GREENVILLE COUNTY COUNCIL

Minutes
Committee of the Whole Meeting
September 1, 2026
4:45 p.m.

Committee Meeting Room
301 University Ridge
Greenville, South Carolina

Council Members
Benton Blount, *Chairman, District 19*
Rick Bradley, *Vice-Chairman, District 26*
Liz Seman, *Chairwoman Pro Tem, District 24*
Joey Russo, *District 17*
Kelly Long, *District 18*
Stephen Shaw, *District 20*
Curt McGahhey, *District 21*
Frank Farmer, *District 22*
Alan Mitchell, *District 23*
Ennis Fant, Sr., *District 25*
Garey Collins, *District 27*
Dan Tripp, *District 28*

Pursuant to the Freedom of Information Act, notice of the meeting date, time, place, and agenda was posted online, at 301 University Ridge, Greenville, and made available to the newspapers, radio stations, television stations, and concerned citizens.

Council Members Absent

None

Council Members Remote Participation

None

Staff Present

Ted Lambrecht, *Deputy County Administrator*
Jason Martin, *Assistant County Administrator*
Chris Antley, *County Attorney*
Steve Moss, *Director, Human Resources*
Regina McCaskill, *Clerk to Council*
Julie Wallace, *Deputy Clerk to Council*
Bob Mihalic, *Governmental Affairs Officer*
Terrence Galloway, *Information Systems*
Caleb Hudson, *Information Systems*
Phillip Simmons, *Information Systems*

Others Present

None

Call to Order — Chairman Blount

Invocation — Chairwoman Pro Tem Seman

Item (3) ***Approval of Minutes***

a. August 18, 2025 – Regular Committee Meeting

Action: Chairwoman Pro Tem Seman moved to approve the minutes of the August 18, 2026, Regular Committee meeting.

Motion carried.

Item (4) ***Executive Session*** *(legal matter)*

Action: Chairwoman Pro Tem Seman moved to go into Executive Session for the receipt of legal advice related to a pending claim and other matters covered by the attorney-client privilege, settlement of legal claims, and the County's position in an adversarial situation involving the assertions against the County in CA 2025-CP-23-08251.

Motion carried, and the Committee of the Whole entered into Executive Session at 4:47 p.m.

Reconvened

The meeting reconvened at 5:38 p.m.

Mr. Antley reported the Committee of the Whole went into Executive Session for the receipt of legal advice related to a pending claim and other matters covered by the attorney-client privilege, settlement of legal claims, and the County's position in an adversarial situation involving the assertions against the County in CA 2025-CP-23-08251.

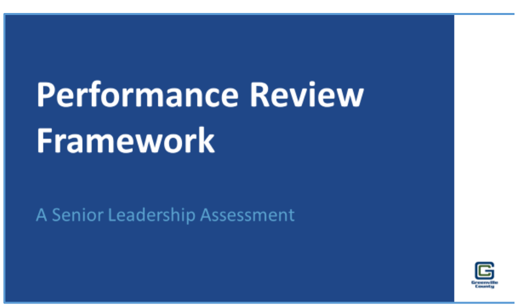
Mr. Antley stated that no action was taken during the Executive Session.

Item (5) ***CA 2025-CP-23-08251***

Action: Chairwoman Pro Tem Seman moved to authorize the County Attorney to proceed with filing all motions and appeals as necessary to protect the County and the Planning Commission's interests in CA 2025-CP-23-08251.

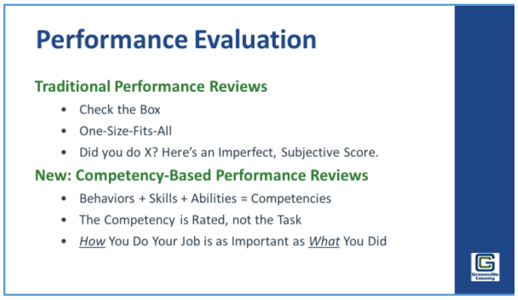
Motion Carried.

Item (6) ***County Council Employee Evaluation Process***

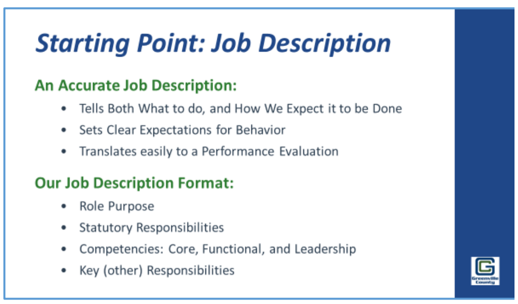


Mr. Moss, Director of Human Resources for Greenville County, stated he had prepared a framework for performance reviews.

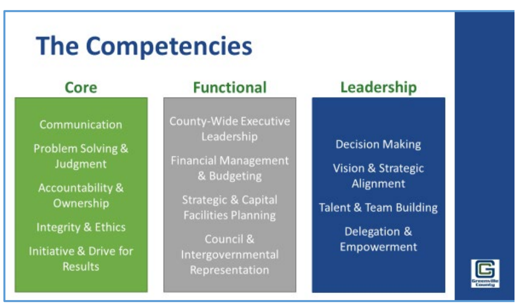
Mr. Moss stated the framework would address the purpose and function of performance evaluations, their relationship to job descriptions, competency-based job descriptions, assessment tools, and the evaluation process.



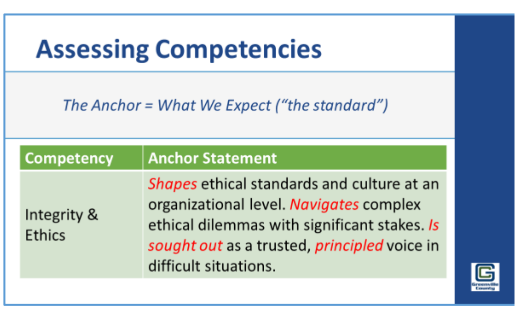
Mr. Moss stated the County's current performance evaluation process was limited in scope and did not adequately apply to high-level leadership. The process consisted of approximately 12 to 15 generic attributes that covered a broad scope of responsibilities but did not necessarily fit a particular position, resulting in a process focused on checking boxes rather than achieving the desired outcome. Mr. Moss proposed a competency-based performance review that would evaluate a combination of behaviors, skills, and abilities, focusing on how an employee performed the work in addition to what was accomplished.



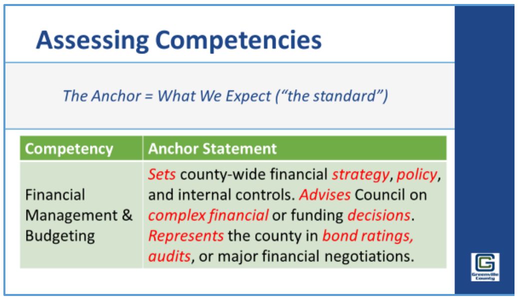
Mr. Moss stated the process began with a job description that identified the role, purpose, statutory duties, competencies, and other essential functions, establishing clear behavioral expectations that translated into a performance evaluation tool.



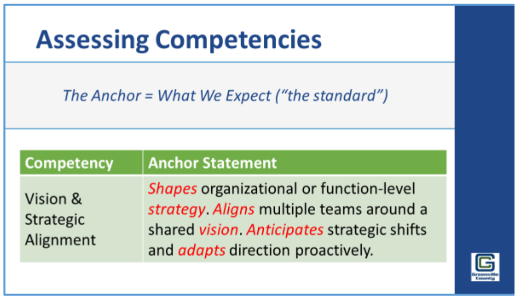
Mr. Moss stated there were three kinds of competencies: core, functional, and leadership. Core competencies would apply to anyone in any department. There were actually eight core competencies, which could be tailored to fit a specific job.



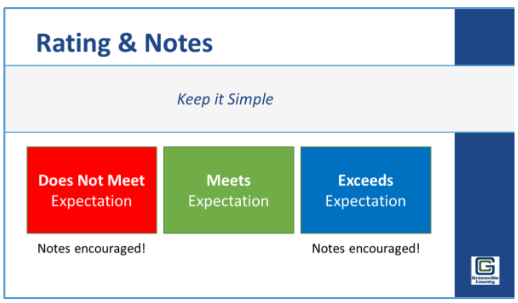
Mr. Moss stated the importance of demonstrating integrity and ethical behavior, maintaining high standards, and serving as a principled voice when navigating ethical dilemmas. He noted that individuals who consistently demonstrated strong integrity and ethics were often sought out by others as a trusted voice of reason.

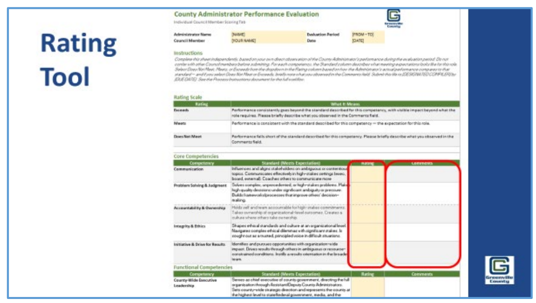


Mr. Moss discussed the Financial Management and Budget competency, noting that it involved high-level responsibilities such as setting strategies, advising Council on complex financial matters and decisions, and representing the County in financial negotiations

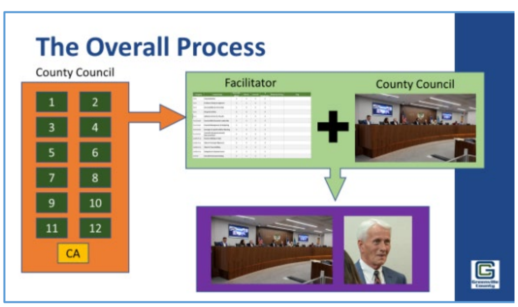


Mr. Moss discussed the Vision and Strategic Alignment competency, emphasizing the importance of shaping organizational strategy, aligning teams around a shared vision, communicating effectively, anticipating strategic shifts, and gaining organizational buy-in.





Ratings were based on whether an individual met, exceeded, or failed to meet expectations. Mr. Moss stated comments could be included to provide clarity and explain the basis for the rating, particularly when expectations were not met or were exceeded.



Mr. Moss outlined the evaluation process, explaining that each of the 12 Council members would independently complete an evaluation, with the option for the County Administrator to complete one as well. The evaluations would be submitted confidentially to a facilitator, who would compile the feedback and meet with Council to identify a common, overarching message.

Mr. Moss opened the floor to the Council members for questions.

Chairwoman Pro Tem Seman expressed appreciation for the competency framework and noted the distinction between competencies shared across employees and the differences in how they were executed at higher levels. She asked how the competencies intersected with the review process for the County Administrator and individuals serving under contract.

Mr. Moss stated employees working under contract would be evaluated according to the performance expectations specifically outlined in their contracts. The competencies could be used to facilitate discussion of performance, but cautioned against directly tying the evaluation to an adverse outcome, as doing so could potentially place the County in breach of the contract.

Councilor McGahhey suggested discussing the matter openly and soliciting ideas regarding how the review process should be handled, including what type of facilitator should be engaged.

Mr. Moss stated he had several individuals in mind who could serve as facilitators, including someone with an academic background in human resources who was also a lawyer operating an LLC providing similar services. That individual was currently performing that type of work for Richland County. Mr. Moss stated because he reported to the County Administrator, it would not be appropriate for him to be involved in the review process, and he would be willing to assist in identifying a facilitator but would then step away from the process.

Councilor Tripp questioned whether the evaluations could be kept confidential and expressed concern the process could result in identifying individual comments.

Mr. Moss confirmed the evaluations would be kept confidential. He explained the 12 evaluation forms would be returned to the facilitator, who would compile the results for discussion. He stated the facilitator would guide an open discussion of the feedback without attributing specific comments to individual participants, allowing for a frank exchange of information while maintaining confidentiality.

Councilor Mitchell requested clarification regarding maintaining the confidentiality of the evaluation forms, emphasizing that identifying information, such as names or districts, should not be included and the comments should be carefully worded to preserve anonymity.

Mr. Moss agreed the evaluations should remain anonymous and stated the facilitator would be responsible for maintaining the confidentiality of the responses. He stated the facilitator would serve as the guardian of the information and recommended an individual of high integrity who could serve in that capacity. He stated, he had several peers in director-level roles in other counties who could serve as facilitators and perform the same function.

Chairwoman Pro Tem Seman suggested the next meeting could include an executive session and interviews with at least one of the potential candidates. She expressed support for using someone who was already performing that type of work in another county.

Chairman Blount asked whether the individuals could be invited to speak with the Council.

Mr. Moss stated he had already spoken with the individual, who confirmed he would be willing to assist and had performed similar work for another county.

Mr. Antley stated the next step was to identify one or more individuals to participate in an executive session Council could proceed with the session in accordance with the applicable procedures.

Chairwoman Pro Tem Seman stated no formal action was necessary and recommended Council's intent to address the matter be reflected on the agenda for the next meeting, with an action item included if the Council wished to proceed with interviews.

Councilor McGahhey sought confirmation that the matter would be placed on the agenda for the next meeting.

Councilor Shaw inquired whether the matter would require the County to follow the procurement process and suggested the HR Director obtain a cost estimate for the evaluator's services to help determine the applicable requirements

Mr. Lambrecht confirmed that he would be able to provide a cost estimate and stated it would be considered a professional service.

Item (7) ***Adjournment***

Action: There being no further business, Chairwoman Pro Tem Seman moved to adjourn.

Motion carried, and the meeting was adjourned at 5:56 p.m.

Respectfully submitted:

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Regina McCaskill
Clerk to Council