

RESOLUTION 2025/78

A RESOLUTION SETTING FORTH THE PRIORITIES AND GOALS FOR COUNTY COUNCIL AND ADMINISTRATION TO PURSUE FOR THE COMING FISCAL YEAR AS OUTLINED IN THE NOVEMBER 13-14 COUNTY COUNCIL STRATEGIC RETREAT.

WHEREAS, Beaufort County Council is responsible for guiding the operation of the County by setting operational and policy priorities and goals for Administration; and

WHEREAS, The Beaufort County Council held Strategic Planning Sessions on November 13 and 14, 2025, in order to discuss, agree upon, and establish these priorities and goals; and

WHEREAS, The Beaufort County Council reached consensus on items to be made priorities and goals to be pursued by Administration through staff in the coming 2026-2027 fiscal year.

NOW, THEREFORE, BE IT RESOLVED BY BEAUFORT COUNTY COUNCIL, that the priorities and goals set forth in Exhibit A are to be pursued by Administration through staff for the upcoming fiscal year:

Adopted this 8th day of December 2025.

COUNTY COUNCIL OF BEAUFORT COUNTY

BY: Alice G. Howard

Alice Howard, Chair

ATTEST:

Sarah W. Brock

Sarah W. Brock, JD, Clerk to Council

EXHIBIT A

FY2026 Ongoing Initiatives from FY2025:

Focus on People

- Recommend amendments and revisions to the Employment Handbook
 - Remote work – *In Progress*
- Propose a hybrid step system to allow managerial flexibility to reward high performers in the fall of 2025 - *In Progress*
- Addition of a 4th shift to EMS – *In Progress*

Focus on Facilities

- In FY2026 budget, set funds aside for a county-wide facilities needs assessment - *In Progress*
- Recommend parcels to be declared excess - *In Progress*
- 2026 Transportation Sales Tax Referendum - *In Progress*
 - 2018 Sales Tax Referendum Updated-*In Progress*

Focus on Transparency

- Facilitate a series of Council Workshop - *In Progress*

Other priorities to be addressed

- Gap Insurance for retirees - *In Progress*
- Recreation facility growth – *In Progress*
- Affordable Housing – *In Progress*
- Website Improvements- *In Progress*
- Broadcasting and tech improvements for virtual and hybrid meetings - *In Progress*
- Transportation -*In Progress*
- Daufuskie Island Ferry - *In Progress*
- Explore the possible consolidation of fire districts - *In Progress*
- Detention Center Needs - *In Progress*

FY2027 Council Initiatives:

Fiscal Responsibility and Accountability

- Evaluate opportunities to maintain or modestly reduce the millage rate while ensuring continued funding for essential services
- Provide County Council with a pro/con list of bringing BCEDC in house.

- Schedule a work session for County Council to review Parks & Rec fee schedule.
- Provide County Council with a summary of what it would look like if the Stormwater fund moved to the General Fund.
- Policy Revisions:
 - Travel Policy
 - Procurement Policy
 - Fleet Size/Take Home Policy
 - AI in Government Policy

Employee Compensation & Benefits

- Provide provisions to the PLT Cashout policy to better suit the needs of Public Safety employees.
- Review current Self Health Insurance Fund
- Implement Step Plan Adjustments January 1, 2026
- Implement Merit Increases July 1, 2026
- Implement Retiree Gap Insurance July 1, 2026

Infrastructure & Capital Projects

- Make Parks & Rec/Passive Parks development a priority in the CIP Plan.
- Present County Council with a list of options to assist USCB in their funding request for a Convocation Center
- Work with the Sheriff's Office to purchase a helicopter in FY2027.

External funding & Partnerships – Re-evaluate funding of outside agencies and nonprofits through a transparent, criteria-based review process.

Strategic Investments & Modernization

- Allocate funding for a 2026 referendum—with emphasis on transportation and public education outreach
- Use data and communication improvements to increase transparency and strengthen public trust