENCOURAGES REPORTING

ALWAYS DEMONSTRATE THE APPROPRIATE BEHAVIOR

TREAT EVERYONE WITH DIGNITY AND RESPECT

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INVESTIGATE ALL ALLEGATIONS

All complaints will be investigated promptly and in a confidential manner as possible.

Employees are required to cooperate in the investigation.

A timely resolution of each complaint should be reached and communicated to the parties involved.

Any Employee, supervisor, or manager who is found to have violated the harassment policy will be subject to appropriate discipline, up to and including termination.

Policy clearly states that organizers of problems are treated as victims.

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LIABILITY STANDARDS FOR SEXUAL HARASSMENT EXTENDED TO ALL FORMS OF UNLAWFUL HARASSMENT

• The U.S. Equal Employment Opportunity Commission (EEOC) adopted the principles the Supreme Court set forth in Ellerth and Faragher.

• The Commission stated that for a supervisor's sexual harassment to constitute a hostile work environment, the employer must be liable.

• Additionally, the Commission stated that while the Ellerth and Faragher decisions addressed sexual harassment, the same basic standard of liability apply to all forms of unlawful harassment.

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KEY COMPONENT TO HAVING A HEALTHY WORKPLACE?

Respect in the workplace is the act of treating all people with dignity, appreciation, and kindness, regardless of their level, role, or opinions.

MUST HAVE A CULTURE OF RESPECT

1. Analyze the role
2. Value diversity
3. Nurture trust and respect in the workplace
4. Respect individuality
5. Defining goals with employees
6. Encourage and value employee feedback
7. Develop a clear communication plan
8. Be fair and consistent

BENEFITS: CULTURE OF MUTUAL RESPECT

- Better retention
- Improved collaboration
- Sense of belonging / safety
- More productivity

SCENARIO #1

Bill complains to his supervisor about how Amy treats those reporting to him. She never acknowledges when he makes these comments.

One day, Amy requests a raise. Bill says that he will consider her request, and suggests that he would then seek a raise and might give her some. Amy makes it clear that she wants to keep their relationship purely professional and would therefore prefer not to discuss with him. Bill says that he understands.

Two weeks later, Bill informs Amy that he has decided to request for a raise.

She tells Bill that her explanation, and the way that it was handled, is not "acceptable" with him. Because of this, her raise would not go through. Amy also says that she prefers to stay professional and says "Yes, thank you."

SCENARIO #2

William keeps a large file on his desk at work and does not want others who work around his desk. When William asks his supervisor to support his concerns and assumes that the supervisor will continue to communicate with his co-workers. Additionally, he usually tells people to leave a "Thank You".

Joe, one of William's co-workers, has decided to leave, so he is "Says Will". This has been a key highlight of the office. William has commented to Joe about this and would like to stop Joe's response with a "Thank you, Joe". Joe says that he is not going to leave as "Says Will" but he has decided to leave the office.

SCENARIO #3

Tom is Hank's supervisor, Hank is a retired veteran who now manages the mailroom for the organization. Tom and Hank are close friends and have been working together for years despite Tom being much younger.

Francis works in the office adjacent to the mailroom and has overheard Tom refer to Hank as an "old shoe" on multiple occasions. She is offended and embarrassed for Hank.



AVOIDING A TOXIC WORK ENVIRONMENT

All staff should know how to:

1. Identify hostile behaviors
2. Approach the hostile party in the right manner
3. Support victimized coworkers
4. Ensure compliance with anti-harassment policies
5. Assess and monitor hostile situations
6. Implement the grievance procedure



Avoiding a Toxic Work Environment continued.....

- Provide praise and acknowledgment*
- Implement mentoring*
- Treat everyone fairly and professionally*
- Model appropriate behavior by being seen*
- Request feedback*
- Address concerns*
- Culture of Respect*
- Code of Conduct*



**QUESTIONS, COMMENTS,
SUGGESTIONS?**

Thank you

Van Henson, CPM – Director of Risk
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803-771-2526 office





OFFICE OF THE JASPER COUNTY ADMINISTRATOR

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Executive Assistant

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Progress Report October 17, 2023 – November 6, 2023

1. Regional Transportation Issues:

Attended a joint meeting with SCDOT, Beaufort County, and City of Hardeeville staff on Oct. 18 to discuss “Triangle” projects, status of each, and proposed funding sources. Attended business lunch with a Beaufort County staffer and the Chairman of the Beaufort County Transportation Committee on Oct. 23.

2. Exit 3:

Attended “Exit 3 Lead Group” meeting virtually on Oct. 18. Telephone discussion with Mr. Craig Winn of SCDOT on Oct. 30. Project to be discussed with County Council in executive session on Nov. 6. Additionally, a resolution and an ordinance will be before the County Council for action at the Nov. 6 County Council meeting.

3. Ridgeland-Claude Dean Airport:

Reviewed answer to *Cameron Heddings v. Jasper County* as prepared by Mr. Tedder. Participated in a telephone conversation with Mr. Maceo Nance from SC Dept. of Commerce (SCDOC) on Oct. 20. Attended meeting with Mr. Lucas and representatives from HOLT Consulting Company, LLC on Oct. 26. Professional services with HOLT Consulting Company, LLC to be discussed at your Nov. 6 County Council executive session meeting.

4. Training and Professional Development:

I am currently enrolled in a professional development course entitled “Leading on Purpose” which is offered through the National Association of Counties (NACO). The virtual training requires about four hours of work weekly and is eight weeks in length. Attended mandatory Workplace Harassment and Discrimination training provided by the SC Association of Counties (SCAC) on Oct. 19. Participated in webinar on South Carolina’s Energy Efficiency and Conservation Block Grant (SCEECBG) Program on Oct. 24.

5. Various Development Projects:

Attended meetings with County staff, SCA staff, and outside counsel on Oct. 18, Oct. 25, and Nov. 1 to discuss active economic development projects and Exit 3 schedule of documents. Met with a major developer with vast experience in conservation development on Oct. 17. Attended lunch meeting with SCA staff on Oct. 31.

6. Legislative Issues and Projects:

Met with Ms. Heather Rath for business lunch on Oct. 30. Reviewed status of legislative items and proposed projects. Draft MOU with New Life Center to be discussed with County Council in executive session on Nov. 6. Ms. Rath will also make a public presentation at the Nov. 6 County Council meeting as well.

7. Coroner's Office:

Mr. Tedder and Ms. Dobson met with the Coroner on Oct. 24 to relay the County Council's procurement concern and to listen to his facility upgrade request.

8. Other Meetings/Events Attended or Scheduled to Attend:

The Great Conversation in Hardeeville on Oct. 17 and the County Health Fair on Nov. 3.

Hopeful Horizons

843.524.2256 | P.O. Box 1775 | Beaufort, SC 29901 | www.hopefulhorizons.org

October 3, 2023

Andrew Fulghum
Jasper County
358 Third Avenue
Ridgeland, SC 29936

Dear Mr. Fulghum:

Thank you for being one of our partners in the Lowcountry! With the help of Act 141 funding from city and county municipalities and law enforcement agencies, each year Hopeful Horizons is able to assist more than 1,200 local victims/survivors of child abuse, domestic violence and sexual assault.

I am writing to you today to ask you to further support Hopeful Horizons' mission by making a contribution from the Victim Assistance Fines, Fees and Assessment Funds (Act 141).

Hopeful Horizons strives to change the culture of violence and offer a path to healing for victims/survivors. We work to create a safer community in the 14th Judicial Circuit by providing these services free of charge:

- a 24-hour support line
- emergency domestic violence shelter
- trauma treatment and crisis counseling for survivors of child abuse, domestic violence and sexual assault
- civil legal services for domestic violence and sexual assault victims
- hospital accompaniment and support for sexual assault victims
- forensic interviews at our nationally accredited Children's Advocacy Centers at the request of law enforcement, the Department of Social Services and the Solicitor's Office to help gather evidence in cases of alleged child abuse and neglect.

In addition to providing services to crime victims and their families, we also offer trainings and presentations for the community and professionals. We would welcome the opportunity to partner with you and serve as a resource whenever you are dealing with these critical issues and would be honored to provide a presentation about our services to your staff at your convenience.

A donation of any size makes a difference, but \$1,000 or more from 141 funds would provide critical support for the services we provide to citizens of our community.



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In accordance with Act 141 guidelines, the funds from your office would provide much needed operating support and would ensure that victims receive the services they need to heal and move forward.

Pursuant to the requirements of the Department of Crime Victim Compensation, we will provide reports showing the number and types of victims assisted using this funding, as well as a budget showing how the donated funds were used.

If you have any questions or would like any additional information, please feel free to contact me at dubrowskik@hopefulhorizons.org or at 843-379-6140. We appreciate your consideration, and we look forward to continuing our relationship with your office.

Sincerely,



Kristin Dubrowski, MNM
Chief Executive Officer

Hopeful Horizons (formerly CODA and Hope Haven) is a 40-year-old nonprofit, 501(c)(3) organization serving Beaufort, Allendale, Colleton, Hampton and Jasper counties. For more information on our programs and their impact, please visit www.hopefulhorizons.org

Hopeful Horizons' Federal Employer Identification Number is 57-1063332.

1/10/23

De Honorable Marty Pauls
and Jasper County Council,

Thank you for your years of service
to all the citizens of Jasper County

Special thanks to the 250 Commission
and Jasper County Historical Society for
their service to the citizens of
Jasper County.

I've invited Mr. Smutte Coles
and wife to lunch to meet plan
my community historical and
econopical part in our upcoming
250 Commission Celebration in the
Low Country. We'll be serving up
to a trillion people coming to hear
untold stories.

Thanks Again
Patricia Hicks Dukes

Patricia H. Dukes
4972 Beech Creek Rd
Redondo, SC 29936

Jasper County Council



MEETING DATE **Wednesday, October 18, 2023**
MEETING LOCATION **In-Person at SCDOT – Columbia and Teams (virtual)**
ATTENDEES **Secretary Hall, Justin Powell, Barbara Wessinger, Craig Winn – SCDOT**
 Honorable Senator Tom Davis – South Carolina
 Michael Czymbor – City of Hardeeville Andrew Fulghum – Jasper County
 Robert Unell, Ocie Vest – Stratford Land
 Mikell Harper, Doug Smith – Gramling Bros.
 Rick Day – Stantec Stuart Sligh – Sligh Environmental Lamar Mercer – T&H

AGENDA – EXIT 3 LEAD GROUP DISCUSSION

- **Exit 3**
 - SCDOT update on Exit 3 construction plans.
 - Stantec update on Exit 3 IJR, Section 106, Section 4(f) and Air/Noise Studies.
 - Sligh Environmental update on Section 404, USFWS and DNR.
 - Ocie update on IGAs with SCDOT, SCTIB, City and County.
 - IGA between SCTIB, City and County –expected approval December 2023.
 - IGA between SCDOT and SCTIB – expected approval December 2023.
 - IGA between City and County – expected approval on 10/16/2023.
 - IGA between City and School District – expected approval on 11/16/2023.

- **Riverport Parkway North**
 - Stantec update on RPN construction plans.

- **Riverport Parkway South**
 - Thomas & Hutton update on RPS construction plans.

- **SEL/CCL/River Keeper Agreement**
 - Mikell Harper update on negotiations and agreement.
 - Status on Garnett Tract acquisition.

- **IJR Schedule**
 - 11-17-2023 – Stantec to deliver updated Exit 3 IJR document and draft FONSI to SCDOT (Craig Winn).
 - 12-8-2023 – SCDOT will complete their review and provide comments on Stantec’s Exit 3 IJR document and draft FONSI.
 - Throughout December – Stantec and SCDOT will resolve any outstanding Exit 3 IJR and/or FONSI comments.
 - 1-5-2024 – Stantec will resubmit updated Exit 3 IJR document and updated FONSI.
 - FHWA review and approval timing?

- **Section 404 Permit Schedule**

- The USACE has communicated with SCDOT understands the February 2024 critical time schedule, and the Applicant is coordinating with the USACE on an EA with a Mitigated FONSI as the NEPA document to satisfy the 404 Permit Action for Exit 3/Riverport.
- Major Permitting Schedule Goals:
 - USFWS to agree with Updated Biological Assessment delivered to them on October 3, 2023, and make a “no adverse effect” determination.
 - USACE to confirm the EA with Mitigated FONSI process and extinguish the need for EIS – they have verbally indicated this can be accomplished with a 15-day Public Notice but will need USFWS to agree.
 - SCDHEC and OCRM Certifications will be required prior to USACE Permit Issuance. SCDHEC and OCRM currently have all updated plans and our response to their Request for Additional Information.
 - USACE to complete Decision Document and Permit once all Agency Certifications are complete.