

MINUTES OF MEETING OF WILDLIFE RESOURCES COMMISSION IN COLUMBIA NOVEMBER 21, 1969

All members of the Commission were present, as well as Executive Director Webb, Director Ryan, Charlie Bearden, Jeff Fuller, Frank Nelson, Roger Seamans, Ed Latimer, Gene Howell, Fred Ramage and Joe Logan.

Following an executive session, the minutes of the previous meeting were approved.

Mr. Webb reported on the Department budget. He said it had been submitted to the Budget and Control Board and he had been assured regular operations could be continued, with some expansions. He said the budget for the next two years had been presented and the Governor and the Board had given him an opportunity to rework the budget to show expanded operations. He said this would include things planned but not yet approved by the Commission including upgrading certain sections and doubling the technical staff.

He said that since he had just returned to town the previous evening, copies of the proposed budget were not immediately available, but he would have some run off. He added that the proposed budget is flexible and new programs could be substituted later.

A number of appointments and reappointments were approved.

Mr. Webb asked Mr. Ryan to outline an offer made by Marion Burnside for the Department to have use of a plane he owned for two years, provided a radio be put in on the Department frequency without any strings attached.

Mr. Webb said he would recommend that the plane be accepted on these terms and a contract be prepared and presented to Mr. Burnside for his approval and signature.

After some discussion, a motion of Mr. Glenn was adopted that the plane-- a two-place machine--be accepted, subject to the contract being drawn up and signed, the contract being for \$1 per year.



The proposed Southeastern Evaluation Study to determine the value of the region's game and fish and the economic value of hunting and fishing was then taken.

Mr. Webb said that it was a cooperative project with each state providing support. He said a pilot study, which would include the probable total cost, would probably cost around \$10,000, which would be divided among eight or ten states.

He recommended that South Carolina participate. He said the eventual total cost would come to around \$150,000 to be divided among the participating states.

Mr. Rhame inquired as to where the pilot study would be made.

Mr. Webb said the procedure would be carried out by an outfit selected by the Southeastern states with the advice of North Carolina State's statistical Department which would work up the plan.

A motion of Mr. Mishoe was adopted that the Department go forward on the pilot plan but with no obligation to proceed with the further study.

It was brought out that the study was merely for information and it might be necessary to make additional studies in future years.

Mr. Seamans pointed out that at present we have no base and even though the picture should change year by year there would be something on which to work and to update in later years.

Mr. Mishoe cited the previous studies on the value of marshlands as an example of the value of accurate information.

Mr. Seamans reported on the telecommunications study called by the Governor. He said this was a most enlightening conference and said its main purpose was to avoid an overlap of communications equipment and personnel. He said \$4,500 was being asked of each of the 11 Departments involved.



It was brought out that under the Department's present system, communication was only one way and for outgoing messages the telephone would have to be used.

Department participation was voted on motion of Mr. Rhame, Mr. Williams seconding.

Mr. Ryan was asked about establishment of a performance rating system for personnel and he asked Mr. Seamans to explain it, as he had done most of the work.

Mr. Seamans said the plan was in effect in a number of states and was working with varying success. He said some states found the system imperative and others had discontinued it.

It was brought out that it would provide a means whereby personnel could be upgraded and also would lead to more study by the supervisors of the work being done by the officers under them.

Mr. Ryan brought out that the matter of evaluating personnel was a very complex one, and that the results of the previous attempt had been negative. He said a main reason was the failure of supervisory personnel to understand the system. Since the system was not working, it was abandoned.

He also said that for the system to work, the supervisors must be trained so that they would understand the system and know what to do to get the desired results. He complimented Mr. Seamans on his work on the report.

Mr. Eltzroth asked whether the recommendations have been discussed with supervisory personnel and had they been given a chance to make suggestions.

Mr. Seamans reported they had not, and Mr. Eltzroth suggested that their suggestions be considered and that professional employes and conservation officers be solicited to give suggestions. He also suggested that a sub-committee of the Commission meet with Mr. Ryan and Mr. Seamans to consider recommendations and what to do with them.



Mr. Mishoe said that the failure of the previous system could be blamed both on the Commission and administrative officers, as well as the supervisors and conservation officers; and he saw no use of going ahead unless all these should get together.

It was agreed that the system should let employees know their weaknesses and give them an opportunity to rectify them and meet the called-for standards, and if they did not it would be clear grounds for dismissal.

Mr. Cantey brought out that the previous failure was partly due to the failure of the supervisors to put all the facts in their reports.

Mr. Mishoe said that the supervisors must also be evaluated. He agreed with Mr. Eltzroth that there should be a rating system and that a meeting should be held.

Mr. Eltzroth said that he saw that the point system had some weaknesses but that to work the new system must work from the grass-roots; the Commission must be firm; and administrative personnel must keep the Commission abreast of what is happening.

He asked what was the thinking of the Commission on how to select representatives to a meeting and that the professional wildlife men should select a man to attend.

Mr. Ryan suggested that it would be good to have Mr. Ellis present.

Mr. Mishoe stated that the present point system should be retained and not discarded entirely.

Mr. Eppes brought out that there was a supervisors' meeting set for Tuesday in Columbia.

Mr. Eltzroth said time was not of the essence and that he would rather take time to properly plan the installation of the system, as he was afraid there would not be proper support from the bottom unless all understand the system.



Mr. Rhame pointed out that it would be good for everyone to express an opinion but that the Commission would make the decision.

In answer to a question from Mr. Cantey, Mr. Ryan said that it was hard to determine how often the supervisors talk with their men, although the need for this was constantly emphasized.

Mr. Mishoe said sometimes weeks pass without contact between officers and their supervisor.

A motion of Mr. Williams was adopted that Mr. Eltzroth select two Commissioners to meet with Department personnel to work out the best plan. The motion was adopted and Mr. Eltzroth said he would name the men later. He said that the mechanics of the plan could be worked out and a report made at the next meeting.

Mr. Nelson was asked about the progress of plans for the fresh water fisheries laboratory and he said the U. S. Forest Service personnel were agreeable and an official application for 100 acres of land had been filed but had heard nothing official from them. He said it was necessary to wait until the Forest Service land could be secured before contacting the owners of the other land involved.

Mr. Webb said plans for the pools and other development have been drawn up and filed with the Forest Service.

Mr. Rhame reported on recommendations for construction on the house at Butaw Springs and after some discussion it was agreed that the work should be let at a price not to exceed \$5,000, the price being obtained prior to the start of construction.

Mr. Eltzroth said that several sites had been visited in connection with the Marine Research Center, these including ones in Alabama and Mississippi and at



Woods Hole, Mass., in addition to one at Oxford, Maryland. He said ideas were picked up and there were discussion on all points to work into land use.

He said contacts had been made with the Gibson law firm to work out deeds and contracts within the confines set at the last meeting. He said he hoped contracts would be ready for signing within the next few weeks.

Webb said Dr. McCord of the Medical University had called in regard to the transfer of the land.

Mr. Bearden then reported that several oyster leases are being considered for possible cancellation and that he, Mr. Latimer and Mr. Brown would meet and discuss these and report back to the Commission if necessary.

He also said that Andre M. Thevenot had died recently and that a number of persons had applied for his leases. He said the Marine Resources Division was holding off on this matter until all applicants have a chance to file for the leases.

Mr. Bearden also reported that a state-wide survey of the oyster fishery would be conducted, beginning in early 1970. This is to be a federal-state project on a 75-25 matching basis. Two biologists will be hired to conduct the project, which will involve a comprehensive study of the oyster fishery, aimed at producing information which can be used to recommend changes and improvements needed in the present system of leasing and management.

Mr. Bearden also reported that he had met with Mr. Chamberlain of the College of Charleston, and that the College had agreed to provide temporary office and laboratory space at Fort Johnson so that the Marine Resources Division could carry on research activities until the new South Carolina marine center is constructed. He said they would also provide storage space for boats and equipment



when they are moved from Bears Bluff.

Mr. Eltzoeth said that he and Mr. Bearden had met with Bears Bluff personnel, telling them that he spoke for Mr. Webb and the Commission. He also said that the Bears Bluff trustees were about to enter into a contract with the Federal Water Resources group, if it suited the Commission.

Mr. Eltzoeth said that he told them he felt the Commission would approve the transfer as of January.

He said that each person now employed by Bears Bluff must decide whether he wants to be an employe of South Carolina Wildlife Resources Department. He also said that employes would not automatically transfer from Bears Bluff to the employ of the Department. He told them that if they want to come and meet the requirements they may come but they must make application.

Mr. Bearden said several persons had already asked for application forms.

He said there was no indication of any difficulties in transfer to the federal agency and that an inventory has been taken.

Mr. Cantey asked whether the Commission was entitled to all records of Bears Bluff and he was assured that it was.

A rule and regulation regarding vessel speed in Beaufort River was set for the next meeting.

Mr. Rhame asked how the present fishing license would work, saying he believed there was some confusion among anglers.

Mr. Webb explained the changes, adding that all agents had been told of the changes and given instruction sheets.

Mr. Eltzoeth said that the Lake Warren dedication would be held Monday and hoped that all could attend.

Mr. Ryan said all arrangements had been taken care of.



The tablet that will be presented was discussed, Mr. Seamans saying that the wording had been agreed upon.

Mr. Webb asked that all Commissioners having things they wished to be taken up to send them in the week before the next meeting.

Eddie Finlay

EF:jc

