

TOWN OF ANDREWS
MONTHLY COUNCIL VIRTUAL MEETING via Zoom/Facebook Live
101 NORTH MORGAN AVE.
ANDREWS, SC 29510
TUESDAY, MARCH 23, 2021 @ 6:00 PM

DUE TO CoVID19 (CORONAVIRUS) AND IMPLEMENTING SOCIAL DISTANCING MEASURES, THE TOWN COUNCIL MEETING WILL BE PHYSICALLY UNAVAILABLE TO ATTENDEES. THE MEETING WILL BE BROADCASTED VIA FACEBOOK LIVE FROM THE TOWN OF ANDREWS PAGE. ALL PUBLIC COMMENTS CAN BE SUBMITTED VIA TOA EOC FACEBOOK MESSENGER APP. BY 4PM ON THURSDAY, MARCH 23, 2021.

AGENDA

- 1. CALL TO ORDER**
- 2. INVOCATION**
- 3. PLEDGE OF ALLEGIANCE**
- 4. ROLL CALL**
- 5. APPROVAL OF MINUTES: THURSDAY, FEBRUARY 18, 2021 TOWN COUNCIL MEETING**
- 6. MONTHLY BANK STATEMENTS: FOR INFORMATION ONLY**
- 7. FINANCIAL REPORT: KENNETH COBB AND COMPANY; MRS. BRENDA JACKSON, CPA**
- 8. OLD BUSINESS**
 - A. 2ND READING ORDINANCE NUMBER 2021-01: AN ORDINANCE ESTABLISHING A SICK POOL POLICY FOR THE TOWN OF ANDREWS, SOUTH CAROLINA
 - B. 2ND READING ORDINANCE NUMBER 2021-02: AN ORDINANCE AMENDING THE FY 2020-2021 OPERATING BUDGET FOR THE TOWN OF ANDREWS, SOUTH CAROLINA
- 9. NEW BUSINESS**
 - A. Resolution Number 2021-01: Fair Housing Resolution
 - B. Town of Andrews Dilapidated Building: 410 North Farr Avenue
 - C. Town of Andrews Dilapidated Building: 407 North Morgan Avenue
 - D. Grant Update RIA 19-1199: County Line Pump Station Upgrades
- 10. ADMINISTRATOR'S REPORT**
- 11. COUNCIL'S REPORT**
- 12. MAYOR'S REPORT**
- 13. ADJOURNMENT**

Town of Andrews

Monthly Town Council Meeting Via Zoom/Facebook Live Tuesday, March 23, 2021 6:00 p.m. 101 N Morgan Ave Andrews, SC

Mayor McClary stated that due to COVID-19 (Coronavirus) and the implementation of social distancing measures, the physical meeting is closed to the public. The meeting is being broadcasted via Facebook Live from the Town of Andrews Emergency Operations Center page.

The Town of Andrews met for their Monthly Town Council Meeting on Tuesday, March 23, 2021. Mayor Frank McClary presiding in compliance with the Freedom of Information Act, called the meeting to order at 6:04 p.m.

Invocation was rendered by Council Member Eddie Lee
Pledge of Allegiance was recited by everyone.

Town Officials Present:

Mayor Frank McClary
Council Member Anderson
Council Member Amy Flagler
Council Member Eddie Lee
Council Member Robert Stamper
Council Member James Altman

Minutes

Motion was made by Council Member Eddie Lee and seconded by Council Member James Altman to approve the minutes from the Thursday, February 18, 2021 Town Council meeting. **Mayor Frank McClary; Yes, Council Member Angela Anderson; Yes, Council Member Eddie Lee; Yes, Council Member Amy Flagler; Yes, Council Member Robert Stamper; Yes, Council Member James Altman; Yes, motion carried.**

Monthly Bank Statements

The monthly financial statements were included in the Council's packet for informational purposes only.

Financial Report

Town Clerk Chaconas Parson presented the members of the Andrews Town Council with a review of the Budgeted versus Actual Revenues and Expenditures Financial Report for the month Ending February 28, 2021.

Old Business

Motion was made by Council Member Eddie Lee and seconded by Council Member Angela Anderson to approve the second reading of Ordinance Number 2021-01 an ordinance establishing a Sick Pool Policy for the Town of Andrews, South Carolina. **Mayor Frank McClary; Yes, Council Member Angela Anderson; Yes, Council Member Eddie Lee; Yes, Council Member Amy Flagler; Yes, Council Member Robert Stamper; Yes, Council Member James Altman; Yes, motion carried.**

Motion was made by Council Member Eddie Lee and seconded by Council Amy Flagler to approve the second reading of Ordinance Number 2021-02 an ordinance to amend the FY 2020-2021 Operating Budget for the Town of Andrews, South Carolina. **Mayor Frank McClary; Yes, Council Member Angela Anderson; Yes, Council Member Eddie Lee; Yes, Council Member Amy Flagler; Yes, Council Member Robert Stamper; No, Council Member James Altman; Yes, motion carried.**

New Business

Motion was made by Council Member Eddie Lee and seconded by Council Member Robert Stamper to approve the adoption of the Fair Housing Resolution Number 2021-01 for the Town of Andrews. **Mayor Frank McClary; Yes, Council Member Angela Anderson; Yes, Council Member Eddie Lee; Yes, Council Member Amy Flagler; Yes, Council Member Robert Stamper; Yes, Council Member James Altman; Yes, motion carried.**

Motion was made by Council Member Eddie Lee and seconded by Council Member James Altman to begin the preparation process to demolish the town's dilapidated property located at 410 North Farr Avenue. **Mayor Frank McClary; Yes, Council Member Angela Anderson; Yes, Council Member Eddie Lee; Yes, Council Member Amy Flagler; Yes, Council Member Robert Stamper; Yes, Council Member James Altman; Yes, motion carried.**

Motion was made by Council Member James Altman and seconded by Council Member Eddie Lee to begin the preparation process to demolish the town's dilapidated property located at 407 North Morgan Avenue. **Mayor Frank McClary; Yes, Council Member Angela Anderson; Yes, Council Member Eddie Lee; Yes, Council Member Amy Flagler; Yes, Council Member Robert Stamper; Yes, Council Member James Altman; Yes, motion carried.**

Town Administrator Mauretta Dorsey provided Town Council with an update on the Town's RIA Grant Project 19-1119 County Line Pump Station upgrade. On March 2nd the construction contract was approved by RIA to Triple A Utility in the amount of \$599,295.00.

Administrator's Report

Town Administrator Mauretta Dorsey announced that DHEC will host a COVID -19 Mobile Testing Clinic to be held on April 3rd at Piggly Wiggly from 10:30 a.m. to 3:00 p.m. Santee St. James Health and Wellness Center is offering free COVID vaccination on Saturdays, pre registration is required. The Town of Andrews was under a DHEC water and sewer consent order, thus the town has acquired and allocated funding to correct some of the deficiencies in each of those systems. An overview was presented to

Town Council of the various projects that have been completed which totals about \$3,000,000.00 in funding applied for and received to include the ongoing RIA Grant which will address the Deer Wood Estates and County Line Road Pump stations issues. The Town has completed the required mandates of the water consent order imposed by DHEC. The Town is will be applying for \$750,00.00 of CDBG funding to address 197 manholes issues; covering for the sewer basin where the out flow of water flows to before it is transferred through the force main to the City of Georgetown; waterline issues along Beech Street and sewer lines issues along South Morgan Avenue. The official application deadline is April 15, 2021. Input from citizens will be an important requirement for this project. A Virtual Needs Assessment will be held on Wednesday, March 24, 2021 at 6:00 p.m. The Town of Andrews will host a Virtual Public Hearing on Friday, April 9, 2021 at 6:00 p.m. Ms. Dorsey highlighted and clarified a few items about the Town and its operations. First, she mentioned that the construction of the new Municipal Complex was approved through a 2014-28 Capital Sales Tax Ordinance. The funding for that project was to come directly from the sales tax referendum proceed. The Town of Andrews is not responsible for any cost related to this project. The ordinance reads that the sales tax referendum is to provide for the maximum cost of the projects or facilities funded from the proceeds raised by the tax. Section 5 of that ordinance states to provide funding for the design, engineering, construction, preparation and improvement to meet present and future needs of Georgetown County and its citizens. Paragraph 7 reads that if funding remains after the first use of funds describe herein, the remaining funds must be allocated to fund the projects approved by the voters in the referendum to impose the tax in the priority order as the projects appeared in the enacting ordinance. The Town of Andrews project was listed as number three. It was projected that the sales tax referendum would yield \$28 million dollars, however 41 million dollars was collected. The current Town Hall building is an environmental hazard to employees as well as to the Town's citizens. The current facility is not ADA Compliant, which is a federal violation. The Town is not getting the just due in financing that is due to Andrews but also available. A second concern is pertaining to the rumor that Andrews Police Department has a staff of only one officer; however, the APD has always had from five to seven officers at any given time. The retention problem with law enforcement officers is a statewide problem just not an Andrews issue. Our officers are out and on the job. Citizens were informed that it is their responsibility to obtain the proper business license from the Town of Andrews to operate an establishment within the Town limits. Business license renewals are due by April 30, 2021 and late penalties and citations will be assessed and applied, thereafter. Water leaks on personal property is the responsibility of the homeowner to have repaired. Anyone with, a water leak on their property must have it repaired before completing and submitting a credit application with the Town, after which your bill will be reviewed to see if you are eligible for a credit adjustment. If you are eligible, your bill will be monitored for a specific period after the repairs have been made to ensure things are back working properly before an adjustment is applied to your account. Leaks on the Town side has no effects on anyone's account.

Council Reports

Council Member Rob Stamper thanked the Public Works Department for doing an excellent job with making water leaks repairs; he has seen a recent increase in the water pressure level and the level of water in the Town's water tanks over the past several weeks. He congratulated the Administration staff on receiving the RIA grant funding for the Town. He reminded the citizens of the importance of them taking an active role in the upcoming Public Assessment meeting as it relates to increase the chances of the Town receiving potential funding to meet its need. Mayor McClary stated that the construction of the

temporary building for the Fire Department has been completed and the keys will be turned over to the Fire Chief and the department can store its two additional trucks there.

Council Member Amy Flagler stated that she has some concerns about Captain Vick of the APD and his professional conduct while on the job. She also shared citizens' concerns with dilapidated buildings and houses within the town and with the lack of a police presence at night.

Council Member Angela Anderson stated that she has also received some concerns with the APD. She requested that the potholes in the driveway at Town hall be repaired. Mayor McClary informed her that the potholes were repaired on Tuesday. She announced that Helping Hands of Andrews will be hosting a food give away at Andrews Church of God on Wednesday from 9:00 a.m. to 11:00 a.m. and Ebenezer MBC will be hosting a food give away on Wednesday, March 31, 2021 from 9:00 am to 11:00 a.m.

Council Member James Altman asked for an update on the status of hiring a Police Chief for the APD. Mayor McClary stated that this process is still ongoing.

Town Administrator Mauretta Dorsey reminded Town Council Members to review and refer back to the executive session discussion during last month's meeting as it pertains to what can and can't be discussed in an open forum.

Council Member Eddie Lee: He stated that he has cleaned up debris along Pope Street leading up to MLK Drive. He submitted work orders to DOT for various residents of Andrews and damaged roadways. He submitted several work orders to the Andrews Public Work Department to have water leaks repaired and to report uncovered meter boxes. Mr. Lee submitted additional mappings of the Town of Andrews Infrastructure as it pertains to flood water and drain issues to Mayor McClary. He made reference to the outstanding job that Mayor McClary and his financial staff is doing to ensure that the Town of Andrews remains in a good financial status. This team includes Mayor McClary, Town Administrator Mauretta Dorsey, Town Clerk Chaconas Parson and the Town's CPA Brenda Jackson. In conclusion, he referred to the Municipal Handbook he received once he was elected to office, this book if you read it will explain clearly the roles and functions of an elected official and each officer within a governing body.

Mayor's Report

Mayor McClary informed the citizens that the Andrews Police Department has Mutual Aid agreements with Georgetown and Williamsburg County Sheriff Offices for patrol coverage and this is key as to why Andrews always has an officer present. He encouraged citizens to invest in home security systems to help protect themselves and their personal properties. He stated that he will look into the concerns mentioned with the APD and if need be corrective actions will be taken to ensure that there is visibility in the Town. He offered words of congratulations to Officer Michael Bordner who just graduated from the S.C. Criminal Justice Academy as a Class 1 certified officer and we have Officer Kaylene Peterson who is in her last week of training and will soon be a certified Class 1 Officer. The APD is proposing a Neighborhood Watch in the Community and a coffee with a cop to help bridge the gap between citizens and the APD officers. It was reported that the Andrews Fire Department reported to 14 calls during the month of

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February 2021. The Fire Department's temporary building is up and ready for access to be granted to Chief Stamper and his department. The Five Star Market is a new establishment in the Town located at the corner of East Main Street and North Rosemary Avenue.

Mayor McClary informed Town Council that the FY2021-2022 Budget Planning Process is underway. He is hopeful that the town will be able to execute its community events in the next budget year. He introduced Mr. Elliott Middleton from McClellanville S.C. He was the winner of the Barbeque Cook Off during the last Heritage Festival. He operates a restaurant in McClellanville. He focuses on helping small communities with sponsoring food give a ways. In addition, he receives donated cars, which he repairs, or use as spare parts to repair other vehicles. After all necessary auto repairs have been made; Mr. Middleton blesses an individual or family by donating the vehicle to them. In fact, he is in the Town of Andrews tonight presenting a car to a citizen of Andrews.

Adjournment

Motion was made by Council Member Eddie Lee and seconded by Council Member James Altman to adjourn the meeting at 8:30 p.m.

Town Council Meeting minutes submitted by Town Clerk Chaconas Parson.

TOWN OF ANDREWS SICK POOL POLICY

Ordinance Number 2021-01

An ordinance to establish a voluntary program in accordance with the Employee Handbook to create a Sick Leave Pool Program (SLP) for Town employees. The Sick Leave Pool (SLP) provides additional sick leave time to Town of Andrews (Town) Employees in the event of a Catastrophic Illness or Injury that prevents an employee from active employment. Time may be granted from the SLP only after the employee has exhausted all accrued sick, vacation or other compensatory time (if applicable) and has met all granting requirements as described herein.

PROCEDURES:

The Town Administrator shall be assisted by the Town of Andrews Risk Manager to administer the program. The Town's Financial Accountant and Town Attorney shall review recommendations in an advisory capacity.

DEFINITIONS:

1. "Catastrophic illness or injury" is hereby defined as an illness, injury, impairment or physical or mental condition of an Employee which is certified by a physician licensed by the State of South Carolina or other domestic state:
 - a. that reasonably can be expected to result in death within 12 months or less; or
 - b. that substantially impairs the employee's ability to perform material and substantial duties of their job for a period of not less than *six (6) weeks*; or
 - c. that is expected to incapacitate an employee for at least six (6) weeks and is the result of any of the following: the transplant of a major bodily organ, major surgery or treatment of cancer, or a heart attack.

AND AT A MINIMUM, REQUIRES ONE OF THE FOLLOWING

- **Hospital Care**

Inpatient care in a hospital, hospice, or residential medical care facility, including any period of incapacity or subsequent treatment in connection with or consequent to such inpatient care. Inpatient care is at least one overnight stay. Examples: surgery, pneumonia

- **PERMANENT/LONG-TERM CONDITIONS REQUIRING SUPERVISION**

A period of incapacity which is permanent or long term due to a condition for which treatment may not be effective. The employee must be under the continuing supervision of, but need not be receiving active treatment by a Licensed Health Practitioner. Examples: Alzheimer's, severe stroke, or terminal stages of a disease.

- **MULTIPLE TREATMENTS (NON-CHRONIC CONDITIONS)**

Any period of absence to receive multiple treatments (including period of recovery) by a Licensed Health Practitioner either for restorative surgery after an accident or other injury; or

- **OTHER EXAMPLES OF CATASTROPHIC ILLNESSES OR INJURIES WHICH MEET ONE OF THE THREE CRITERIA:**

- i. Back conditions requiring extensive therapy or surgery
- ii. Heart conditions
- iii. Most types of cancers
- iv. Severe respiratory conditions
- v. Severe nervous disorders
- vi. Injuries caused by serious accidents
- vii. Kidney disease
- viii. Life threatening illnesses related to a worldwide identified pandemic

- **CONDITIONS WHICH NORMALLY DO NOT MEET ONE OF THE THREE CRITERIA AND ARE NOT NORMALLY CONSIDERED CATASTROPHIC ILLNESSES OR INJURIES***

- i. Migraines/Headaches
- ii. Common Cold/Allergies
- iii. Flu
- iv. Earaches
- v. Upset Stomach
- vi. Minor Ulcers
- vii. Childbirth/ Normal Recovery/Miscarriage (without complications)
- viii. Elective Surgeries
- ix. Routine dental or orthodontic problems
- x. Absence due to substance abuse
- xi. Stress

2. EMPLOYEE

Employee shall mean - A "Full-time" Town employee with 12 or more months of continuous full-time employment who is paid from either the general fund of the Town, from a special fund of the Town, or from special grants paid through the Town.

3. FMLA

FMLA means - The Family and Medical Leave Act. Leave under FMLA

is normally an unpaid, job protection leave for up to 12 work weeks/84 calendar days. In order to be eligible for leave under the FMLA, an Employee must have worked at least 12 months (does not have to be consecutive) with the Town and have worked at least 1,250 hours as of the date of the qualifying event (vacation & sick leave hours do not count as hours worked).

4. INCAPACITY

Incapacity is the inability to work or perform other regular daily activities due to a catastrophic illness or injury, treatment therefore, or recovery there from.

5. LICENSED HEALTH PRACTITIONER

A Licensed Health Practitioner shall mean a licensed doctor of medicine or osteopathy, or any licensed professional determined by the SLP Committee to be a legitimate provider capable of providing health care services in the state of South Carolina or other domestic state.

ADMINISTRATION

1. SLP COMMITTEE

The Advisory Committee identified shall function in an advisory capacity to the Town Administrator. Upon receipt of a request for sick leave from the pool, the Town Administrator shall request in writing that the Committee review the withdrawal packet request and providing advice to the Town Administrator. The Committee is to review within five (5) working days of the Town Administrator's request. The Town Administrator may act without the participation of the Committee, in any event. The advisory recommendation arrived at by the committee and/or the final decision prepared by the Town Administrator will be in all things final.

1. An employee's contribution of accrued sick leave hours shall be irrevocable and the employee, by making such contribution, agrees to release any and all rights and interest in and to the contributed sick leave hours.
2. The accrued sick leave hours that an employee contributes to the SLP shall become the property of the SLP and cannot be returned in the event the employee dies, retires, resigns, is terminated, is placed on temporary suspension or otherwise fails to maintain his or her membership in the SLP from year to year.

3. The time contributed to the SLP can be designated by the contributing employee to be given to any particular employee not to exceed 80 hours per contributing employee.
4. There is no guarantee that a contributing employee will receive any time that he or she contributes to the SLP should such employee have a need to make application for SLP time at a later date.
5. Upon the conclusion of twelve (12) months following the Open Enrollment Period, any unused time that remains in the SLP shall be determined and carried forward for the next twelve (12) month period of the SLP.
6. An employee who is terminated, who resigns or who retires may donate not more than eighty (80) hours of their accrued sick leave prior to the time of their departure from Town employment.
7. If, at any time, the sick leave available through the SLP falls below the number of days equal to two times (2x) the number of members of the SLP, each employee member may voluntarily contribute eight (8) additional hours of accrued sick leave time to the SLP in order to maintain membership in the SLP. This type of contribution would be considered an emergency allocation that is necessary to bring the pool up to the amount of hours needed to maintain the continued operation of the SLP.

GRANTING OF TIME FROM SLP

1. The SLP may only be granted to and used by an employee for a Catastrophic Illness or Injury that makes the employee unable to perform the employee's job.
2. The employee has contributed to the sick leave pool not less than one (1) day not more than five (5) days in the current and previous fiscal year after the first initial year of this policy.
3. Pregnancy will not be covered by the SLP, but complications due to pregnancy or delivery that qualify as a Catastrophic Illness or Injury will be considered.
4. SLP time may not be granted to an Employee when he or she is receiving worker's compensation benefits under the South Carolina

Workers Compensation Act. SLP time will also not be granted in cases where the Employee's receipt of SLP time would allow such employee to have paid time past the ending date of their current entitlement to FMLA leave.

5. SLP benefits will be granted in six (6) weeks increments.
6. During each twelve (12) month period, the maximum amount of SLP time that may be granted to an eligible Employee shall not exceed one-third (1/3) of the total amount of the SLP, or 12 weeks/84 calendar days, whichever is less as of the time of the employee's application.
7. Requests for the granting of an extension from the SLP must be applied for by the employee and shall not be automatically granted.
8. An employee cannot receive time from the SLP if the employee is placed on temporary suspension, is on approved leave of absence (unless for a catastrophic illness) or is otherwise terminated.
9. All unused time that was granted to an employee from the SLP shall be returned to the SLP.
10. The grant of time from the SLP to an employee shall terminate upon the earliest occurrence of the following:
 - a. The date the employee returns to work; or
 - b. The exhaustion of the specific amount of time that the SLP Committee granted to the employee, unless the SLP Committee has granted the employee additional SLP time and, in such case, upon the exhaustion of any additional SLP time that was granted to the employee; or
 - c. The effective date of the employee's termination (including termination due to the employee's death), suspension, leave of absence, retirement, or resignation; or
 - d. The employee has used the maximum amount of SLP time allowable under this policy; or
 - e. The SLP Committee determines that the employee is no longer eligible to receive any further or additional time from SLP.

11. No employee may receive or use leave time from the Sick Leave Pool once he/she has been off active-duty work, for any reason, for six (6) months or more.
12. The Town Administrator may also consider and/or grant requests from employees who have contributed leave in a prior year but not in the current year if the Administrator determines that a **Grievous Hardship** would result if the request were denied. These cases will be evaluated by the committee. If the request is approved the time will be granted on a scale from 6 to 12 weeks. After the first initial year of this policy, time granted will be determined by the employee's contribution history.

PROCEDURE

1. An eligible employee must apply for permission to receive time from the SLP by submitting a SLP Withdrawal Request Form to the SLP Administrator. The SLP Withdrawal Request Forms shall be available at the Town of Andrews Administrative Services Department. Each SLP Withdrawal Request Form must be completely filled out and include the following:
 - a. The date on which the Catastrophic Illness or Injury commenced;
 - b. The probable duration of the Catastrophic Illness or Injury;
 - c. The Attending Physician Statement Form from the Licensed Health Practitioner that is treating the catastrophic condition stating that the employee is unable to perform the functions of his or her position and the anticipated date the employee will be eligible to return to work;
 - d. Any other information that the Administrator or the SLP Committee deems necessary.
2. The completed SLP Withdrawal Request Form, along with all of the required documentation and information must be submitted no more than ten (10) days prior to the exhaustion of all of the employee's accrued sick leave, vacation, personal holidays, and compensatory time to avoid a gap in compensation. Retroactive benefits will only be granted in first initial twelve (12) months of this policy.

The obligation to submit said form and required documentation and information shall be the employee's responsibility. The employee's failure to complete the said form and provide the required documentation and information may result in the denial or delay of any grant of time from the SLP. If an employee is critically ill and unable to file the SLP Withdrawal Request Form and required documentation and information, the employee's immediate family may, submit the request form and required documentation and information;

3. Upon receipt of an employee's completed SLP Withdrawal Request Form (along with all required documentation and information); the SLP Administrator shall review the request and provide a recommendation to the SLP Committee.
4. The SLP Committee shall call a meeting in order to review both the employee's completed SLP Withdrawal Request Form (along with all required documentation and information) and the Administrator's recommendation. At such called meeting, the SLP Committee shall vote based on the terms and conditions of this policy to approve, deny or modify the amount of time that an Employee is requesting from the SLP. The SLP Committee's decision to approve, deny or modify the amount of time that an Employee is requesting from the SLP shall be on record. The requesting employee or a member of his or her family may be required to appear at a called meeting before the SLP Committee in order to substantiate the request. The SLP Committee may, at its sole discretion, require that the supervisor, department head and/or elected official under which the requesting employee works appear and/or provide any information and testimony that the SLP Committee deems necessary for its deliberation of whether or not to approve, deny or modify the amount of time that an Employee is requesting from the SLP.
5. In the event the SLP Committee votes in favor of granting time from the SLP to a requesting Employee, the SLP Committee shall notify the Administrator of the amount of SLP time that has been granted. The Administrator shall then approve the transfer of that amount of time from the SLP to the employee. The amount of SLP time granted to an employee shall be credited to the employee and shall be used in the same manner as accrued sick leave. Furthermore, in accordance with state law, an employee absent on sick leave assigned from the SLP is

treated for all purposes as if the employee were absent on earned sick leave.

6. The SLP Committee may require an employee, who has been granted time from the SLP, to undergo periodic return visits to his or her Licensed Health Practitioner to assess progress and make continuing reports to the Committee. If the SLP Committee determines that the employee is no longer eligible to receive time from the SLP, the SLP Committee can withdraw its existing grant of SLP time to the employee and discontinue any further transfers of SLP time to such employee.
7. Sick leave granted from the SLP shall only be used to pay approved workdays.
8. Each employee that receives a grant of time from the SLP must return to work after he or she has been released by his or her Licensed Health Practitioner. A Medical Release Form must be completed by a Licensed Health Practitioner and be returned to the Town of Andrews Administrative Services Department before an Employee on a SLP grant may return to work. The Medical Release Form shall advise if the employee may return to work and list any and all restrictions relating to the employee's return to work.
9. FMLA leave shall run concurrently with leave granted from the SLP.
10. The estate of a deceased employee shall not be entitled to payment for unused sick leave acquired by the employee from the SLP.

MISCELLANEOUS PROVISIONS

1. The Town may discontinue and/or terminate the SLP program without cause or legal repercussions or ramifications upon one hundred twenty (120) days written notice to all employees that are participating in the SLP program as of the date of its termination.
2. If any provision of this SLP shall be held invalid or unenforceable by any court of competent jurisdiction, such holding shall not invalidate or render unenforceable any other provision hereof, but rather this entire SLP will be construed as if not containing the particular invalid or unenforceable provision or provisions, and the rights and obligation of the parties shall be construed and enforced in accordance therewith. If any provision of this SLP is determined to be invalid or unenforceable, it is the desire and intention of the Town that such provision be reformed

and construed in such a manner that it will, to the maximum extent practicable, give effect to the intent of this SLP.

3. The guidelines, terms and conditions of this SLP program may be amended at anytime upon the recommendation of the SLP Committee. Any recommended amendments must be approved by the Town Council

SLP REQUIRED FORMS

Withdrawal Packet forms needed to process request of SLP hours must be submitted no more than ten (10) days prior to the exhaustion of all of the employee's accrued sick leave, vacation and compensatory time to avoid a gap in compensation because retroactive benefits will not be granted in any case.

- A. SLP Withdrawal Request Form (Employee)
- B. Attending Physician Statement (Employee)
- C. Attendance Record (Department)
- D. Job Description (Department)
- F. FMLA (Department)

Return to Work Packet form(s):

- A. Medical Release Form

NOTE: The above referenced forms may be revised periodically. It is the Employee's obligation and responsibility to check with the Town of Andrews Human Resources Department to ensure correct forms are used.

IT IS SO ORDAINED.



Frank McClary
Mayor

ATTEST:



Chaconas P. Parson
Town Clerk

First Reading: February 18, 2021

Second Reading: March 23, 2021

TOWN OF ANDREWS SOUTH CAROLINA
BUDGET AMENDMENT ORDINANCE
Ordinance Number 2021-02

An ordinance amending the FY 2020-2021 budget for the Town of Andrews, South Carolina, as adopted in Ordinance Number 2020-07.

WHEREAS, the Town of Andrews adopted the FY2020-2021 budget in final form by Ordinance Number 2020-07 on the 18th day of June 2020; and

WHEREAS, subsequent thereto it has become necessary for the Town to amend said ordinance of revenues and expenditures of same, which could not reasonably have been foreseen at the time of adopting said budget; and

WHEREAS, said expenditures are not one of the emergencies specifically enumerated in Andrews Town Code 8.114;

NOW THEREFORE, BE IT ORDAINED by the Council of the Town of Andrews, South Carolina, as follows:

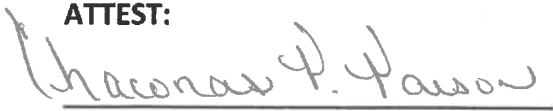
Section 1. The FY 2020-2021 budget expenditures are amended by \$229,044.00 to address the following:

REASON	AMOUNT
RIA 19 Matching (DHEC Sewer Consent Order)	114,775
Tasers	18,019
E-Ticket System	45,000
Update Firewall	2,250
New Computers (Windows OS no longer providing upgrade support for anything under level 10) <i>*Items received after new fiscal year</i>	5,082
Progress Park (21k allocated)	14,000
Prefabricated Building(s)	35,000
TOTAL	\$229,044.00

The Town of Andrews will use its fund balance to fund these expenditures upon its second and final reading.

IT IS SO ORDAINED.

ATTEST:


Chaconas P. Parson, Town Clerk


Frank McClary, Mayor

First Reading: February 18, 2021
Second Reading: March 23, 2021

FAIR HOUSING RESOLUTION

APRIL 2021

No: 2021-01

WHEREAS, the Town of Andrews desires that all its citizens be afforded the opportunity to attain a decent, safe, and sound living environment; and

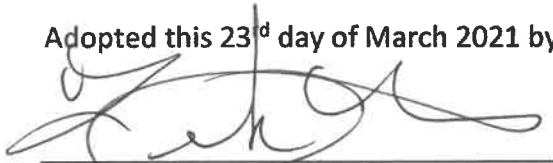
WHEREAS, the Town of Andrews rejects discrimination on the basis of race, religion, color, sex, national origin, disability, and/or familial status in the sale, rental, or provision of other housing services; and

WHEREAS, the State of South Carolina enacted the South Carolina Fair Housing Law in 1989; and

WHEREAS, April is recognized nationally as Fair Housing Month;

NOW, THEREFORE, BE IT RESOLVED, that the Town of Andrews does designate April 2021 as Fair Housing Month.

Adopted this 23^d day of March 2021 by the Andrews Town Council.



Mayor Frank McClary

James Altman, Council Member

Angela Anderson, Council Member

Eddie Lee, Jr., Council Member

Amy Pinckney Flagler, Council Member

Bradley Prince, Council Member

Robert Stamper, II, Council Member

Attest:


Chaconas Parson, Town Clerk