



City Council Capital Projects Workshop/Special Worksession

Meeting Minutes – Planning Conference Room – 1st Floor

August 26, 2025

I. CALL TO ORDER

5:01 PM

Philip Cromer, Mayor

Members of Council in attendance - Philip Cromer, Neil Lipsitz, Mitch Mitchell, Josh Scallate.

Absent: Michael McFee.

II. PRESENTATION ITEM

A. Quarterly Capital Improvements Program (CIP) Update.

JJ Sauvé, Deputy City Manager and Raul Dominquez, Capital Improvements Program Director, provided an update on all the projects that have been completed and then went over the active projects and addressed Council's questions and concerns.

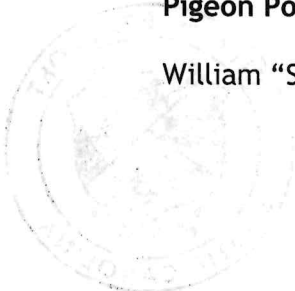
Topics covered:

King Street
Charles/Craven
Port Republic Street
Waterfront Park
Waterfront Day Dock
Washington Street Park
Southside Park Phase 2
1st South Carolina Volunteers Park
Duke Street

Pigeon Point Boat Landing - pictures were shown during high tides which were not associated with any storms, just normal king tides to show how high the water came up. Mr. Rodriguez stated this area will need to be built up in order to prevent this from happening in the future. There was a discussion about the relocation of the kayak launch, and how this area might not be a good fit due to the amount of traffic it would cause in the neighborhood, Also considered was the lack of parking. Need to address the possibility of prohibiting commercial kayak companies from using the launch.

Bayard Street
Pigeon Point Stormwater Study

William "Skeet" Von Harten, 920 Charlesfort Street addressed Council.



III. DISCUSSION ITEM

A. Employee Compensation Discussion.

Scott Marshall, City Manager, stated four scenarios were going to be presented this evening for consideration. Some of the Pros and Cons will also be discussed with each scenario.

Alan Eisenman, Finance Director, presented each scenario along with their financial impacts. Some future considerations were also discussed that included pay incentives for obtaining degrees and certifications. He addressed Council's questions and concerns.

Management Advisory Group (MAG) Final Report - Scenario 1.

Implements MAG's recommended pay-grade structure and pay adjustments without department level corrections for recent promotions or compression anomalies. Represents the baseline MAG proposal used for initial fiscal modeling. (FY26 modeled impact: \$671,786.00).

MAG Final Report with Department Input Adjustments - Scenario 2.

Combines MAG's pay-grade framework with department-submitted corrections (for example, recently promoted employees and overstated compressions). Includes a 3.5% Additional Cost-of-Living Adjustment (COLA) and adjustments to align employee pay with the revised grade minimums; raises the lowest minimum to \$40,988.00 to meet the committee's living-wage benchmark. Recommended for implementation because it preserves MAG's market alignment while correcting administratively identifiable errors. (FY26 modeled impact: \$640,025.00).

Department Input plus \$1,000.00 Public Safety Supplement - Scenario 3.

Starts from department-corrected pay grades and adds a targeted, recurring supplement of \$1,000.00 to Police and Fire positions to improve public-safety competitiveness. Creates a higher recurring cost than Scenario #2 and affects multi-year fund projections accordingly. (FY26 modeled impact: \$781,345.00).

Department Input plus \$2,000.00 Public Safety Supplement - Scenario 4.

Same as Scenario #3 but with a \$2,000.00 recurring supplement for Police and Fire. Produces the largest near-term and long-term budgetary impact among the scenarios presented and would require a sustainable funding plan if adopted. (FY26 modeled impact: \$919,708.00).

Councilman Scallate and **Councilman Mitchell** feel Scenarios 3 and 4 should include Public Works employees in addition to Fire and Police.

IV. ADJOURN

6:04 PM

Disclaimer: This document is a summary of discussions. All City Council Worksessions and Regular Meetings are recorded. Live stream can be found on the City's website at www.cityofbeaufort.org (Agenda section). Any questions, please contact the City Clerk, Traci Guldner at 843-525-7024 or by email at tguldner@cityofbeaufort.org.

In accordance with South Carolina Code of Laws, 1976, Section 30-4-80 (a)(d)(e), as amended, notification of regular meetings was given at the beginning of the calendar year. A copy of the agenda was posted on the City's bulletin board and website www.cityofbeaufort.org twenty-four hours prior to the meeting. A copy of the agenda was given to the local news media and requested public on file.

*approved: September 9, 2025
Traci Guldner*

