Regular Pickens County Council Meeting
December 1, 2025
6:30 PM

County Council met in regular session, in the Auditorium of the County Administration Facility, with Chairman Alex Saitta presiding. Final agendas, bearing date, time, and location of meeting were emailed to members of council and local news media on November 25, 2025. The agenda was posted in the lobby of the County Administration Building and on the County website the required length of time.

Council Members in Attendance:
Alex Saitta, Chairman
Chris Lollis, Vice Chairman
Dale Holloway, Vice Chairman Pro-Tem
C. Claiborne Linvill
Scott Lang
Chris Bowers

Staff in Attendance:
Ken Roper, County Administrator
Meagan Nations, Clerk to Council
Destini Pratt, County Attorney

WELCOME AND CALL TO ORDER:
Chairman Alex Saitta called the December 1, 2025, meeting to order and welcomed everyone in attendance. Councilman Dale Holloway led the invocation, and Mr. John L. Rainville, Senior Army Instructor at Pickens High School JROTC, and JROTC students, led the Pledge of Allegiance.

PUBLIC FORUM:
Chairman Alex Saitta opened the Public Forum and requested the Clerk to call upon the citizens signed up to speak.

1. Brian Swords: Mr. Swords addressed Council regarding the Greater Easley Chamber of Commerce.
2. Margaret Thompson: Ms. Thompson addressed Council regarding Clemson Paw Partners.
3. Sha Boggs-Kuhnle: Ms. Kuhnle addressed Council regarding Clemson Paw Partners.
4. Josh Medlin: Mr. Medlin addressed Council regarding taxes and Veteran Affairs.

APPROVAL OF MINUTES:
Chairman Alex Saitta called for a motion to approve the following amended minutes as presented:

- November 3, 2025 – Council Meeting
- November 17, 2025 – Council Work Session

- o Motion was made by Chairman Alex Saitta and seconded by Councilman Chris Bowers to approve the minutes. Motion carried unanimously (6-0).

ADMINISTRATORS REPORT:
County Administrator Ken Roper gave updates to Council on the following items:

A) Update regarding brown goods only being accepted at Landfill on the following dates:

A) November 24-December 6

B) December 22-January 3

B) Update on two Culverts: Rocky Bottom and Country Creek

C) Recognition of NACo High Performance Leadership Academy 2025 Graduates: Kyle Bennett, Emily Brazinski, David Wagner and Tim Owen

Council members also asked questions regarding:

- Highway 11 Gateway Signage Update
- Three Departments moving from Courthouse to Garvin Street building this month – Council would like to tour the new building
- County Employees are not allowed to have similar jobs – would like to see case law

COMMITTEE REPORTS: None

COUNCIL CORRESPONDENCE
Chairman Alex Saitta announced the following:

- The council will hold a Council Work Session on Monday, December 15, 2025, at 6:30 p.m. in the Main Conference Room of the Administration Building.
- The next Council meeting will be on Monday, January 6, 2025, at 6:30 p.m. in the Council Chambers of Administration Building.

Chairman Alex Saitta called for other council correspondence. Seeing no other correspondence, Chairman Alex Saitta announced moving to Motion Period and New Business.

MOTION PERIOD AND NEW BUSINESS:

Chairman Alex Saitta opened the floor for motion period and new business.
Seeing no discussion, Chairman Saitta closed the floor.

ORDINANCES FOR FIRST READING AND/OR RESOLUTIONS:

A) FIRST READING IN TITLE ONLY OF AN ORDINANCE TO DEVELOP A JOINTLY OWNED AND OPERATED INDUSTRIAL/BUSINESS PARK IN CONJUNCTION WITH OCONEE COUNTY, SUCH INDUSTRIAL/BUSINESS PARK TO BE GEOGRAPHICALLY LOCATED IN OCONEE COUNTY AND ESTABLISHED PURSUANT TO SECTION 4- 1-170 OF THE CODE OF LAWS OF SOUTH CAROLINA, 1976, AS AMENDED; TO PROVIDE FOR A WRITTEN AGREEMENT WITH OCONEE COUNTY TO PROVIDE FOR THE EXPENSES OF THE PARK, THE PERCENTAGE OF REVENUE APPLICATION, AND THE DISTRIBUTION OF FEES IN LIEU OF AD VALOREM TAXATION; AND OTHER MATTERS RELATED THERETO (PROJECT BROADWAY).

- Chairman Alex Saitta made a motion to constitute first reading in title only. Motion was seconded by Councilman Scott Lang. The motion carried unanimously (6-0).

ORDINANCES FOR SECOND READING AND/OR PUBLIC HEARING:

None

ORDINANCES FOR THIRD READING AND/OR PUBLIC HEARING:

None

OTHER AGENDA ITEMS:

A) 2026 Employee Handbook: Samantha Greer, Director of Human Resources
- Samantha Greer, Director of Human Resources, gave a brief overview to Council on the Employee Handbook Revision. Details included:
  - Personnel and Population Overview
  - Existing Benefits Continuing
  - Summary of Key Revisions:
    a. PTO Conversion
    b. Addition of Veteran's Day Holiday
    c. Telework Policy
    d. Wellness Policy
- Council and Staff had detailed discussion that included, but was not limited to:
  - Discussion of PTO revisions (accrual formulas based on years of service, consolidation of sick and vacation leave into a single PTO bank, and maximum rollover cap of 90 days)
  - Clarifications were provided regarding accrual caps, rollover limits, differences by work schedules, and conversions when employees change schedules
  - Discussion on adding one additional holiday, Veterans Day
  - Discussion on Family Leave
  - Discussion on Leadership training
  - Discussion on Exit Interviews
  - Discussion on Employee Rights to communicate with Council

- Chairman Alex Saitta made a motion to accept the Employee Handbook as presented, with the exception of Councilman Bowers request to include a breakdown per pay period. Motion was seconded by Councilman Scott Lang.
  - Councilman Scott Lang made an amended motion to Section 2 in the Handbook, to read, "County Employees are free to approach and talk with county council members, as the members serve all the citizens of Pickens County. Councilors are free to listen, but, as State law dictates, are forbidden from giving orders or instruction to employees, as well as taking action to deal with situations or solve problems employees face on the job." Motion was seconded by Chairman Alex Saitta.
  - Councilman Chris Bowers made a substitute motion to change Section 1.5 to read, "However, County employees should feel free to speak to County Council members and will not be subject to discipline."

Councilman Bowers would like to strike out "if approached by County Council members." Motion was seconded by Councilman Scott Lang.

- Councilman Chris Bowers made a substitute motion to change Section 1.5 to read his previous substitute motion, but also add, "County Employees are free to approach and talk with county council members, as the members serve all the citizens of Pickens County. Councilors are free to listen, but, as State law dictates, are forbidden from giving orders or instruction to employees, as well as taking action to deal with situations or solve problems employees face on the job." Motion was seconded by Councilman Scott Lang. The substitute motion carried (6-0).

o The original motion carried (6-0).

B) 2026 County Council Meetings Calendar:

- Chairman Alex Saitta made a motion to accept the 2026 Council Meeting calendar as presented. Motion was seconded by _____.
    - Councilor Claiborne Linvill made an amended motion to change the Council Meeting on April 6, to April 13, due to Spring Break in Pickens County schools. Motion was seconded by Councilman Chris Bowers. The motion failed (1-4-1), with Councilor Claiborne Linvill in favor, and Councilman Chris Bowers recused from voting.
    - Councilor Claiborne Linvill made an amended motion to change the Council Work Session on Monday, December 21st to Monday, December 14th due to Christmas Holiday week. Councilman Scott Lang seconded the motion. The motion failed (1-4-1), with Councilor Claiborne Linvill in favor, and Councilman Chris Bowers recused from voting.
    - The original motion carried (4-1-1), with Councilor Claiborne Linvill in favor and Councilman Chris Bowers opposed.

C) Administrator and Attorney Annual Review Format for 2026 and Going Forward:

- Chairman Saitta stated that County Council conducts annual reviews for three positions – the County Administrator, the County Attorney and the Clerk to Council. He stated they do not currently have a standardized written evaluation form and suggested creating one for consistency. Councilor Linvill and Dr. Holloway were asked to work with staff to develop a draft evaluation form and bring back recommendations to Council by February. The County Attorney's review is scheduled before March 2, the Clerk's review is in June, and the County Administrator's review is in December. The Council discussed keeping the form brief – preferably one page – with general feedback such as strengths and area for improvement, and without including goal setting since goals are reviewed separately. Council was asked to share input as the form is being developed.

D) Councilor Scott Lang: Update on Performing Arts Center Foundation

- Councilmember Lang provided an update on the Performing Arts Center Foundation, following Council's direction in January to review the Foundation, which had become inactive.
- He explained that there are three separate entities involved: the County-owned Performing Arts Center building; JWPR Holdings, LLC, which manages and operates the facility under contract; and the Performing Arts Center Foundation, which was created to handle fundraising. The Foundation had not been meeting or filing required tax returns for several years, which resulted in suspension and penalties at the state and federal levels.

- Councilmember Lang reported that new board members have stepped in, bank records were gathered, and financial ledgers were recreated. Delinquent tax returns have now been filed with both the State and the IRS. The State reinstated the Foundation after a settlement, and the Foundation is once again registered and operating. The Foundation is still awaiting a response from the IRS regarding remaining penalties. Two board seats remained open, and interested individuals were encouraged to apply.
- Staff also reported progress in restoring the Foundation's access to the Performing Arts Center, including keys, access codes, and installation of a mailbox.
- Council and Administration discussed the broader effort to review all County-owned facilities operated by nonprofit organizations, with the goal of creating consistent and predictable agreements. Administration noted that updated contracts will be brought back to Council for consideration in the future.

E) Streamlining County Board and Commissions, Meagan Nations, Clerk to Council and Destini Pratt, County Attorney

- The Clerk and County Attorney prepared a summary outlining the legal authority, activity level, and recommendations for several boards and commissions previously discussed. The purpose of the review was to address inactive boards, expired memberships, and opportunities for consolidation.
    - **Board of Zoning Appeals**
        a. Staff reported that the Board of Zoning Appeals is required by state law and recommended consolidating it with the Stormwater Appeals Board and the Construction Board of Appeals into a single appeals board. This would require adoption of an ordinance. It was noted that several seats on the current board are expired. Council discussed membership structure and confirmed that state law allows for a consolidated appeals board.
        b. Chairman Saitta made a motion to prepare the necessary ordinance to consolidate the appeals boards. Motion was seconded by Councilman Chris Bowers and carried unanimously (6-0).
    - **Beautification Committee (Keep Pickens County Beautiful)**
        a. Staff stated that the Beautification Committee was created by resolution in 2021, is not required by law, and has not met since 2020. Due to difficulty maintaining membership and lack of staff support, staff recommended dissolving the committee. Council discussed the committee's past value, particularly in environmental education and litter cleanup efforts, and expressed interest in future strategies to address litter and environmental concerns. Administration noted that a comprehensive litter strategy would be launched in January 2026.
        b. Chairman Alex Saitta made a motion to dissolve the Beautification Committee (Keep Pickens County Beautiful) by Resolution. Motion was seconded by Councilman Chris Lollis and carried unanimously (6-0).
    - **Sedgewood Tax District Board**
        a. Staff reported that the Sedgewood Tax District is required by law and exists to fund street lighting within the neighborhood. The board has not met since 2017–2018. Dissolution would require two ordinances: one to end the millage and address remaining funds, and another to formally dissolve the district, each

requiring three readings. Council Holloway requested additional time to speak with affected residents before moving forward. Dr. Holloway will be gathering additional information and report back.

- **Worklink Board**
    a. Staff confirmed that participation on the Worklink Board requires a sitting council member to maintain federal funding.
- **Tourism Board**
    a. Staff noted that the Tourism Board was phased out in 2017.
- **Economic Development Alliance**
    a. Staff explained that the Economic Development Alliance is a public-private partnership created by ordinance, meeting quarterly, and serving as an advisory body. The current 17-member structure includes council appointees, private sector representatives, utilities, higher education institutions, and municipal representation. The Executive Director recommended maintaining the current structure, with possible improvements to attendance enforcement. Council discussed quorum challenges but expressed general support for keeping the board as currently structured.

CONSENT AGENDA

None

EXECUTIVE SESSION: S.C. Code of Laws, Section 30-4-70 (a):

Chairman Alex Saitta called for a motion to convene into Executive Session as defined by S.C. Code of Laws, Section 30-4-70 (a). Chairman Saitta further stated that each issue would be discussed as the Law provides.

Legal: Section 30-4-70 (a)(2)

- MRR Briefing
- Receive Legal Advice regarding Property

Boards and Commissions: Section 30-4-70 (a)(1)

- Board and Commissions

Personnel: Section 30-4-70 (a)(1)

- Employee Performance Review

- Motion was made by Chairman Alex Saitta and seconded by Councilman Chris Bowers. The motion was carried out unanimously (6-0), to convene in executive session for the stated purposes after a ten-minute recess.

ACTION AS NEEDED VIA EXECUTIVE SESSION ITEMS:

Chairman Alex Saitta called the Public Session back to Order and advised the following:

Legal: Section 30-4-70 (a)(2)

- MRR Briefing **– No Action Taken**
- Receive Legal Advice regarding Property – **Chairman Saitta made a motion to deed restriction number 2 on the Highway 8 property in Pickens will be lifted. Councilman Chris Bowers seconded the motion. The motion carried unanimously (6-0).**

Boards and Commissions: Section 30-4-70 (a)(1)

- Board and Commissions
  - **Councilman Dale Holloway made a nomination for Micah Pauli to the Recreation Funding Board in the District 6 seat. Hearing no other nominations, the Chairman closed the floor and the motion carried unanimously (6-0).**
  - **Chairman Alex Saitta made a nomination for Amber Rudberg for the Grievance Committee. Hearing no other nominations, he closed the floor and the motion carried unanimously (6-0).**
  - **Chairman Alex Saitta made a nomination for Scott Lang for the representative on the Worklink Board. Hearing no other nominations, he closed the floor and the motion carried unanimously (6-0).**

Personnel: Section 30-4-70 (a)(1)

- Employee Performance Review – **No Action Taken**

ADJOURN:

Hearing no further Council business, Chairman Alex Saitta made a motion to adjourn. The motion was seconded by Councilman Chris Bowers and carried unanimously (6-0). Pickens County Council stood adjourned at 9:39 p.m.