

WILDLIFE RESOURCES COMMISSION MEETING

November 19, 1970

Columbia, South Carolina

The November meeting of the Wildlife Resources Commission was held in Columbia on the 19th day of the month. At 10 A.M. in the Commission Room, Chairman Eltzroth called the meeting to order. In attendance were Vice-Chairman Glenn, Commissioners Eppes, Thompson, Williams, Mishoe and Rhame and Major Cantey. Members of the staff present included Executive Director Webb, Pat Ryan, Joe Logan, Jeff Fuller, Brock Conrad, John Culler, Frank Nelson, Fred Ramage, Ed Latimer, Carl Wilkes and Gene Howell. From General Services were Director McEachern, John Turnbull and David Busby and from Budget and Control was Dr. Bennett.

The first item of business was the presentation by Executive Director Webb of a proposal for the improved operation of the license section. This new procedure will be an intergral part of the computerized accounting program for the Department and will provide for a much more efficient operation of the section which has shown a constant growth rate.

The proposal, in part, provides for a direct line of communication between the license section in Columbia and each license agent scattered throughout the State. This will remove the responsibilities for the distribution of licenses and the accountability of such licenses from the forty-six Conservation Officers in the forty-six counties which now act as the Department's license representatives. It also provides that each agent be required to have the minimum of a \$2,000 bond as a prerequisite to becoming a license agent. Any individual or place of business capable of obtaining such a bond and willing to meet the accounting procedures of the program, will be entitled to sell the Department's hunting and fishing licenses and permits. Another major improvement contained within this proposal is the continuous printing of licenses within the Department upon demand by the agents. Pre-printed forms will be utilized and a part of the computerized equipment will complete the printing of each type



of license as it is ordered by the agent. The computer in General Services and the printer which will be located in the License Division will maintain an up-to-date print-out of licenses issued, which should greatly improve the procedure for the issuance of duplicate licenses.

Target date for the new license procedure to be completely operational, is July 1, 1971. Between November 19, 1970, and June 15, 1971, all of the steps necessary to make this operation have been scheduled and will be carried out according to this schedule. This includes designation of and ordering the various pieces of equipment that will be necessary to make it functional. The only condition that could possibly alter the presently proposed schedule is the non-delivery of required equipment and every effort will be made to insure that this does not happen.

John Turnbull explained the proposal and its procedures in detail and answered many questions proposed by members of the Commission. He also emphasized that this equipment can be of extreme value to the Department in its other functions and that its sole value is not limited to the license program. In response to a question from Chairman Eltzroth, he pointed out that much research data, such as now in the files of the Marine Resources Division, could be transferred to cards and run through the computer for analysis. Dr. Timmerman expressed interest in this facet of the operation. Dr. Bennett noted the steps that must be taken to insure approval by Budget and Control for the implementation of this system and for the ordering of the required equipment. He explained that this was necessary to make certain that our procedures and equipment would fit into the overall State programs, to insure that we were receiving the most for our monies invested and as a double-check to make certain that the proposed program would meet our needs.

Mr. McEachern expressed much interest in the proposal and assured the Commission and the Department the utmost in continued cooperation to improve computer-oriented programs and operations.

Executive Director Webb also explained the proposed bonding program which will be utilized as a part of this new license system. He noted that the bonding company had agreed to write a minimum bond in the amount of \$2,000 for each license agent. The first bond, with a premium of \$5.00 would be written for a 6-months period, generally covering the first six months of the calendar year 1971. Initiating this part

of the program prior to January 1st, will assist in the implementation of the total program, will make it possible for any person or place of business to qualify for a bond to handle licenses and will also familiarize the present license agents with the bonding procedure. He noted that the necessary forms will be provided by the bonding company, that they will be distributed individually by our Conservation Officer license supervisors to each agent and that upon signing the application for the bond by the agent, the agent will then be bonded. All bookkeeping and collections relative to premiums for the bond and notification of who is bonded and notification of need for renewal of bonds will be a function of the bonding company.

Chairman Eltzroth thanked the individuals present for the presentation they had made and assured them that the Commission would give this serious consideration and make an early statement.

At 10:35 A.M., the Commission went into Executive Session.

The Commission meeting was reconvened by the Chairman at 11:20 A.M. At this time he announced the appointment of a committee consisting of Commissioners Mishoe, Glenn and Thompson to study the airplane problem and to make recommendation to the Director of Game and Fresh Water Fish.

The Commission announced that it had approved the license proposal as presented by General Services and that it also had approved the acquisition of the necessary equipment to implement the procedures described in the proposal.

The Minutes of the October meeting were approved as received.

The Commission restated its previous position that each Conservation Officer must take one consecutive seven-day period of annual leave during each calendar year. Chairman Eltzroth noted that this has not been done and the Director of Game and Fresh Water Fish was directed to see that this administrative decision was carried out.

Chairman Eltzroth requested that reports, such as those concerning the re-appointment of Conservation Officers, should be more thoroughly checked to insure that when they are submitted to Commission members they are both correct and complete. This suggestion is also to apply to all forms of administrative reports.

Mr. Ryan explained in some detail the procedures followed in obtaining data from the various field supervisors. The Chairman re-emphasized the need for better administrative reporting procedures.

Commissioner Mishoe expressed the need to design management procedures that would insure the compliance by field personnel with regulations and orders issued to such field personnel. He noted that instances occurred where such previously issued orders were being overlooked.

The Dorchester County incident, involving an employee of the Marine Resources Division, was reported upon in written form as prepared and presented by Dr. Timmerman. Dr. Timmerman stated that he had taken steps within his Division to insure that all personnel had a clear understanding of their responsibilities as a State employee and that he was certain that there would be no repetitions similar to the one contained in this report and others which have occurred during the past several months. On the motion of Commissioner Rhame and seconded by Commissioner Eppes, the report and the recommendations of the Executive Director concerning this incident were accepted.

Mr. Ryan reported on the request made by the Chairman for a study of the type of vehicle which would be most satisfactory for members of the Law Enforcement Section. This study had considered the relative merits of pick-up trucks, deluxe pick-ups such as Rancheros and four-door sedans.

Executive Director Webb noted that operational costs for pick-ups would possibly be less than for the larger four-door sedans. Information collected by Chief Howell from local automobile dealers indicated that the acquisition costs of a pick-up as compared with a sedan would be approximately \$500.00 less. Both he and Mr. Ryan emphasized that at this particular time it was more difficult to judge the comparative overall costs of vehicles because of the recent cancellation of fleet pricing by the major automobile manufacturers.

Current records for those individual pick-ups that the Department operates are not sufficient to make a valid comparison. This is primarily due to the lack of sufficient vehicles to include in the sample and the types of terrain and use in which they are presently being placed. Mr. Ryan also noted that several pick-ups are presently under order and they should be received shortly.

Mr. Ryan wished that in addition to the cost considerations, that the final decision include a consideration of problems dealing with space, communications and employee morale. He noted that it was practically impossible to provide for satisfactory installation of our communications equipment in a pick-up cab. There also is no

weather-proof transmitter container that can be placed outside the cab and assure continued operation without moisture problems. Installing it in the cab eliminates space for the third passenger who might sit in the middle of the seat.

He also noted that on many occasions Conservation Officers are required to carry passengers in excess of what could be accommodated in the cab of a pick-up truck. These passengers may include other officers who have pooled transportation as a means of cutting down travel expenses when traveling to schools, civil disturbance assignments and meetings. Many times it was also necessary to carry persons suspected of violating the game and fish laws to a magistrate's office, a place of retention or some other location.

Mr. Ryan wished to emphasize the morale value of our present fleet of Conservation Officer vehicles. He noted the improvements that have been made over the years in the quality of these vehicles and that the individual members of the Law Enforcement Section took pride in the operation of such vehicles and their maintenance. He believed that the reduction in the quality of the vehicle could be misinterpreted by these personnel.

The Chairman noted that this question of transportation had been under consideration for a long period of time and believed that a greater amount of data should be available at this time upon which a decision could be made.

Commissioner Mishoe suggested that several units be assigned to the various parts of the State and, if possible, one per County. This would give an opportunity to more satisfactorily judge performance, costs and relative merits of pick-up trucks versus sedans.

Executive Director Webb also noted that a much better summary of operational costs by each unit will shortly be available when the inventory supervisor is on board and a computer operation is underway.

This problem will be given detailed consideration and the Commission kept informed as to the results of this investigation.

Vice-Chairman Glenn reported that the Chairman had given to the Department his 32-foot diesel cruiser for use by the Marine Resources Division. Members of the Commission expressed appreciation for this generous gesture.

John Culler, Editor of the Department's magazine, presented a report on the current status of the Department's magazine, the activities of the other States in regard to their magazines, the values of charging

for such a magazine, present cost figures and plans for improving this publication. John believes that the circulation of the magazine could be greatly increased through improved promotional programs, that the charge for the magazine would increase its circulation rather than reduce the number and that at an early date we should publish six issues a year instead of the present four. He also noted that there was an urgent need for a full-time photographer that would provide photographic materials for the magazine and also for all of the other activities of the I&E Section. He believed that one additional clerical position would no doubt also be required.

The Chairman and several members of the Commission responded to John's proposal and they concurred in his belief that a subscription charge would benefit both the magazine and its circulation. It was moved by Commissioner Rhame and seconded by Commissioner Williams, that the Chairman appoint a committee to consider the suggested changes to the magazine and this motion was accepted.

Dr. Timmerman presented his monthly progress report for the Marine Resources Division and briefly commented on the various sections contained in this report.

At the completion of these comments, which are contained in the report, he noted that it was desirable to emphasize the importance of the Center, the Division and that the Department was willing to accept its responsibilities in coastal resources. This is important in view of the ever-increasing interest in natural resources, the ocean and the coastal plain and the governmental programs presently being formulated.

He also noted that the Marine Center is now eligible to receive both Sea-Grant and National Science Foundation funds. Both of these are extremely important sources of additional revenues for the operation of the Center.

At this time, Chairman Eltzroth read a letter from Governor McNair which designated the Marine Center as an official Center of the State and thus made it possible for the Center to receive funds normally reserved for educational institutions.

Chairman Eltzroth discussed the administration building at the Center. He noted that in addition to the Marine Resources Division being there, that also the Boating Division and parts of the Law Enforcement Division will be utilizing space in the administration building. Based upon the anticipated need of these two Divisions and the unit floor space cost of the building, it appeared that there was a need for the Boating

Division to contribute \$85,000.00 and Law Enforcement \$43,000.00 towards the constuction cost of the building. The Chairman requested that the Executive Director consider these requirements and make such transfers as possible from both Boating and Law Enforcement to the Marine Division. Executive Director Webb reported that there was approximately \$50,000.00 in the Boating account which was being utilized as a reserve built up from favorable operational conditions over the past several years. This amount could be made available at this time, but any additional funds would have to be paid over an extended period because present operational funds for the Division do not have any provision for substantial savings. He noted that this was further complicated by the need to reduce overall spending in accordance with the Governor's request of recent date.

Executive Director Webb will review the finances and present a plan for these contributions.

Executive Director Webb reported that it was desirable to review several provisions within the previously approved game management area regulations pertaining to dog hunts at both Barton and Palachucola. The original restrictions which limited the legal harvest on these individual hunts only to deer without antlers was made to insure safety to the hunters involved. Upon reconsideration of this and realizing that the present regulations could result in an undesired heavy kill of antlerless deer, he proposed that for the dog hunts on the Barton area scheduled for November 21st and December 3rd, the dog hunts at Bonnie Doone scheduled for November 24th and December 10th and the dog hunts on Palachucola scheduled for December 2nd and 11th, be changed so that each hunter may harvest one antlerless and deer with antlers three inches above the hairline. It was also recommended that an additional party dog hunt for bucks only be scheduled for Bonnie Doone on December 12th and that November 28th be designated a day when either sex may be taken on the Wambaw Section of the Francis Marion. On the motion of Commissioner Eppes, seconded by Commissioner Williams, these recommendations were accepted by the Commission.

Chairman Eltzroth reviewed a previous Commission policy as set forth in a memorandum of Executive Director Webb to all personnel dated December 20, 1968, which contained in part, restrictions on the display of firearms and fishing tackle in plain sight in State vehicles and hunting and fishing activities on days not designated as assigned days off or annual leave time. He noted that there were numerous instances where this Commission policy was being ignored and questioned why suitable follow-up procedures had not been initiated

to insure compliance with this and similar policy decisions. Commissioner Mishoe believed that instructions in written form are not thoroughly read or may be taken lightly if understood. He believed that suspension is a worth-while management tool and should be used more frequently wherever the situation justified such action.

Responsible personnel were instructed to assure that compliance with this Commission policy is carried out.

The Commission noted that it had considered, approved and instructed the Director of Marine Resources to make available if this Department comes into possession of a house known as The Marshlands, to the College of Charleston until July 1, 1972.

COMMITTEE REPORTS

FINANCE

Vice-Chairman Glenn reported for the Finance Committee and expressed much concern over the present monthly financial report prepared by the Department for the guidance of the Commission. He believed that present method of indicating the financial condition of the Department gave the Commission little opportunity to visualize the actual financial picture. He believed that this picture could not be made visible without the report indicating the revenues being received, the expenditures and the balance available for future programs. He also believed that these reports should express or provide a means by which one might determine the relationship of salary cost to the Department's total budget, the impact upon this budget of salary adjustments, the amount of fixed costs and how much would be available for additional forms of spending as may be presented to and approved by the Commission. He noted that he had requested his own auditor to prepare a suitable reporting form that would give the Commission this type of information. On the motion of Commissioner Eppes, seconded by Commissioner Thompson, a motion was carried to approve the payment of services rendered by Mr. Glenn's accountant to develop such a report.

Chairman Eltzroth responded that the Commission anxiously awaited Mr. Glenn's report on the procedures to be utilized in providing a more satisfactory financial report. Commissioner Glenn noted that this will take some time, but it will be available at the earliest practical date.

SALARY

Vice-Chairman Glenn reported on a meeting which was held by the Salary Committee in Columbia on November 6th. As the result of this meeting,

he stated that five steps were recommended for consideration of salary schedules for the Department. These steps are as follows:

1. Determine if money is available for the recommended raises.
2. Routine raises not to be examined by the Salary Committee, but subject to review by Commissioners.
3. Unusual raises or raises withheld will be furnished to the Committee with reasons governing such.
4. Beginning as soon as possible, all Commissioners will receive a copy of the Salary print-out with Department recommendations, after reasonable period Salary Committee will evaluate this procedure.
5. Any objections or corrections by Commissioners must be phoned into Columbia within one (1) week of receipt of Salary print-out or Department recommendations will be automatically implemented.

Major Cantey asked if the recently approved performance rating procedures was not an integral part of the salary schedules and the salary increments built into this schedule. Chairman Eltzroth concurred that they were and that the salary plan and the performance rating procedures must be used together.

On the motion of Commissioner Eppes and seconded by Commissioner Williams, the procedure as set forth by the Salary Committee, was accepted.

The Chairman inquired if there was any policy established concerning authorization for an additional probationary period for new employees. He stated that he believed that the system provided for a probationary period of six months, at the end of which the new employee was either in line for the first step increment within the salary plan or that separation would be the other alternative. He asked if it was not unfair to other employees if some were given additional time in which to demonstrate that they could perform satisfactorily within the position that they were assigned. Commissioner Glenn noted that the Department has a sizable investment in any employee after six months period and if because of certain unusual circumstances which may be either the responsibility of the employee, the supervisor or the Department itself, the utilization of a limited additional probationary

period, may in the long run, save the Department considerable monies.

Generally, the six-months probationary period will be adhered to.

LAKE HARTWELL PROPERTY

Vice-Chairman Glenn, reporting for Commissioner Rhame, stated that the Committee recommended that a building similar to several other recent structures, be authorized at Lake Hartwell. This building to cost in the vicinity of \$17,000.00 and at this point, Commissioner Thompson, a member of the Committee, was asked to expand on the proposal. Commissioner Thompson noted that the Anderson County Delegation had tentatively approved the use of its County funds towards the project, but the present balance amounted to only \$10,359.50. The Committee has suggested that both Pickens and Oconee Counties participate in this project and that they in turn make their County funds available to the project. The Delegations to these Counties have not been contacted as of this date.

Discussion continued as to principal sources of funds and also relating to the prior expenditure of approximately \$4,000.00 from Anderson County funds for weed control chemicals which were never used and are presently in storage. Mr. Fuller was instructed to inspect these chemicals, attempt to dispose of them and to make a report on his efforts to the next meeting of the Commission.

The Department was also asked to investigate the possibility of any federal funds that might be available for such a project and to report on this at the next meeting.

Commissioner Thompson was asked to contact both the Pickens and the Oconee County Delegations to determine if their County funds might be made available for the project.

Action on this project was deferred until a later date when financial picture can be worked out.

SANTEE TAIL RACE CANAL

No report.

ADJOINING LANDOWNERS

Commissioner Eppes reported for his Committee that the proposed regulation had been reviewed and that three changes were suggested by the Committee. The first of these related to a change in the

first paragraph which would provide for reasonable access by abutting landowners. The second change referred to the taking of water from Lake Warren and would permit such limited use, with permission, for watering of lawns and shrubbery of abutting landowners. The third change removed the provisions relating to tort action. On the motion of Vice-Chairman Glenn and seconded by Commissioner Williams, the regulation with these changes was accepted by the Commission.

RADIOS

Vice-Chairman Glenn reported that there had been no meeting of this Committee during the month and that he had asked Pat Ryan to draw up an opinion on the use of radio equipment and that some form of report would be available by the next meeting of the Commission.

INTERAGENCY

No report available.

OFF-DUTY STUDY

Commissioner Williams reported that all supervisors have complied with the letter but that there still may be some minimum confusion and that there will be a report available for the next meeting.

PERMIT FEES

Commissioner Thompson noted that his Committee had not met and he had no report at this time

Only one accident report was made - this one concerning car operated by Guy Williams and he was not at fault. On the motion of Commissioner Eppes, seconded by Commissioner Thompson, the recommendations within the report were accepted by the Commission.

UNCLASSIFIED ITEMS

Chairman Eltzroth reported that some Conservation Officers in the State are operating for a fee guide services for both hunting and fishing. He stated that such activities were detrimental to the carrying out of their assigned activities and that the Commission should set a policy that definitely stated that after March 1, 1971, no guide services will be performed or provided by any personnel of the Wildlife Resources Department. To this, Executive Director Webb

expressed his complete concurrence.

On the motion of Commissioner Thompson, seconded by Commissioner Williams, this Commission policy was unanimously accepted.

Executive Director Webb, Directors Ryan and Timmerman, were instructed to advise all personnel, in writing, of the contents of the above accepted Commission policy relating to the provision of guide service for pay.

The recent publicity given to the environmental pollution by the heavy metal mercury has aroused many fears and concerns throughout the State. This situation is of extreme importance to the Wildlife Resources Department because it can seriously affect the decisions of many people in whether they will enjoy the recreational opportunities presented in this State by its fisheries resources. The Department quickly recognizes and accepts that it is in no position to make any judgment as to the safety of any item that may be utilized as a food source for humans. This responsibility lies within the jurisdiction of other State agencies. It is believed that discussions and cooperation should continue among State agencies which will result in the development of acceptable standards and serve as guidelines in such environmental conditions.

This position of the Department and the Commission will also serve as a guideline in responding to Director Bagby's recent correspondence concerning modification of the lower Savannah River regulations.

Executive Director Webb reported on a recent telephone conversation he had with Leslie Glasgow, Assistant Secretary for Fish, Wildlife, Parks and Marine Resources, regarding the possible transfer of tidal waterfowl refuges from the Department of the Interior to the Department of Commerce. After some discussion, the Commission accepted Mr. Glasgow's request as information and took no action on the matter.

Conservation Officer appointments as forwarded previously to each Commission member, were all approved without exception.

Vice-Chairman Glenn, for the Salary sub-committee, reported on the scheduled increment for Conservation Officer Fleming and for Mrs. Amick of the Administrative Division. Both of these were approved by the Commission.

Executive Director Webb reported that preliminary studies indicate a serious condition in the junglefowl being raised at Belmont. Laboratory tests indicate that these birds are affected with blackhead

and if they were liberated in areas inhabited by wild turkeys, the wild turkey would be in serious jeopardy. He reported that on November 23rd, a meeting was scheduled in Columbia for all of the biologists involved in this program to determine the best procedures to follow in this case.

A petition was submitted to the Executive Director, with the approval of the County Delegation, requesting that fishing at Lake Edwin Johnson be closed during the winter months, that the feeding of birds during this closed period be reinstated and that such costs be taken from County funds. Upon the motion of Commissioner Eppes, seconded by Commissioner Williams, the conditions contained in the subject petition were approved.

At 4:10 P.M. the Commission went into a short Executive Session and the meeting was adjourned at 4:30 P. M.

Respectfully submitted,



ROGER A. SEAMANS, Secretary

RAS/pal

MINUTES OF MEETING OF WILDLIFE RESOURCES COMMISSION IN COLUMBIA NOVEMBER 29, 1968

Present were all Commissioners except Mr. Oliphant, along with Dr. Lunz and the Secretary.

Mr. Eltzroth said that the meeting would be dedicated to the late Commissioner Preston B. Jones and appointed a committee composed of Commissioners Cantey, Mishoe and Glenn to write a fitting memorial, and suggested that it be printed in the next issue of the magazine. The original of the memorial will be embossed and sent to the family.

Mr. Eltzroth also asked that the newspaper articles he had brought to the meeting be reproduced in a fitting manner and be preserved as a part of the meeting.

A November 21 letter from Director Webb outlining the proposed policy on Law Enforcement personnel, which had been sent to all Commissioners, was adopted as the policy of the Commission, to become effective December 1.

(Under the policy adopted each officer will be given one day free of duty each week, these days to be assigned by the District Supervisor so as not to have any conflicts and also to have staggered times assigned; and that each individual be allowed to have enough time on Sunday to attend church but that emphasis be placed on Sunday work other than during church time. Also, that each officer be encouraged to take at least one week per year annual leave, this to be cleared by the Supervisor and a record kept in the Columbia office. Also, that when an officer takes his assigned day off and his annual leave that he be required to park his State vehicle and not be in uniform during that period of time. Also, that no employee be allowed to haul shotguns or fishing tackle in plain view in a State vehicle and that when they go hunting or fishing that it be on the assigned day off or else substitute a day for the day off, or be required to take annual leave.)



The Secretary was instructed to see that personnel was advised of the Commission action regarding policies on leave, and related matters.

The recent policy adopted by the Commission regarding drinking by personnel was discussed, Mr. Mishoe stating that he did not believe there would be any complaints if the Commission stood firmly behind the policy adopted, saying that this had not been done with some previous ones.

Mr. Eltzroth said that if two or three persons are fired the adopted policy will work, adding that personnel must believe that things will be different from in the past.

Mr. Cantey mentioned a meeting Pat Ryan had had with the supervisors.

Mr. Eltzroth said that if a Commissioner should drive a state car while drinking he should offer his resignation to the Governor. He added that after a year or so of impartial enforcement, it might be possible to loosen up slightly. He also said that the situation had been brought about by a few making it hard for the rest.

Mr. Eltzroth said that all Commissioners had received copies of the Report of the Committee of Consultants on Marine Resources and Marine Sciences to the South Carolina Wildlife Resources Commission.

He said that the report followed closely the lines the Committee had been asked to follow and said he would be glad to answer any questions in regard to the report, after which Dr. Lunz would be asked to offer any criticism he might have.

Mr. Cantey said that he had two questions, or rather suggestions. First, it looked as if the federal government was backing off from putting up any more money; and second, he would like to know how South Carolina would help if everything looked reasonable.

