



Board of Directors' Meeting
Monday, February 3, 2020 - 6:00pm
CCTC Advanced Manufacturing Technology Training Center
853 Broad Street, Room A101
Sumter, South Carolina

BOARD MEETING MINUTES

Members Present

Clarendon County: Benton Blakley, Shirley Keels, Julia Nelson, Dwight Stewart

Kershaw County: Julian Burns, Alfred Mae Drakeford, Laurie Funderburk, John Wesley Lee, Kenneth McCaskill, Sammie Tucker

Lee County: Grady Brown, Will Wheeler

Sumter County: Eugene Baten, Steve Corley, Jim McCain, Joe McElveen, Vivian McGhaney, David Merchant,

Roland Robinson, David Weeks, Chuck Wilson, Earl Wilson

Members Absent

Clarendon: Kevin Johnson (excused)

Kershaw County: Brad Hanley (excused)

Lee County: Jackie Josey (excused), Travis Windham (excused)

Sumter County: Jay Davis (excused) Lone Dwyer (excused), Jim McCain (excused)

1. **Welcome and Call to Order:** Chairman Vivian McGhaney called the meeting to order at 6:00 p.m.
2. **Invocation/Pledge of Allegiance:** Mr. Sammie Tucker, Jr. provided the invocation and all attendees participated in the pledge.
3. **Introduction of Guests:** Christopher McKinney, Executive Director welcomed and introduced guests.
4. **Quorum Determination:** Chairman McGhaney determined there was a quorum. 22 of 28 board members were present.
5. **Adoption of Agenda:** Mr. Eugene Baten made a motion to adopt the Amended Agenda. Mr. Chuck Wilson seconded the motion. The motion passed unanimously.
6. **Approval of Previous Meeting Minutes:** Mr. John Lee made a motion to approve the December 6, 2019 meeting minutes. Mr. Sammie Tucker seconded the motion. The motion passed unanimously.
7. **Presentation by Sean Amormino of Caterpillar:** Mr. Amormino shared the positive experience and outcomes associated with Caterpillar's use of the On-the-job-training (OJT) Program. He informed the Board that he was introduced to the OJT program through Steve Berger when Caterpillar needed to invest in training to get skilled employees onboard in 2015, and it has been a great help with cross-training and upskilling their employees. Since Caterpillar's introduction to the OJT Program, the company has seen a reimbursement of \$50,000 in OJT costs. And in 2019 they saw cost savings of

\$38,000. Mr. Amormino commended the SLCOG Workforce Development staff on their work with the program.

8. Staff Briefings

a. **COG Financial Report:** Ms. Rachel Katorkas, Finance Chief, provided an overview of the December financial report. She reported that at the time of the report the COG was 50% through the fiscal year and that the agency brought in 29.6% of budgeted revenue and expended 37.8% of budgeted expenses. She shared that the COG operates primarily on a reimbursable basis, with an average differential between receipts and expenses of 8 to 12% and are on target. She directed the board to page 3 of the report for cash balances for both the COG and RDC.

b. **Neighborhood Initiative Program (NIP):** Ms. Areatha Clark, Deputy Director and Workforce Development Chief, gave an update on NIP, which is a program that demolished blighted houses in the Cities of Camden and Sumter. The program is now in the phase of maintaining those properties and several properties are no longer under liens and can be sold. Staff is working with the City of Sumter and SC Housing to determine a fair and equitable sale of the properties. NIP is also exploring the option of selling smaller side lots to adjacent property owners who are interested in purchasing them. There are 101 properties and NIP is working with the City of Camden to maintain or redevelop the properties.

c. **Seniors Raising Children (SRC):** Janae Stowe, HHS Department Chief, reminded the Board that the SRC program is designed to provide a much-needed break to seniors 55 or older caring for children 18 years of age or younger. She reported that two years ago, the SRC funding was used to reimburse seniors for school supplies. It was determined that more impact could be made by providing a \$500 voucher to the senior for their child to join programs such as after school tutoring, summer camps, and swimming lessons. The child(ren) do not have to legally be in the care of the senior but must have residence with them. April Green, HHS Family Caregiver Coordinator, is ensuring outreach is provided to the entire region to help spread the word about the program and build partnerships. Ms. Green can be reached at 803-774-1978 for more information on SRC.

d. **Santee-Lynches Tenant Empowerment Program (STEP)** formerly Tenant Based Rental Assistance (TBRA).

Mr. Dennis Cyphers, Government Services Chief, informed the Board that TBRA has been rebranded as STEP. The former program only had one measurable success in two years due to lack of accountability. The new program's goal is to shift the focus from Rental Assistance to Tenant Empowerment. There will be monthly accountability and the program's new focus is to: educate, elevate, and sustain. The program will partner with faith-based and non-governmental organizations (NGO's) to provide moral support and mentorship to program participants. Individuals seeking assistance must be actively enrolled higher education or workforce training. Additional information can be provided by Mrs. Sylvia Frierson, Government Services Project Manager at 803-774-1311.

e. **Collaboration with Alice Drive Baptist Church:** Ms. Areatha Clark informed the Board that Alice Drive Baptist Church reached out to Mr. McKinney about the constant revolving door of individuals seeking assistance. A meeting was held and members of the COG's Workforce Development and Government Services Department briefed Alice Drive Baptist on programs offered by the COG. Through this meeting a collaboration was formed with the intention of helping individuals transition from crisis to sustainability. The collaborative effort will be done in phases. In Phase 1, Alice Drive

Baptist will refer qualified candidates for programs with the COG, provide mentorship/counseling and provide accountability. In Phase 2, the COG will utilize the SC Works System to lead individuals down the path of employment with a livable wage, and in Phase 3, utilize the S.T.E.P. program to assist qualified individuals with rental assistance. The goal of the 3-phase approach is to create sustainability and net better long-term results.

9. Committee Reports:

a. Audit Finance Committee

- i. **Membership Dues for FY 2020-2021 Request for Approval:** Ms. Alfred Mae Drakeford, Committee Chair, reported that the Committee met on January 31st to review staff's recommendations for membership dues for FY 2020-2021, 2020. The current level of funding is \$1.30 per capita with total membership contributions of \$290, 347, which is sufficient for FY 2020-2021. The recommendation is to continue the same level funding for next year. A request for building lease payments is not being made this year but any contributions toward the building fund will be appreciated it will help decrease future requests for building fund contributions from the member of governments.

The Committee made a motion and a second to approve the proposed membership dues request for FY 2020-2021. The motion passed unanimously.

b. Planning & Projects Committee

- i. **Approve SCDOT Safety Targets:** Mr. Dwight Stewart, Committee Chair, reported that SCDOT adopted their safety targets on August 31, 2019 which means that each COG must adopt their safety targets by February 27, 2020. If necessary, an amendment can be done later but it has been suggested by SCDOT that each COG adopt these safety targets in order to remain consistent across the state. As of today, all COGS will be adopting the SCDOT targets. The benefit of adopting these lower numbers would increase options of potential funding for safety measures. **The Committee made a motion and a second to amend the long-range transportation plan to include adoption of the SCDOT safety performance measures. The motion passed unanimously.**
- ii. **Black River Road Project:** Mr. Ken Burns from SC DOT informed the Board that he has been working Mr. McKinney to get input on what the COG would like to see come out of the project. A consultant was hired and began working on the project in December 2019. The project is scheduled for thirty-two (32) months and SCDOT hopes to start construction soon. Surveys on the project have begun and should take 4-6 months to complete and develop conceptual alternatives with impact and cost analysis. Mr. Sammie Tucker expressed concern for the residential areas that need sidewalks. Mr. Burns replied that SCDOT is working on options and the consultants will come up with several multi-use paths for consideration.

10. Old Business.

- a. None

11. New Business

- a. None

12. Executive Director's Remarks:

Reducing Recidivism: Mr. McKinney informed the Board that the COG is working on a working on a partnership with Sumter Sheriff's Department to bring manufacturing jobs to Lee-Sumter Detention Center through the Ink2Work project. Ink2Workd provide a system/training that teaches detention center residents to remanufacture ink cartridges. The profit margins associated with the project will

allow the Sumter Sheriff's Department and the COG to generate unrestricted revenues and will allow for detention center residents to receive compensation for their work. The program will also give trainees manufacturing, managerial, and logistical skills. The intent is to empower these individuals to gain employment at a living wage post incarceration. Once the project is up and running, conversations will be had with other detention centers to evaluate feasibility in other areas.

Empowering our Veterans: Mr. McKinney reported that the COG is partnering with the following agencies on projects aimed at empowering veterans:

- **Sumter Veterans Council:** A non-profit with a focus on finding the gaps in resources for veterans. This partnership seeks to establish a "Veteran's Court", a collaborative process that includes the prosecutor, defense counsel, Judge, the Department of Veteran Affairs, and other community-based support organizations. The goal of Veterans Court is to rehabilitate and restore veterans as active, contributing members of their community.
- **Veterans Harbor:** A non-profit that builds housing projects for veterans when non-profit goals/objectives align with theirs. The ultimate goal of Veterans Harbor is to help Veterans go from crisis to sustainability by building a housing project. The project will provide stability through housing for 1-24 months, Direct access to resources and eliminate/reduce veteran homelessness
- The COG's role in these projects will be to provide key services and programs to help cover gaps in resources

Addressing Low Wages and the Gender Pay Gap

Mr. McKinney informed the Board that over the past two years he has deliberately sought to raise staff salaries to a living wage and reduce the gender pay gap. The median salary for frontline staff is \$38,000 up from \$33,000 with a 2% frontline staff gender pay gap. The national gender pay gap average is 21%.

13. **Chairman's Remarks:** Chairwoman McGhaney congratulated Mayor McElveen on his retirement and thanked him for his many years of service to the community.
14. **Adjournment:** The meeting was adjourned at 6:45 pm.

Respectfully Submitted,


Christopher H. McKinney
CEO/Executive Director

