The South Carolina Association of Counties will host its 49th Annual Conference from July 31 to Aug. 3 at the Hilton Head Marriott.

The conference, designed to help county leaders lead and serve more effectively, will offer training sessions, workshops and opportunities for county officials to network and discuss challenges they face. The conference will also allow county leaders to meet with corporate supporters, exhibitors and others.

New SCAC officers and board members will be elected. Top county programs and projects will be presented and recognized. Awards also will be presented. (See Program at a Glance, P. 3).

Conference Speakers

General Session

NACo First Vice President Bryan M. Desloge (Leon County, Fla. Commissioner) will speak at this year’s general session on Tuesday, Aug. 2.

In addition to being a NACo officer, Desloge serves on NACo’s Health Steering Committee, Financial Services Corporation Board of Directors, and the Next Generation NACo Network.

Desloge was elected to a two-year term of office in 2006 as Leon County commissioner and was reelected to four-year terms in 2008 and 2012. He is a board member and past president of the Florida Association of Counties.

Florida’s governor appointed Desloge director of the Early Learning Coalition of the Big Bend, and he currently serves as a board member. Desloge is a founding board member of the Village Square, a non-partisan public educational forum, and serves as a member of the Knight Creative Communities Institute, an initiative to attract and retain a vibrant local workforce.

He has served as board member and past chair of the Greater Tallahassee Chamber of Commerce and the Leon County American Red Cross. He also has served as a past board member of the Senior Center Foundation; Florida State University, School of Business, Board of Governors, and many others.

Desloge spent nearly a decade with IBM in the Florida Panhandle working with public sector accounts in an administrative and marketing capacity. He served as president of Desloge Home Oxygen & Medical Equipment, and remains active in the company.

A native of Tallahassee, Desloge graduated from Florida State University with a degree in finance and real estate.

Lieutenant Governor Henry Dargan McMaster, keynote speaker, was elected the 91st Lieutenant Governor of South Carolina on Nov. 4, 2014. Prior to his election, he served eight years as Attorney General of South Carolina and four years as U.S. Attorney for South Carolina.

As attorney general, McMaster made prosecution of criminal domestic violence a priority and harnessed the resources of
McMaster issued the landmark opinion to protect the state’s marsh islands from encroachment and won the Life Science Act case in the State Supreme Court. He also organized and led the states in the constitutional challenge to the Patient Protection and Affordable Care Act.

The first U.S. Attorney appointed by President Ronald Reagan, McMaster was unanimously confirmed by the U.S. Senate. His “Operation Jackpot” investigation into international drug smuggling produced over more than 100 convictions. In 2012 and upon Governor Nikki Haley’s appointment, McMaster and former Attorney General Travis Medlock led a bi-partisan commission to reform ethics laws and restore the public’s trust in state government.

First elected chairman of the S.C. Republican Party in 1993, McMaster was re-elected three times and served on the Republican National Committee until 2002. A recipient of the Order of the Palmetto, McMaster is a former member of the S.C. Ports Authority board and the Commission on Higher Education.

McMaster received his AB degree in history from the University of South Carolina School of Law, where he served on the Authority board and the Commission on Higher Education. He entered private practice in Columbia in 1974 with Tompkins and McMaster, established in 1898.

Senators Margie Bright Matthews and Katrina F. Shealy—the only two women currently serving in the S.C. Senate—will speak at the Betty T. Roper Elected Women Officials’ Luncheon from 12 noon to 1:30 p.m., Monday, Aug. 1.

Sen. Margie Bright Matthews (District 45), a Democrat, was first elected to the S.C. Senate in a special election in 2015 to fulfill the unexpired term of the late Sen. Clementa Pinckney. A lifelong resident of Walterboro, Sen. Matthews served as president of the Colleton County Bar Association. She is a former member of the Board of Governors of the S.C. Bar Association and a former member of the Board of Governors of the S.C. Association for Justice.

She is a state delegate to the America Association for Justice; a member of the S.C. Women Lawyers Association; and a member of the Walterboro Alumnae Chapter of Delta Sigma Theta Sorority. Sen. Matthews also has served as a member of the S.C. Commission on Indigent Defense, the S.C. Reinsurance Facility, and several other local boards and committees.

Before starting her own law firm in 1992, she was an associate at McLeod Fraser & Cone law firm. She has practiced law for more than 26 years, representing people in the Lowcountry in personal injury, wrongful death, workers’ compensation, and criminal defense cases. Sen. Matthews is a Circuit Court Mediator, certified by the National Institute of Trial Advocacy.

She received a Bachelor of Science degree from the University of South Carolina and a Juris Doctor degree from the University of South Carolina School of Law.

Sen. Katrina Shealy (District 23), a Republican, was first elected to the S.C. Senate in 2012.

With 40 years of experience in the insurance industry, Sen. Shealy is an insurance executive for Keenan Suggs in Columbia. Founder of Katrina’s Kids (a non-profit organization to give “every chance for every child” in foster and group homes), she is a member of the advisory board and former board chairman of the S.C. Friends of Juvenile Justice.

Sen. Shealy serves as the S.C. State Director for the National Association of Women Legislators and the National Foundation of Women in Government. She also has served on the Lexington County Department of Social Services Board of Directors and as a board member of the Girls Scouts of the Congaree.

In 2015, Sen. Shealy was recognized as a Woman of Excellence by the National Foundation of Women Legislators and as Legislator of the Year by the National Association of Social Workers and the S.C. Coalition Against Domestic Violence and Sexual Assault.

In 2013, she was the recipient of the S.C. Republican Party Terry Haskins Award and the S.C. Friend of the Taxpayer Award.

Sen. Shealy is a graduate of Batesburg-Leesville High School and the Emerging Leaders Program at the University of Virginia’s Darden School of Business, and a 2013-14 University of South Carolina Education Policy Fellow.

(See SCAC’s Annual Conference, P. 4)
Call for Entries

SCAC is accepting applications for the 2016 J. Mitchell Graham/Barrett Lawrimore Memorial Awards Competition.

For 43 years, SCAC has recognized innovative projects completed by South Carolina’s counties. The awards program accepts applications that address all areas of county government—from simple, unique ideas that maximize limited resources to major collaborative efforts that tackle complex issues.

Applications must be submitted online or delivered to SCAC by 5 p.m. on Friday, June 24.

For more information, please visit http://www.sccounties.org/awards.

Program at a Glance for SCAC’s 49th Annual Conference

**Sunday, July 31, 2016**
- Worship Service
  - 8:00 a.m.–9:00 a.m.
- Registration
  - 10:30 a.m.–5:00 p.m.
- Exhibit Area Open
  - 10:30 a.m.–5:00 p.m.
- J. Mitchell Graham/Barrett Lawrimore Memorial Awards Competition
  - 12 noon–4:00 p.m.
- Clerks to Council
  - 2:00–5:00 p.m.
- Nominating Committee
  - 3:00–4:00 p.m.
- Constitution, Resolutions and Bylaws Committee
  - 3:30–4:00 p.m.
- Exhibitors’ Reception
  - 6:00–7:00 p.m.

**Monday, August 1, 2016**
- Exhibit Area Open
  - 8:30 a.m.–12 noon
- Clerks to Council
  - 9:00 a.m.–12 noon
- Managers, Administrators and Supervisors
  - 8:30 a.m.–12 noon
- Registration
  - 8:30 a.m.–5:00 p.m.
- County Council Coalition
  - 9:00 a.m.–12 noon
- Betty T. Roper Elected Women Officials’ Luncheon (Ticket Required)
  - 12 noon–1:30 p.m.
- Law Enforcement Liability
  - 2:00–4:00 p.m.
- Overview of the 2016 Legislative Session
- Protecting Yourself and Your County from Fraud
- The Emergency Management Playbook: What’s Your Role?
- President’s Reception
  - 5:30–6:30 p.m.

**Tuesday, August 2, 2016**
- Registration
  - 8:30 a.m.–12 noon
- General Session
  - 9:30 a.m.–12 noon
- Annual Conference Banquet (Ticket Required)
  - 6:45–9:00 p.m.
- Dance
  - 9:00 p.m.–midnight
SCAC’s Annual Conference ...
(Continued from P. 2)

J. Mitchell Graham and Barrett Lawrimore Memorial Awards Competition

The 2016 J. Mitchell Graham/Barrett Lawrimore Memorial Awards Competition will be held from 12 noon to 4 p.m. Sunday, July 31.

The J. Mitchell Graham Memorial Award, established in memory of past SCAC President and Charleston County Council Chairman J. Mitchell Graham, recognizes excellence in governmental performance. The Barrett Lawrimore Memorial Award, established in memory of past SCAC President Barrett S. Lawrimore, recognizes the most outstanding regional cooperative effort of two or more political subdivisions.

County Council Coalition Meeting

The County Council Coalition Meeting will be held from 9 a.m. to 12 noon on Monday, Aug. 1. At the end of the Coalition Meeting, the S.C. Commission of Disabilities and Special Needs will present the annual Golden Palmetto Award.

Association Group Meetings, Workshops and Other Activities

Several county official groups will hold meetings during the conference, but most of the meetings will be held from 8:30 a.m. to 12 noon on Monday, Aug. 1.

The following four workshops, focusing on specific issues facing county government, will be offered from 2 to 3 p.m. and again from 3 to 4 p.m.:
- Law Enforcement Liability
- Overview of the 2016 Legislative Session

RIA Awards Almost $15 Million

The S.C. Rural Infrastructure Authority (RIA) announced on May 4 that it had awarded $4.9 million in grants for water, sewer and drainage projects to support community development and growth in rural areas across the state. This brings the total new project awards for the year to $14.5 million in 20 counties.

This RIA funding leverages an additional $66 million in investments for rural infrastructure improvements, ensuring that the distressed and least developed areas of our state remain competitive for economic development and community sustainability.

“These grant awards allow the RIA to assist communities with resources that are essential to economic vitality and sustainability,” said Secretary of Commerce Bobby Hitt, who also serves as chairman of the RIA's Board of Directors. “Connecting to basic necessities like water, waste water, drainage systems and other public facilities is critical to setting the table for economic development.”

The projects awarded funding will address community water, sewer and drainage improvements and economic infrastructure needs. Most of the funding will be used to upgrade or improve aging facilities to protect public health and ensure environmental compliance. The remaining grants will increase the infrastructure capacity to support existing businesses and new economic opportunities. These projects will impact more than 23,000 customers and serve 2,491 businesses.

Eight projects were approved for funding in November by...
By Linda Pearce Edwards and T. Foster Haselden
Gignilliat Savitz & Bettis LLP

Fair Labor Standards Act Proposed Regulatory Change

On May 18, the U.S. Department of Labor (DOL) issued final regulations to revise the requirements for the white-collar exemptions under the Fair Labor Standards Act (FLSA). The final regulations go into effect on Dec. 1, 2016. The FLSA generally exempts executive, administrative, professional, computer, and highly compensated (“white-collar”) employees from minimum wage and overtime.

The new regulations put forward a new salary requirement for employees to meet the white-collar exemptions. Currently, the salary level required for exemption is $455 per week. The rules would significantly raise the amount to $913 per week ($47,476 per year). The regulations do not affect the current duties test employees must also meet to be considered exempt. Employers can take steps now to prepare for the changes. First, identify all positions that will no longer be exempt under the regulations—those earning less than $913 per week. Second, consider what to do regarding these employees. You do not need to treat all employees the same. One option is to raise employee salaries to the new level. This is likely not an option for most positions. Additionally, the DOL proposes to index the salary requirement, meaning it could be raised (or lowered) in subsequent years.

The second option is to change the employees to non-exempt status. In doing so, you will need to determine how to calculate the employee’s hourly rate. There are a number of options: paying an hourly rate based on 40 hours per week; paying an hourly rate based on hours actually worked per week, including overtime, if any; paying a salary for all hours worked up to 40 hours in one week and overtime after 40 hours; or paying on the fluctuating workweek (also known as “half-time overtime”).

Employers can also grant compensatory time in lieu of paying overtime on a basis of one and one-half hours for each hour of overtime. Moreover, there are limits on the number of compensatory hours that can be accrued. And of course, you can always schedule the employee to work fewer than 40 hours.

Finally, you will also need to ensure that all employees are trained on how to properly record all hours worked. The county’s finance, payroll and legal staff should be involved in determining which approach is best for your county.

Employees as Candidates for Office

An employee has just announced he plans to run for office. What can you do? The answer is “not much.”

South Carolina Code of Laws § 16-17-560 makes it unlawful to discharge a citizen from employment because of his political opinions or the exercise of political rights. Additionally, the U.S. Supreme Court recently ruled that an employee who is penalized for engaging in protected political activity can bring suit.
under the First Amendment.

Employers certainly can prohibit employees from campaigning during work time or at work sites. S.C. law (8-13-765) in fact bars the use of government personnel or facilities for campaign purposes, and requires personnel to work on campaigns on their own time.

Additionally, employers should be careful to avoid the appearance of an official endorsement or support of the employee/candidate. S.C. law (8-13-1346) prohibits a person from using or authorizing the use of public funds or property to influence the outcome of an election.

Finally, if an employee’s pursuit of office creates a conflict of interest or causes a disruption in the workplace, the employee can be placed on leave of absence for the duration of the campaign. However, an employee cannot be terminated simply because he has chosen to run for office.

Bottom line: tread lightly when dealing with employees who have announced for office. Be sure to consult your county attorney before taking any adverse employment action.

SCDOT Announces Funding for FY 2016 Transportation Alternatives Program

The S.C. Department of Transportation (SCDOT) announced on March 4 that funding for the FY 2016 Transportation Alternatives Program (TAP) in South Carolina has been identified in the most recent federal transportation funding act, Fixing America’s Surface Transportation (FAST) Act. The program, previously known as the Transportation Enhancement Program, has proven to benefit communities across the state.

The following types of transportation community-based projects are authorized in the Transportation Alternatives Program and by the SCDOT Commission:

- Pedestrian facilities
- Bicycle facilities
- Pedestrian streetscaping projects

The divisions for the population-based suballocation are:

- $2,999,400—Urban Projects—In urbanized areas of the state with an urbanized area population of more than 200,000, also known as a Transportation Management Area (TMA);
- $1,834,589—Rural Projects—In areas of the state other than urban areas with a population greater than 5,000; and
- $2,600,164—Rural Projects—In areas of the state with a population less than 5,000.

Proposed Rural Projects (located in the non-TMA areas of the state) are approved by the SCDOT Commission and limited to a maximum of $400,000 for each project. Proposed Urban Projects located in the TMA areas would be submitted to and approved by the respective Metropolitan Planning Organization (MPO).

Individual project funding limits for Urban Projects are decided by the MPO. Additional information regarding project eligibility, eligible applicants, and the TAP application process can be found on SCDOT’s website at http://www.scdot.org/getting/community.aspx.

SCDOT encourages potential applicants to coordinate closely with the Department during the early stages of the development of a TAP application. This coordination is important to ensure the project satisfies state and federal requirements and is eligible and viable.

Applications for Rural Projects are accepted by SCDOT’s Local Program Office throughout the year, and it is anticipated those meeting the federal requirements would be presented to the Commission for review and approval in January and July of each year as Commission schedules allow and funding is available.

For more information, contact Cathy P. Rice, TAP Manager, SCDOT, at (803) 737-1952.

SCAC Offers New Member Portal Webinar

As part of SCAC’s roll-out of its new Member Portal, the Association hosted a training webinar on April 19 for clerks to council to provide an overview of the Portal available through www.sccounties.org.

The Member Portal offers true online registration and payment options, including credit card payments, to our members. The Portal also allows access to the SCAC database to register for events, view invoices and track credits for the Institute of Government for County Officials. Members are able to view their progression in the Institute of Government levels, determine which classes they may need in order to graduate, and print their transcripts.

Members are able to update information in the database. Changes in phone numbers or addresses are simple to make. Adding an email address or a website is an easy process. Mem-
C O O N T I N U A T I O N

members can also register for Association events like the Annual Conference or pay invoices.

Clerks will continue to register county officials for meetings and events as they have in the past using the new Portal. Other county officials and employees are welcome to use the Portal to register themselves. In order to receive the member registration rate for meetings and conferences, users must be logged in to the Member Portal. Otherwise, they will be charged the non-member price. County officials and employees needing their own username and password (if the clerk is not registering them for the event) should contact Jennifer Haworth at jhaworth@scac.sc or by calling 1-800-922-6081.

A recording of the webinar is available on the SCAC website at www.sccounties.org/education-training.

**Foundation Awards $2.25 Million Grant to Charleston County’s Criminal Justice Coordinating Council**

The John D. and Catherine T. MacArthur Foundation on April 12 announced a $2.25 million grant to Charleston County’s Criminal Justice Coordinating Council (CJCC) to implement reforms to reduce the jail population and create a more effective local criminal justice system.

The CJCC, a collaboration that includes elected and appointed officials, law enforcement leaders, judicial and court leadership, behavioral health professionals and various community leaders, has developed a transformation plan to safely drive down jail usage, address racial and ethnic disproportionality and/or disparity, and continually improve the local justice system.

The grant is a part of the Safety and Justice Challenge, a national initiative supported by the Foundation to reduce over-incarceration by changing the way America thinks about and uses jails. The John D. and Catherine T. MacArthur Foundation is headquartered in Chicago, Ill.

**Georgetown County Hosts Bassmaster Elite Series Tournament Apr. 7–10**

A Bassmaster Elite Series tournament, hosted by Georgetown County April 7–10, was one of the best attended Elite events in the series’ history. More than 27,500 fans participated in activities during the four-day event.

Spectators came from South Carolina and beyond to watch the daily weigh-ins live at the county’s Carroll A. Campbell Marine Complex. The tournament was held in conjunction with the Winyah Bay Heritage Festival, an event sponsored by the Georgetown County Museum.

The Georgetown Business Association also hosted a series of free celebrity concerts as an added attraction on tournament days. (The fishing tournament will be the cover story for the summer issue of SCAC’s *County Focus Magazine* (Vol. 26, No. 2).

**Georgetown County Hosts Ribbon-Cutting Celebration for Newly-Renovated Community Center**

Georgetown County hosted a ribbon-cutting celebration on April 1 for the newly-renovated Howard Center in Georgetown’s West End.

Exterior work at the facility is scheduled for completion later in the spring, but with two events already scheduled in Howard’s auditorium in April, county council members wanted to ensure local residents had the first look. Georgetown County Parks and Recreation, which manages the facility, also plans to host a grand opening celebration this summer.

Previously known as Howard High School, the area’s black high school during the days of segregation, the facility has been converted into a community center that can accommodate a broader array of community activities.

The county is working with the Howard Alumni Association to fill a floor-to-ceiling glass case in the center lobby with Howard High memorabilia. Renovations were part of the county’s long-range capital improvement plan. (An article on the Howard Center will be published in the summer issue of SCAC’s *County Focus Magazine* (Vol. 26, No. 2).

**Horry County Emergency Management Director Named Director of the Year**

**Randy Webster**, Horry County Emergency Management Director, was named Director of the Year during the annual S.C. Emergency Management Association workshop, held in March in the Myrtle Beach area. Nominees for the annual award are judged by their emergency management peers.

Webster has more than 32 years of public safety experience in emergency management, EMS and fire service fields. He began his career with Horry County in 1989 just before Hurricane *Hugo* hit the east coast and has been the current Emergency Management Director since 2003.

Webster, a member of the Federal Emergency Management Agency’s Hurricane Liaison Team, has been a member of various boards and committees, including the S.C. Hurricane Task Force, Pee Dee Regional Counter Terrorism Coordinating Council and a member of the American Meteorology Society.

**Richland County EMS Recognized as 2015 EMS Large Service of the Year**

**Richland County** Emergency Medical Services (EMS) was recognized as the 2015 EMS Large Service of the Year by the S.C. Emergency Medical Services Network. The county’s EMS staff, part of the Emergency Services Division, was cited for its programs to assist and educate residents, its collaboration with local hospitals and its heroic response during the October flood event.
Head of Georgetown County’s Tennis Programming Named S.C. Tennis Professional of the Year

The head of Georgetown County’s tennis programming at Stables Park, David Bromberg, has been named the S.C. Tennis Professional of the Year by the U.S. Professional Tennis Association (USPTA). The award is given to USPTA members based on contributions to their local tennis organizations and the USPTA, as well as volunteer work, career development, playing record and professional rating.

Richland County CASA Volunteer Named National CASA Volunteer of the Year

Richland County Court-Appointed Special Advocate volunteer Deirdre “Dee” Stogdill was named the National CASA Volunteer of the Year. Stogdill will accept the award in June at the National CASA conference. She has been a Richland County CASA volunteer, known as a Guardian ad Litem, for 17 years. During this time, she has advocated on behalf of 45 children from Richland County.

Neighborhood Initiative Program Offers $4 Million in Funding

S.C. Housing announced in May that about $4 million in funding is available for Round 2 of the Neighborhood Initiative Program (NIP). The goal of NIP is to stabilize property values by removing blighted and abandoned properties in strategically targeted areas, in an effort to prevent future foreclosures for existing property owners.

NIP, which assists communities by stemming the decline of home values, acts as a catalyst to initiate redevelopment and revitalization in areas suffering from blight and decline. NIP, made possible by the U.S. Department of the Treasury, is a joint venture of the S.C. State Housing Finance and Development Authority and the S.C. Housing Corp., a not-for profit corporation.

For more information, visit S.C. Housing’s website at www/SCHousing.com. The application deadline is June 30.