



**City Council Meeting**  
6:00 p.m., Tuesday, April 28, 2026  
City Hall Council Chambers  
1207 Palm Boulevard, Isle of Palms, SC

**MINUTES**

**1. Call to Order**

Present: Council members Bogosian, Cohen, Carroll, Streetman, Miller, Ward, Miars, Pierce, Mayor Pounds

Staff Present: Administrator Kerr, Deputy Administrator Kuester, City Attorney McQuillin, various department heads

**2. Citizen's Comments**

Sue Cotton, Sand Dollar Drive, spoke with concern about the process surrounding the proposed pay increases for first responders. She did not feel the process was transparent and left her with numerous questions. She asked that Council stop making the process difficult for the residents to understand. She suggested a white paper that explains the new pay scales.

Julie Nestler would like Council to publish what the new pay rates will be for first responders. She said there is a perceived lack of transparency with the process. She would like all of the data to be shared with the public. She handed a letter to Mayor Pounds to distribute to Council members.

Patsy Hindman, Barnacle Row, said the wage and compensation study was anything but transparent. She mentioned a recent email she sent to Council and only 4 members responded to her queries. She challenged the claim of issues with culture and management without having spoken to the employees. She believes the proposed incentives have been glossed over.

Sarah Vega, Sparrow Drive, discussed "bounded rationality" and how it relates to the wage & compensation study. She suggested citizen input on employee pay. She believes employee retention to be an issue with City Council, not with the chiefs. She spoke in support of the first responders who work for the City.

**3. Presentations**

**A. LOWVELO, Chris Winn, Director**

Mr. Chris Winn came before Council requesting their permission and support for the 8th Annual LOWVELO bike race to be held in November 2026. He said the plan for this year is nearly identical to previous years. The event has raised \$4.5 million for cancer research.

**B. Recommendation from the Beach Preservation Committee, Dietmar Ostermann, Chairman**

Mr. Ostermann shared the Beach Preservation Committee's recommendation with City Council. That recommendation is attached to these minutes. Ms. Wendi Pasterik, Vice Chair of the Beach Preservation Committee, shared the calculations that went into the preparation of the recommendation. It is also attached to these minutes.

**4. Approval of previous meetings' minutes**

**MOTION: Council Member Streetman and Council Member Carroll seconded the motion.**

- A. City Council Meeting – March 24, 2026
- B. Town Hall Meeting – March 26, 2026
- C. Special City Council Meeting-Budget Workshop – April 1, 2026

**MOTION: Council Member Streetman made a motion to approve, and Council Member Cohen seconded the motion. The motion passed unanimously.**

**5. Procurement**

**A. Discussion and consideration of brick installations for two crosswalks along Palm Boulevard – Asphalt Concepts, \$17,280**

**MOTION: Council Member Streetman made a motion to approve, and Council Member Bogosian seconded the motion. The motion passed unanimously.**

**B. Discussion and consideration of ATM change order for additional services related to the marina dredging project, \$10,000 and bathometric survey, \$5,000**

**MOTION: Council Member Miars made a motion to approve. Council Member Streetman seconded the motion.**

Administrator Kerr explained that the \$10,000 is "money already spent" for ATM's efforts comparing deposit sites for dredging materials. The \$5,000 for the survey is optional. However, ATM believes the project could be improved with more up to date data.

**VOTE: A vote was taken with all in favor.**

**C. Discussion and consideration of CSE change order for additional services related to surveying and testing sediment in Hamlin Creek prior to renourishment project, \$16,450**

**MOTION: Council Member Streetman made a motion to approve. Council Member Miars seconded the motion.**

Administrator Kerr said this project will determine if the silted sand in Hamlin Creek is beach compatible sand, which could then be considered for dredging at the next USACE beneficial use project. In addition, he said it would be good to know the limits and quality of the sand prior to the renourishment project, giving the City a baseline to find out if renourished sand is ending up in the creek.

Mr. Traynum said he will provide Council a summary of their findings and a contour map. He recommends future surveys of the creek to provide comparative data.

**VOTE: A vote was taken with all in favor.**

**D. Discussion and consideration of proposal from Cline Engineering for \$69,500 to develop plans, acquire permits, and manage construction of the marina parking lot redevelopment**

**MOTION: Council Member Cohen made a motion to approve. Council Member Bogosian seconded the motion.**

Administrator Kerr explained, “What the effort here would be is to undertake the design of the parking lot to get the design to a point that we could actually facilitate constructing the parking lot and ultimately have the shared parking eliminated and adjust the leases so that the marina restaurant would have exclusive parking only. The City would have exclusive parking as well, and we would create a new greenspace out of that plan.”

He said this plan has the City overseeing the planning, design and construction while the City continues to receive rent overage payments from the restaurant tenant. A small amount of landscape design for the greenspace is included in the project.

He added that the restaurant tenants are not involved in the lease amendments and will have a small window of time to respond to the amended lease. The lease also includes a small change to when rent overage payments are due to the City.

**MOTION: Council Member Cohen made a motion to amend the motion to approve contingent upon the approval of the lease amendments by the restaurant tenants. Council Member Bogosian seconded the amended motion. The amended motion passed unanimously.**

**E. Discussion and consideration of proposal from McGrath Industries for the reconstruction of two tennis courts, \$208,998.**

**MOTION: Council Member Pierce made a motion to approve, and Council Member Carroll seconded the motion.**

Administrator Kerr said the budgeted amount for this project is \$220,000, not \$190,000.

**VOTE: A vote was taken with all in favor.**

**6. Old Business**

**A. Discussion and consideration of marina lease amendment**

**MOTION: Council Member Pierce made a motion to approve, and Council Member Miars seconded the motion.**

Administrator Kerr said the amended lease could be executed if there are no changes made by the tenants. If they make any changes, the agreement will have to go back through the Public Services & Facilities Committee for consideration.

**VOTE: A vote was taken with all in favor.**

**B. Discussion and consideration of surfing lesson application – Carolina Salt Surf Lessons**

**MOTION:** Council Member Miars made a motion to approve, and Council Member Streetman seconded the motion. The motion passed unanimously.

**C. Discussion and consideration of wage and compensation adjustments**

Administrator Kerr reviewed the recent history of wage adjustments and the recommendations from the Administration Committee. Those slides are attached to these minutes.

Council members Streetman and Cohen believe more study needs to be done into the issue of properly compensating for prior years' service and experience without compromising current staff.

Council Member Streetman said that this plan is a good start, but he does not believe it is robust enough nor puts enough money into the pockets of employees.

Mayor Pounds likes the incentive plan for first responders, adding that if it is popular among staff, it should be revisited next year. He noted that the City has a generous total compensation package.

**MOTION:** Council Member Pierce made a motion to adopt and implement the approved motion recommendations made at the April 14, 2026 Ways & Means Committee meeting, with the approved budgeted amounts, to be implemented in the new fiscal year starting 7/1/26. These include the base pay market adjustment; incentive programs for Police and Fire departments; annual pay scale adjustments based on CPI-U-South with a minimum of 1% and a maximum of 4%; and recognition of up to one-half of relevant first responder experience for new hire and existing employees up to a maximum of midpoint within the grade. Council Member Miars seconded the motion.

Council Member Ward said that he believes this plan is a good first step, but it will not help with retention. While he supports the pay increases for everyone, he will vote against the motion because it does not do enough.

**VOTE:** A vote was taken as follows:

Ayes: Miller, Pierce, Bogosian, Miars, Cohen, Pounds

Nays: Streetman, Ward, Carroll

**The motion passed 6-3.**

**D. Discussion of revenue streams for FY27**

Director Hamilton said she did “update all the percentages for expenses to give the budget a better picture of where, how CPI will be affecting the expenses. So now we can see how the revenue plays a part in that. I think one thing Council needs to consider is this current budget currently includes millage increases to offset the payroll, a millage debt service increase to offset the fire truck as well as increases in our business licenses, permits, ad parking, and short-term rentals. So, with all that being said, there are still transfers being transferred from other funds to the General Fund to help offset some of those payroll costs, but we need money from the General Fund to help pay for some of our large projects, the drainage project, and things of that nature.”

She noted this draft of the budget does not include \$377,000 of LOST funds. The total amount of new revenues is \$1.8 million including the sale of the fire truck, added adjustments, and millage increases. The bulkhead recoating project will remain in the budget.

Mayor Pounds pointed out that the budget still assumes a budget surplus at the end of the year. He suggested adding in the LOST funds and a small millage increase while putting fee and permit increases in FY28.

Administrator Kerr pointed out that the budget does not include a position for the Director of Planning, as he currently serves in that function in addition to being the City Administrator. Council Member Pierce said this will be discussed at a future Administration Committee meeting.

Council Member Pierce requested a slide for the May 12 Ways & Means Committee meeting that shows all categories of revenue and the dollars associated with them.

**E. Discussion of easement acquisition / Discussion and consideration of escrow agreement with Wild Dunes Community Association / Consideration of award of beach renourishment contract to Marinex**

Administrator Kerr said all be 12 easements on the south end of the island are in hand. Discussion ensued about the viability of the project with unsigned easements. Administrator Kerr suggested one path could be that City Council proceed with awarding the north end of the project while staff continues to work on securing easements on the south end. City Attorney McQuillin said that is his preferred legal path.

Council Member Pierce expressed concern about not having Wild Dunes' funds held in escrow yet. Administrator Kerr said attorneys on both sides are satisfied that the escrow agreement is in good order. The WDCA will have within 10 days of an affirmative vote of Council to wire the money.

Administrator Kerr said, "The sequence of events would be execute the escrow agreement. Then they would then wire the money. Then at that point we would execute the agreement with Marinex."

Discussion continued around the possibility of scaling back the project if easements remain unsigned, engineering work-arounds on properties that do not sign, and the viability of project with "holes."

**MOTION:** Council Member Pierce made a motion to "award the full 2.5 million cubic yards to Marinez for the full Wild Dunes project and south of the 714 property contingent upon the in-transit easements being received and the gray ones as well as all funds being received and the Wild Dunes Community Association signing and putting the money in the bank." Council Member Miars seconded the motion.

Mayor Pounds said it will be at least 10 days before the contract is signed with Marinex, so the easement picture could have changed in that time.

City Attorney McQuillin said, "We would prefer if we get the Wild Dunes Community Association agreement signed, get the escrow, everything is good on the north end, have the ability to sign with Marinex on that portion, see what we can get on the south end, and then sign

a change order if that's possible. And if we get all the easements in before then, we could sign it all together."

Administrator Kerr and Mr. Traynum support the idea of awarding the north end of the project now so that Marinex can begin mobilizing and review the status of the easements in a few weeks.

Administrator Kerr said he would prefer to come back to Council in a month and provide a status update on the easements so that a decision can be made rather than speculate about the numerous scenarios that exist. Discussion ensued about possible triggers to move forward with the project on the south end.

Council members Pierce and Miars withdrew their motion.

**MOTION: Council Member Miars made a motion to "approve the Marinex contract for the north end of the island contingent on" four in-transit easements and "the approval of escrow, and the WDCA signing" the escrow agreement and the completion of the money transfer to the bank, and "Marinex agreeing to honor the pricing for the south end." Council Member Pierce seconded the motion. The motion passed unanimously.**

City Council will hold a special meeting ahead of the Ways & Means Committee meeting on May 12 to discuss and possibly vote on awarding the renourishment project on the south end of the island.

**MOTION: Council Member Pierce made a motion approve the escrow agreement with Wild Dunes Community Association. Council Member Miars seconded the motion.**

Mr. Traynum said, "The way the payments would work for these contracts is when the dredge arrives on site and actually starts pumping sand, then they are owed 60% of the mobilization charge, which would be about a million dollars or so. Then then you would receive monthly invoice for the work completed to date." He said 500,000-800,000 cubic yards of sand would be paid out each month. Upon completion, "we would return the balance of the mobilization and any retainage that we had." He did not believe any payments would be made before the end of June.

**VOTE: A vote was taken with all in favor.**

7. **New Business** – Consideration of appointment of Robert Asero as new Director of Public Works

**MOTION: Council Member Streetman made a motion to approve, and Council Member Ward seconded the motion. The motion passed unanimously.**

Administrator Kerr said he was honored to nominate Asst. Director Asero for this position. He thanked Director Pitts for his many years of service to the City. Mayor Pounds also thanked Director Pitts for his years of service and presented him with a small gift.

Director Pitts spoke of his time at the City and thanked everyone for their support.

8. **Committees, Boards, and Commissions Reports**

- A. Council Committees – minutes attached
- B. Board of Zoning Appeals – no meeting in April

- C. Planning Commission – minutes attached
- D. Accommodations Tax Advisory Committee – minutes attached
- E. Environmental Advisory Committee – minutes attached
- F. Beach Preservation Committee – minutes attached

**9. Ordinance, Resolutions, and Petitions**

**a. Second Reading**

- i. Ordinance 2026-02 – an ordinance to regulate residential lighting**

**MOTION: Council Member Cohen made a motion to approve, and Council Member Streetman seconded the motion.**

Administrator Kerr said this ordinance returned to the Environmental Advisory Committee and the Planning Commission for further work. The pared down version of the ordinance with exemptions is before Council for consideration.

**MOTION: Council Member Cohen made a motion to amend the ordinance so it reflects the version previously considered by the Environmental Advisory Committee (as reflected on page 132 of the meeting packet). Council Member Bogosian seconded the motion.**

Council Member Cohen would like Council to have more time to discuss this ordinance.

**MOTION: Council Member Cohen made a motion to defer further discussion of the ordinance until the June Council meeting. Council Member Miars seconded the motion.**

Council Member Ward said this ordinance and others like it “feel like an HOA.”

**VOTE: A vote was taken as follows:**

Ayes: Miller, Pierce, Bogosian, Miars, Cohen, Pounds

Nays: Streetman, Ward, Carroll

**The motion passed 6-3.**

- b. First Reading -- none**

**c. Proclamations and Resolutions**

- i. Resolution 2026-01 – City Safety and Loss Control Program**

**MOTION: Council Member Ward made a motion to approve and waive the reading. Council Member Carroll seconded the motion. The motion passed unanimously.**

- ii. Resolution 2026-02 – to allow alcohol and street closures for LOWVELO**

**MOTION: Council Member Ward made a motion to approve and waive the reading. Council Member Streetman seconded the motion. The motion passed unanimously.**

- iii. Proclamation 2026-02 – Boating Safety Week, May 16-22, 2026**

**MOTION: Council Member Ward made a motion to approve and waive the reading. Council Member Streetman seconded the motion. The motion passed unanimously.**

**10. Executive Session**

**11. Adjournment**

Council Member Ward made a motion to adjourn, and Council Member Streetman seconded the motion. The meeting was adjourned at 8:44pm.

Respectfully submitted,

Nicole DeNeane  
City Clerk

**BEACH PRESERVATION COMMITTEE**  
**City of Isle of Palms**

Recommendation 4: Increased amount of sand for beach nourishment

Date: April 21<sup>st</sup>, 2026

The Beach Preservation Committee of the city of Isle of Palms recommends today to the City Council that the city in coordination with the Wild Dunes Community Association (WDCA) consider the placement of 352,000 additional cubic yards of sand on the south end of the island and the placement of 194,000 additional cubic yards of sand within Wild Dunes for a total of 546,000 additional cubic yards of sand at the approximate cost of \$4.1 million in the upcoming beach renourishment project.

For the IOP Beach Nourishment Committee

Dietmar Ostermann  
Chairman

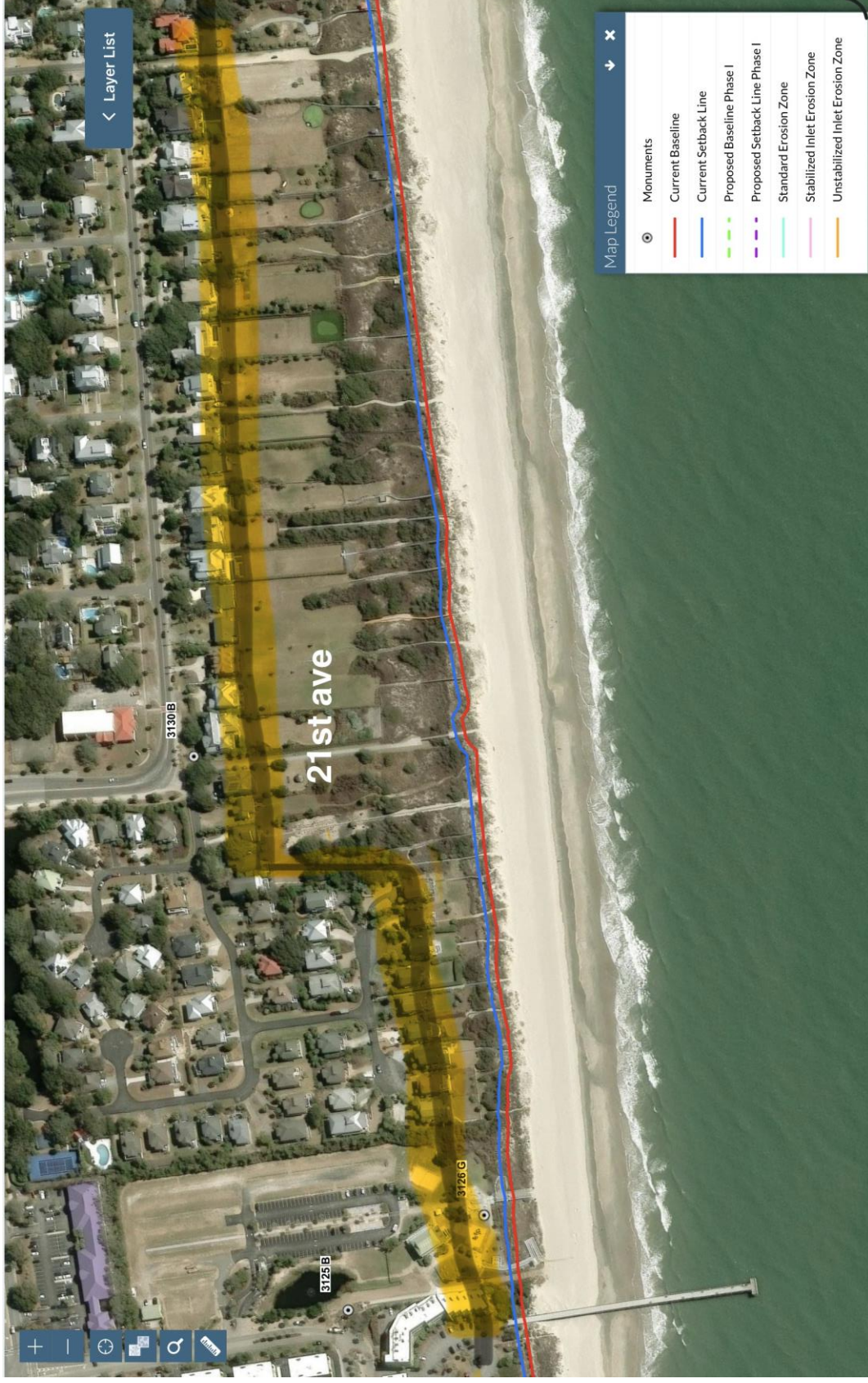
[Dostermann62@gmail.com](mailto:Dostermann62@gmail.com)

+1.972.672.4424

# Recommendation to IOP City Council

1. Adopt new “healthy beach” definition, to support tourism and property protection
  - 200 feet of dry sand at highest tide of the day (MHHW), something we understand and can see
  - Measured from 2018 SCDES baseline or structure line, whichever is most seaward
  - Using the most recent 5-year erosion rates
2. Renourishment volume minimum: use permit “max” for each of the reaches:
  - North End: 1.7MM cubic yards
  - South end: 800,000 cubic yards
3. If financial conditions allow, recommend increasing project volume to 3MM cubic yards (extra \$4.1MM), split as shown below, to move to “proactive beach management”
  - North end: 1,894,000 cubic yards
  - South end: 1,152,000 cubic yards
4. Any changes in sand quantities or placement must be approved by town council
5. Recommend Marinex as contractor for renourishment reflecting cost and reputation

# Measuring from a structure line is retreating from dune location for the middle and south end of island



# **Create a recreational beach to support tourism and protect property, consistent with “hold the line”**

## **North end**

- Beachwood East and Grand Pavilion structures are seaward of SCDES baseline. Must use structure line for that small stretch of beach.
- At Ocean Club, baseline and structure line are the same.

## **Breach Inlet to 56<sup>th</sup> Ave**

- All homes and pools are landward of the 2018 SCDES baseline

***Measuring from a structure works well on the north end, but on the south results in a lack of recreational beach***

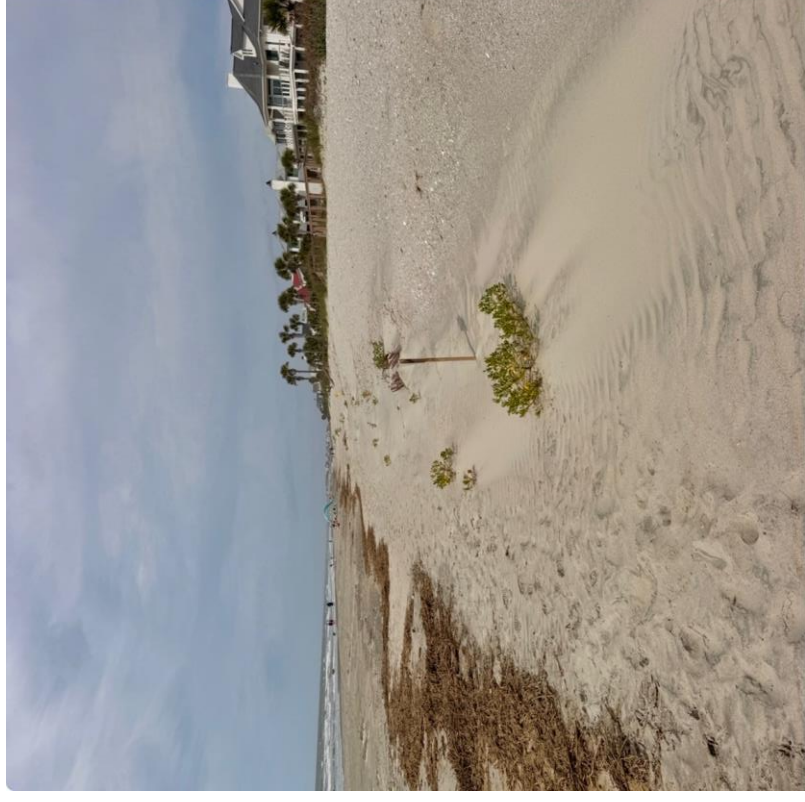
# The south is currently defined as “healthy” despite insufficient dunes and no/small recreational beach at higher tides.

Far south



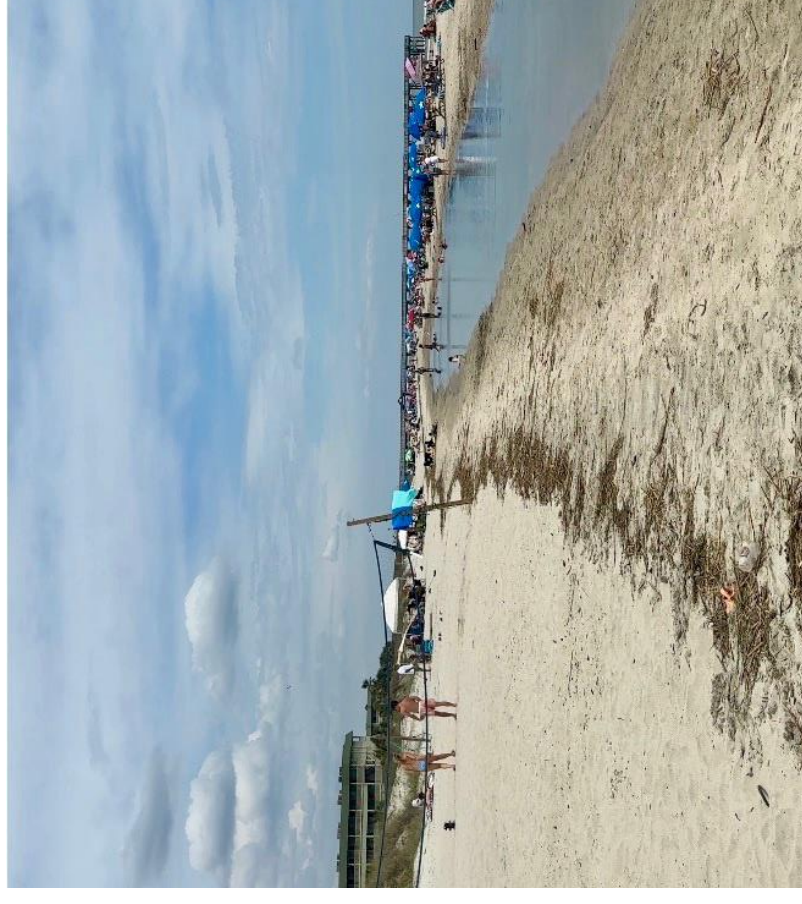
Ocean reaches 9 homes with sandbags; dunes threatened

510 Ocean



5 foot beach at 510 ocean. At 6.3” tide. 12 more high tide events by end of year

Windjammer



# IOP Deficit Scenarios, Cubic Yards

The Beach Preservation Committee recommends adopting Dare County and Hilton Head's successful proactive beach plan

**Current Deficit:  
Cy from Structure  
to Minus 13 NAVD**

**South: (16k)  
North: (183k)**

**200 Feet from SC  
Baseline\* Deficit:**

(\*2018 SCDES Baseline or  
Structure Line, whichever is  
most seaward)

**South: (440k)  
North: (384k)**

 **RECOMMENDED**

# Advanced Fill Calculations

(erosion rate \* 8 years)

- Recommend using recent erosion rate for **both** ends of island.
- Two second opinions from coastal engineers mention changes in breach inlet suggest long-term historical erosion history isn't relevant
- Advanced fill, cubic yards:
  - North: 1.6MM cubic yards, No Change
    - Uses recent erosion and shoal adjustment assumption
  - South: use 712,000 cubic yards (using 5 yr avg. erosion thru Feb 2026)
    - Instead of 264,000 per Feb, 2026 document (based on erosion rate back to 2010)
    - Slightly more than the permit advanced fill assumption of 560,000

# Recommendation for Renourishment

Renourishment = Deficit + Advanced Fill (cubic yards)

	Minimum: Permit max	Recommend: New Healthy Beach	Comments
North Permitted Reaches	1,700,000	1,894,000	+194,000 (\$1.5 MM) Smooth out placement thru to 53 <sup>rd</sup> Ave.
South Permitted Reaches	800,000	1,152,000	+352,000 (\$2.6MM)
Total	2,500,000	3,047,000	+546,000 (\$4.1MM)

 **RECOMMENDED**

# Risk Analysis

- **Structures (Groins / Breakwaters):**
  - Can extend life of project beyond 8 years with structures or reduce financial spend upfront
  - Regulatory environment and timing unknown
- **Shoal attachment** doesn't occur on north end
- **High erosion case:** If place permit max volumes on south and high erosion rate of 136k/yr continues:
  - Renourishment volumes erode in ~5 ½ years
  - 300 foot berm to 200 feet in ~2 years
  - Start groin analysis ASAP
- **Fine sand:** Army Corp beneficial use volume of 300,000 is fine and known to erode faster. Recommend sand quality testing to inform erosion rate.
- **Breach Inlet:** Renourishment volume at far end near breach inlet may erode quickly
  - Spread out healthy beach volume consistent with bid drawing vs. adding more sand on the end
  - Start groin analysis ASAP

# Wage and Compensation

For discussion

April 28, 2026

# Prior Efforts

- FY 2022- wage and comp study- increases for public safety employees at 10% and 7.5% for nonpublic safety employees, plus a 2.5% merit/step increase
- FY 2023 one-time \$5,000 payment to all employees plus up to 5% COLA and merit/step
- FY 2024 wage and comp study- increases for public safety employees at 14% and 3-7% for nonpublic safety employees and 2.5% merit/step
- FY 2025- 3% merit/step
- FY 2026- 5.5% COLA and merit/step
- Each study and COLA increase above also increased pay plan

# Ways and Means Recommendations

April 14, 2026 meeting

# Adjust Starting Pay

- Fire- \$54,000 (up 7.5% from \$50,225)
- Police- \$60,000 (up 7.8% from \$55,862)
- General- \$41,600 (up 1.5% from \$41,000)
- Administrative- \$82,700 (up 2.5% from \$80,653)

**COST = \$491,000**

**(\$315,000 Fire and Police/ \$176,000 General and Administrative)**

# Incentive Program

- Ideas provided by two Chiefs to compensate employees for specialized training
- Expected to improve performance, retention, and recruitment
- Provides parity with market peers

**COST = \$150,000**  
**(split evenly between Fire and Police)**

# Adjust Pay for Prior Relevant Experience

- Future and existing First Responders (step employees) will have adjustments to recognize prior relevant work experience
- Half of prior experience will be recognized by an additional step in pay (6 years of experience=3 additional steps)
- Adjustments will be capped at the midpoint within the employee's grade
- These adjustments are incorporated into the \$315,000

# Total Cost of Recommendations

- \$491,000 base pay (includes prior experience adjustments)
- \$150,000 incentive pay
- \$42,000 additional overtime pay
- \$242,000 additional fringe expense

**TOTAL COST = \$925,000**

# Future Efforts

- Current FY2027 draft budget includes 5.8% COLA and merit/step
  - 5.5% increase received 1/1/2026 (**COST \$281,000- 6 months**)
  - This wage adjustment would be implemented 7/1/2026 (**COST \$997,000**)
  - 5.8% increase budgeted for 1/1/2027(**COST \$339,000- 6 months**)
  - These three adjustments provide \$2.2M increase over 12 months
- Beginning FY2028 provide COLA and adjust pay grades/scales based on Bureau of Labor Statistics CPI-U South (max 4%, min 1%)