

MINUTES OF MEETING OF WILDLIFE RESOURCES COMMISSION AT BELMONT JANUARY 16, 1970

Present were all Commissioners except Mr. Mishoe. In addition to Commissioners Director Webb, Jeff Fuller, Frank Nelson, Brock Conrad, Joe Logan, Fred Ramage, Gene Howell, Roger Seamans, Earl Ellis, Director of the State Personnel Division and Eddie Finlay were present.

Following an executive session, Mr. Glenn reported on the memorial resolutions that had been prepared by Roger Seamans in memory of the late Dr. G. Robert Lunz, one for Bears Bluff Laboratories and one to be given to Mrs. Lunz. The Commission adopted a motion of Mr. Rhame that the wording of the resolutions be adopted as the action of the Commission, and that the resolutions be suitably framed before presentation. Mr. Seamans was complimented on his drawing up of the resolutions.

The minutes of the last meeting were approved with a minor change on Page 2. where "price" was substituted for "cash."

Mr. Eltzroth welcomed everyone to the meeting and praised the appointment of Mr. Ellis to his position, saying it would be an incentive to better work and would set standards for compensation and performance.

Mr. Webb said that he had worked closely with Mr. Ellis and had asked him to come down for the Belmont meeting so that all the Commissioners could understand the purpose of the study and the regulations to be followed in salary adjustments. He praised Mr. Ellis for a job well done and added that since he did not understand all the regulations he had asked Mr. Ellis to come down and explain the setup to the Commission.

Mr. Ellis then gave the background for the study, explaining why it was needed. He pointed out that the State had eighty departments with no centralized system of compensation, which varied from department to department. He added that there were varying levels of compensation for comparable jobs, and a more equitable method of compensation was needed. He also mentioned the labor market competition



and said that industry was taking away some valuable employees.

He then went into the plan to have each employee describe his job, and then relate the jobs with the complexity, supervision received, etc.

He said 29 different grades had been established with various ranges, all on a non-personal basis so that equality would prevail through all departments. He added that provision was made for exceptional cases and also that the system was designed to give maximum flexibility.

He said among the benefits would be an orderly progression of raises and the ability of departments to estimate costs.

Mr. Eltzroth asked how much latitude there was for increases now and Mr. Ellis replied that the decision is "strictly yours", but added that anything out of the ordinary or unusual may be studied further.

Mr. Webb said that some agencies had granted some raises as of January 1 and most agencies through the year had granted larger increases than had our Department.

Mr. Ellis said that the increases might be more in some Departments because of pre-existing conditions, and some might give more since they were further off the mark.

Mr. Fuller asked whether cost of living index increases had been figured in and Mr. Ellis replied that a five per cent adjustment had been added for the first year.

Mr. Webb asked about the knocking out of gradations on the higher grades and whether this meant the Commission could adjust them as they wish.

Mr. Ellis in conclusion said that for a merit system to be successful, it must be understood thoroughly by all participating. He offered his services to help and to explain the program at any time.

Mr. Seamans reported on drawing up of the hunt regulations and said any thought



of adopting the procedure followed by Florida in its printing of regulations should be abandoned.

Mr. Welch reported on the Beaufort River situation and the recommendations of the committee appointed to study it. The committee recommended that watercraft in the restricted area should not be operated at a speed that would produce a wake. The restricted area begins at Navigational Aid F1 R "242" and extends to Day Marker 237, east of Lady's Island Bridge, as shown on the U. S. C&G. S. Chart No. 837-SC. These recommendations shall become Rules and Regulations and the regulated area shall be identified by appropriate signs and markers.

The question arose as to how the signs were to be paid for, their cost being estimated at several thousand dollars. Mr. Glenn said that the Beaufort delegation might authorize the Department to pay for their erection with funds in the Department credited to Beaufort county. Mr. Webb said that the law definitely set limits on how game and fish funds could be expended and they could not be expended on this type of work.

Mr. Glenn reported on the study of better utilization of office space in the present building and asked Mr. Nelson to make his report.

Mr. Nelson said the costs had not been estimated and said further study should be carried on. A cost estimate of around \$1,800 was submitted.

Mr. Eltzroth asked Mr. Webb whether the staff had had a chance to study the matter and asked a report at the next meeting. Mr. Webb stated that the staff had been asked to study the plan but that results had not been tabulated. He stated the report would be ready at the next meeting.

Mr. Rhame said that the committee appointed to make nominations for the Governor's Award of the Wildlife Federation had made its decision and a motion of Mr. Glenn approving the selection of Chairman Eltzroth as Conservationist of the Year was unanimously adopted.



Mr. Webb reported on the matter of days off by personnel. All Supervisors stated that each of their men had been assigned a day off each week.

Mr. Latimer presented some oyster leases that Mr. Bearden had recommended for consideration of cancellation, since either no rent had been paid or no planting done. Mr. Glenn moved that a motion to show cause why the leases should not be cancelled be issued. It was adopted.

At this point, it was brought out that during the executive session, the Commission had voted that the Department's library, presently at Bears Bluff, be stored at the Citadel, after inventory, until the proper facilities are available.

A number of appointments were approved, some subject to approval by the Commissioner of the district, and by the delegation of the county involved.

Conservation Officer Wade Baxley was reinstated, retroactive to January 15.

A motion of Mr. Eppes was adopted that the lease on the Greenville station, which has another year to run, be approved at a rental of \$50 a month.

The Cherokee Lake project then came up for discussion, Mr. Webb saying that the time limit for using the federal aid money had about run out and that it might revert and be lost to the Department. He said the county had negotiated for some of the required land but one owner would not sell, and since the delegation would not go along with condemnation, it had been planned to move the lake. He added that there had been a series of hitches.

Mr. Webb also said that the county was to donate 60 acres and all of the delegation, including the senator, approved the revised plans. He added that the total cost to the Department was estimated to be less than \$50,000.

A motion of Mr. Williams was adopted that the building of the lake go forward, provided that the cost to the Department be not more than \$50,000, and if the cost should be beyond this that it be taken up later.

The migratory bird regulations, which must be recommended by the Commission for approval by Washington, were brought up by Mr. Webb. It was agreed that the July meeting be held on the 10th instead of the 21st, so that the recommendations



of the Commission could be sent in before the deadline.

Mr. Eltzroth said that the vehicle accident report system should be re-established and the report on accidents be received as information with a report at the next meeting. He also said that this should be sent at the same time as the agenda.

The spring turkey season recommendations were presented by Mr. Conrad with Mr. Fuller approving. Mr. Rhame moved adoption of the limits.

Mr. Latimer said that these should be filed with the Secretary of State as rules and regulations of the Department, particularly for the management areas.

Mr. Eltzroth said that Mr. Bearden was attending a meeting as the Governor's representative, but that he was ready to answer any questions regarding the status of Fort Johnson.

In answer to a question from Mr. Rhame, Mr. Eltzroth said that installation of a telephone at Bear Island was very expensive, and asked Mr. Rhame to investigate the matter and report at the next meeting.

Mr. Glenn and Mr. Rhame were appointed to review the requests for salary increases.

A raise from \$4,300 to \$4,900 was approved for Mrs. Eleanor Haulsee. Some clippings from the Augusta papers were turned over to Mr. Welch.

Eddie Finlay

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10