



ANNUAL REPORT

TO THE

GOVERNOR

AND THE HONORABLE MEMBERS OF THE
GENERAL ASSEMBLY OF SOUTH CAROLINA

FOR

CALENDAR YEAR 2003

by the

STATE OF SOUTH CAROLINA
STATE ETHICS COMMISSION

June 2, 2004

TO HIS EXCELLENCY THE GOVERNOR AND THE HONORABLE MEMBERS
OF THE GENERAL ASSEMBLY OF SOUTH CAROLINA

We have the honor to transmit the Twenty-Seventh Annual Report of the State Ethics Commission for the fiscal year 2003, in accordance with the provisions of Section 8-13-340, Code of Laws for South Carolina, 1976, as amended.

Respectfully submitted,

Andrew C. Marine, Charirman
Gregory P. Harris, Vice-Chairman
Peter C. Coggeshall, Jr.
Pete G. Diamaduros
Jessamine D. Griffin
Flynn T. Harrell
Kenneth C. Krawcheck
John T. Mobley
Mary T. Williams
Herbert R. Hayden, Jr., Executive Director

Requirements of statute

SECTION 8-13-340. Annual report of commission.

The State Ethics Commission at the close of each fiscal year shall report to the General Assembly and the Governor concerning the action it has taken, the names, salaries, and duties of all persons in its employ, and the money it has disbursed and shall make other reports on matters within its jurisdiction and recommendations for further legislation as may appear desirable.

Rules of Conduct for Public Employees

All public employees, public officeholders, and public members are expected to adhere to and follow the rules of conduct as outlined in the Ethics Reform Act. Anyone who is found guilty of violating these rules is subject to prosecution by the State Ethics Commission and the Attorney General's Office.

A public official, public member, or public employee may not knowingly use his official office, membership, or employment or develop, participate in developing or attempt to use his office, membership, or employment to influence a government decision to obtain an economic interest for himself, a member of his immediate family, an individual with whom he is associated, or a business with which he is associated.

A person may not directly or indirectly give, offer, or promise anything of value to a public official, public member, or public employee with intent to influence the public official's, public member's, or public employee's official responsibilities, nor is the public official, public member, or public employee to ask, demand, solicit, or accept anything of value for himself or for another person in return for fulfilling his official responsibilities or duties.

A public official, public member, or public employee may not receive anything of value for speaking before a public or private group in his/her official capacity. A meal can be accepted if provided in conjunction with the speaking engagement where all participants are entitled to the same meal and the meal is incidental to the speaking engagement. A public official, public member or public employee may receive payment or reimbursement for actual expenses incurred.

Public officials, public members, or public employees may not receive money in addition to that received by the public official, public member, or public employee in his official capacity for advice or assistance given in the course of his employment as a public official, public member, or public employee.

No public official, public member, or public employee may disclose confidential information gained as a result of his responsibility as a public official, public member, or public employee that would affect an economic interest held by himself, a member of his immediate family, an individual with whom he is associated, or a business with which he is associated.

No person may serve as a member of a governmental regulatory agency that regulates any business with which that person is associated.

No person shall serve on the governing body of a state; county; municipal; or political subdivision, board, or commission and serve in a position of the same governing body which makes decisions affecting his economic interests.

A public official occupying a statewide office, a member of his immediate family, an individual with whom he is associated, or a business with which he is associated may not knowingly represent another person before a governmental entity.

No member of the General Assembly or an individual with whom he is associated or business with which he is associated may represent a client for a fee in a contested case before an agency, a commission, board, department, or other entity if the member of the General Assembly has voted in the election, appointment, recommendation, or confirmation of a member of the governing body of the agency, board, department, or other entity within the 12 preceding months.

A public member occupying statewide office, an individual with whom associated, or a business with which associated may not knowingly represent a person before the same unit or division of the governmental entity for which the public member has official responsibility.

A public official, public member, or public employee of a county or municipality, an individual with whom associated, or a business with which associated may not knowingly represent a person before any agency, unit, or subunit of that county or municipality.

A public employee, other than of a county or municipality, an individual with whom associated, or a business with which associated may not knowingly represent a person before an entity of the same level of government for which the public employee has official responsibility.

No public official, public member, or public employee may cause the employment, appointment, promotion, transfer, or advancement of a family member to a state or local office or position in which the public official, public member, or public employee supervises or manages. A public official, public member, or public employee may not participate in an action relating to the discipline of the public official's, public member's or public employee's family member.

A former public official, former public member, or former public employee holding office, membership, or employment may not serve as a lobbyist or represent clients before the agency or department on which the public official, public member, or public employee formerly served in a matter in which he directly and substantially participated for one year after terminating his public service or employment.

It is a breach of ethical standards for a public official, public member, or public employee who participates directly in procurement to resign and accept employment with a person contracting with the governmental body if the contract falls or would fall under the public official's, public member's, or public employee's official responsibility.

No person may use government personnel, equipment, materials, or an office building in an election campaign. A person may use public facilities for a campaign purposes if they are available on similar terms to all candidates and committees. Likewise, government personnel may participate in election campaign on their own time and on non-government premises.

A public official, public member, or public employee may not have an economic interest in a contract with the state or it's political subdivisions if the public official, public member, or public employee is authorized to perform an official function (including writing or preparing the contract, accepting bids, and awarding of the contracts) relating to the contract.

NOTE: The above information is intended as an overview of the law. It is not intended to be read as a substitute for the statutes themselves. Should an individual have a question involving his/her own activities, he/she should review the statutes, or contact the Commission. Appropriate instructions, documents or forms will be provided upon request.

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**State of South Carolina
State Ethics Commission
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**(803) 253-4192
(803) 253-7539 Fax**

<http://www.state.sc.us/ethics/index.htm>

STATE ETHICS COMMISSIONERS FOR FY 2003

ANDREW C. MARINE, CHAIR

Representing: Abbeville, Aiken, Anderson, Edgefield, Greenwood,
Laurens, McCormick, Pickens & Saluda Counties
Term expires June 2003

GREGORY P. HARRIS, VICE CHAIR

Member at Large
Term expires June 2005

PETER C. COGGESHALL, JR.

Representing: Cherokee, Chester, Chesterfield, Darlington, Dillon,
Fairfield, Kershaw, Lancaster, Lee, Marlboro, Newberry,
Sumter & York Counties
Term expires

PETE G. DIAMADUROS

Representing: Greenville, Laurens, Spartanburg & Union Counties
Term expires May 31, 2005

FLYNN T. HARRELL

Member at Large
Term expires June 30, 2005

KENNETH C. KRAWCHECK

Member at Large
Term expires August 30, 2006

JOHN T. MOBLEY

Representing: Aiken, Allendale, Barnwell, Beaufort, Calhoun,
Colleton, Hampton, Lexington, Organgeburg & Richland Counties
Term expires May 31, 2005

MARY T. WILLIAMS

Representing: Bamberg, Beaufort, Berkeley, Calhoun, Charleston,
Clarendon, Darlington, Dorchester, Florence, Lee, Marion,
Orangeburg, Richland, Sumter & Williamsburg Counties
Term expires June 30, 2003

STAFF MEMBERS

HERBERT R. HAYDEN, JR.
EXECUTIVE DIRECTOR

CATHY L. HAZELWOOD
ASSISTANT DIRECTOR/GENERAL COUNSEL

TERRI W. CONNOR
ADMINISTRATIVE ASSISTANT

AMI R. FRANKLIN
EXECUTIVE ASSISTANT

MARJORIE A. DELEE
HUMAN RESOURCE MANAGER

SANDRA MCCLELLAN
DATA COORDINATOR

CHRISTINE LEBEOUF
ADMINISTRATIVE ASSISTANT

DONALD M. LUNDGREN
INVESTIGATOR

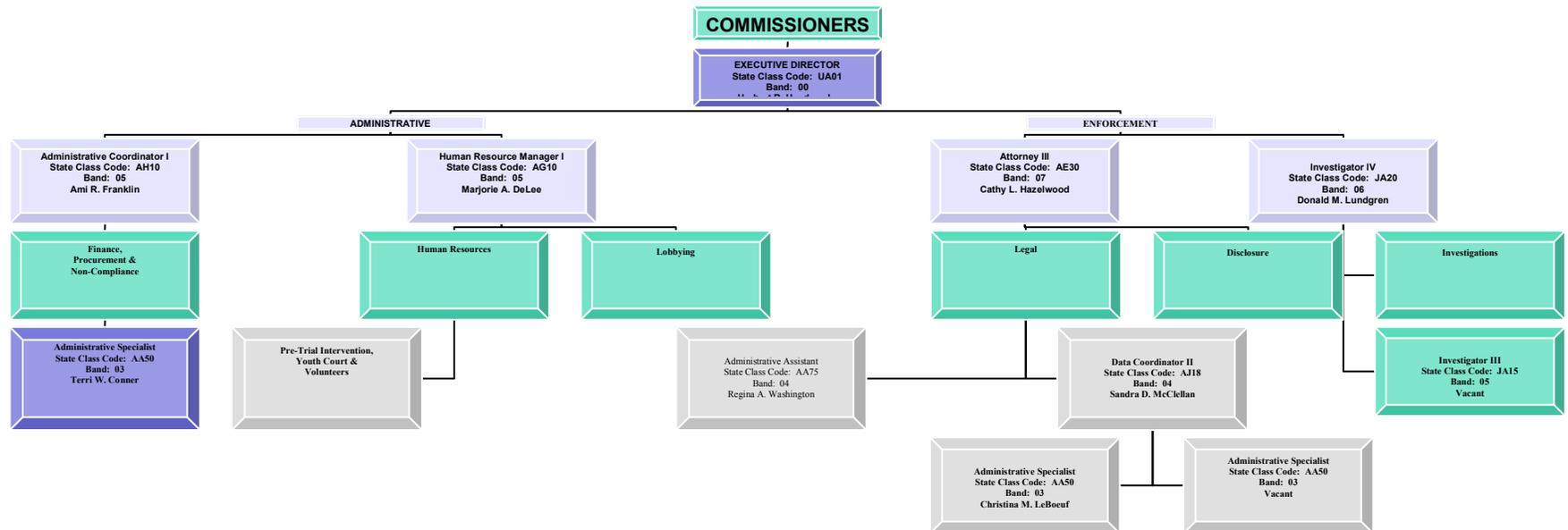
REGINA A. WASHINGTON
ADMINISTRATIVE ASSISTANT

Legal Counsel

Legal Counsel is provided to the State Ethics Commission by Attorney General and by Assistant Attorney General who he designates. Assistant Attorney General C. Havird Jones, Jr. is presently assigned to the State Ethics Commission.

STATE ETHICS COMMISSION

ORGANIZATIONAL CHART



SECTION I - EXECUTIVE SUMMARY

The General Assembly established the State Ethics Commission's mandate to restore public trust in governmental institutions and the political and governmental processes. The State Ethics Commission's mission is established by the statutory provisions of the Ethics Reform Act of 1991, Sections 2-17-5, et. seq., and 8-13-100, et. seq., Code of Laws for South Carolina, 1976, as amended. The State Ethics Commission has one program, Administration. This program encompasses four distinct areas of responsibility of the Ethics, Government Accountability and Campaign Reform Act of 1991: lobbying registration and disclosure; ethical rules of conduct; financial disclosure; and campaign practices and disclosure.

Major Achievement from Past Year

The major achievement from the past year continues to be the new filing system. The system has improved services to the public and press requesting access to financial disclosure and campaign disclosure records. In addition, staff continues to upgrade the Commission's web-site to include information on resolved complaints, advisory opinions, Lobbyist/Lobbyist's Principal lists and the availability of all Commission forms online. The ability of filers to download and print Commission forms has been both a time-saver for staff and a cost-saver to the Commission.

Mission and Values

The State Ethics Commission is an agency of state government responsible for the enforcement of the Ethics Reform Act of 1991 to restore public trust in government. The mission of the State Ethics Commission is to carry out this mandate by ensuring compliance with the state's laws on financial disclosure, lobbyist/lobbyist's principal disclosure and campaign disclosure; regulating lobbyists and lobbying organizations; issuing advisory opinions interpreting the statute; educating public officeholders and the public on the requirements of the state's ethics laws; conducting criminal and administrative investigations of violations of the state's ethics laws; and prosecuting violators either administratively or criminally.

Key Strategic Goals for Present and Future Years

A continued key strategic goal is an electronic filing system. The system would enable public officials, candidates, public employees and lobbyists/lobbyist's principals to file registration and disclosure reports on line. A second strategic goal is the cross training of personnel to ensure smooth transitions in the event of promotions, retirement or turnover.

Opportunities and Barriers in Fulfilling Mission and Achieving Goals

Enforcement of the very complex Ethics Reform Act is one of the major challenges before the State Ethics Commission. Citizen's and state agency's concern with public corruption and violations of the state's ethics laws have caused increased investigative and non-compliance caseloads. The Commission's mandate requires close analysis of critical issues of which the outcomes have significant impacts on the lives of the affected individuals, to include criminal prosecution. This mandate coupled with personnel and equipment needs, and limited funds, are major barriers to the fulfillment of the agency's mission and goals. The Commission must ensure that the latest technological advances are taken into account to balance the technology versus personnel scale. An information management system, to include electronic filing of campaign, financial, and lobbyist/lobbyist's principal disclosure, is another of the major challenges. Budgetary constraints make achieving this goal impossible at this time.

SECTION II - BUSINESS OVERVIEW

The State Ethics Commission is composed of nine private citizens who are appointed by the Governor with the advice and consent of the General Assembly. The Commission sets the policy, recommends legislative changes to the statute, issues formal advisory opinions, and conducts hearings into complaint matters. The Commission has a ten-member staff (9 FTE's, 1 PTE for 6 months and 1 PTE vacant).

The Executive Director is responsible for directing the operational and administrative management of the agency and providing oversight to investigations, and other activities of an extremely sensitive nature. The Executive Director reports directly to the State Ethics Commission. No other position reports to the Commission. The Executive Director advises the Commission regarding administrative and law enforcement matters. As necessary or upon request, he provides members of the General Assembly with information pertinent to matters before that body. He informs the Attorney General about matters of significant interest to the state's chief prosecutor. The Executive Director maintains contact with major components of the state criminal justice system such as SLED and circuit solicitors to assist in providing a coordinated investigation of matters of mutual interest.

The Commission's Assistant Director/General Counsel provides legal counsel to the Commission and agency staff; prosecutes complaint matters and administrative violations of the state's ethics laws before a Commission hearing panel; represents the Commission in both state and federal courts; researches and prepares advisory opinions; and acts as liaison with the Attorney General's office for criminal prosecution of violations, as needed. The Assistant Director/General Counsel also oversees the Disclosure Section. Under limited supervision, the Assistant Director/General Counsel plans, organizes, and directs statewide activities of the administrative and investigative operations of the agency; directs activities relating to the enforcement of the Ethics Reform Act; ensures compliance with all disclosure requirements; and assumes responsibilities of Executive Director in his absence.

The Chief Investigator assists the Executive Director in planning, organizing, and directing the enforcement of investigative and non-compliance activities; and conducts criminal and sensitive administrative investigations of violations of the state's ethics laws.

The Administrative Coordinator/Executive Assistant to the Director provides administrative support to the Executive Director; directs the agency-wide fiscal program, and supervises the agency budgetary process; directs the agency procurement operation; and supervises the Non-Compliance program.

The Human Resource Manager directs the agency personnel and payroll operations; manages employee participation in the state benefits program, and personal development training; supervises the lobbyists/lobbyist's principal program; maintains the agency web site; and supervises the production of the agency newsletter.

The Data Coordinator supervises the receipt, audit, scanning, and maintenance of all financial and campaign disclosure documents; responds to public and agency requests for documents; and

refers non-compliance matters to the Administrative Coordinator.

The Commission has only one location at 5000 Thurmond Mall, Suite 250, Columbia. The Commission's customers include public officials, public members, public employees, candidates and political committees, other state and local agencies, the citizens of South Carolina, and the media. Beyond the computer support and services provided by the Office of Information Resources and the University of South Carolina, the Commission does not have key suppliers. All other services and supplies are obtained through the bid process. The Commission is in the business of processing information received by lobbyists/lobbyist's principals; public officials, public members and public employees; and candidates and political committees and ensuring compliance with the Ethics Reform Act.

SECTION III - ELEMENTS OF MALCOLM BALDRIGE AWARD CRITERIA

Category I - Leadership

The State Ethics Commission is a very small state agency with a staff of ten people (nine FTE's and one PTE). Every employee, as well as volunteers, appears on the organizational chart. There are not layers of managers, supervisors, deputies, etc. between the Commission's senior leader, the Executive Director, and Commission staff. The Executive Director speaks to each employee everyday. The Executive Director discusses short term expectations at monthly staff meetings. The Executive Director reviews leave requests, determines the audit status of all forms and updates staff on matters of interest. Of particular interest this year was the budget shortfall and potential layoffs. The Executive Director communicated regularly with staff about the budget and also sought staff input on cost-saving strategies.

Long term performance expectations and direction are communicated at annual staff reviews conducted each September. This one month review period allows the Executive Director to plan merit raises and revise employee responsibilities as needed. During annual reviews employee performance expectations are discussed and set. Organizational values are discussed with new hires after a new employee reviews the Commission's Administrative Policies and Procedure Manual. All employees are required to stay up to date on changes in the manual.

The Executive Director is always prepared to listen to staff's suggestion on ways to improve a process for both the customer and the employee. Due to the size of the Commission, the Executive Director is not removed from the "front line". Except for the newest employee, staff, to include the Executive Director, has audited forms during the dead-line rush. All members of staff have filled "Requests for Documents" requests. In fact it was while the Executive Director was locating a document to answer a caller's question that a plan on implementing a new filing system began. Staff, like various customers, often make suggestions that they believe would improve the process; however, many processes must be complied with because they are a mandated in the Ethics Reform Act.

In the past training sessions and seminars were available to all employees; however, in January, 2001, the Commission froze the training budget as a result of anticipated midyear budget cuts and cuts in the FY2002 budget. Only essential training was taken by staff. The Executive Director continued to participate in agency head training throughout the year. In addition, the Executive Director and the Investigator are certified law enforcement officers and they must participate in regular training sessions to maintain their certification. This training is provided by the Criminal Justice Academy at no charge to agencies. General Counsel participates in a minimum of 14 hours of continuing legal education training each year; however, the Commission does not pay for this training.

As the state agency that enforces the Ethics Reform Act, both the Executive Director and staff model ethical behavior. Commission members recuse themselves and leave the room when even a potential, not actual, conflict exists. Policies and procedures are in place for the use of Commission equipment and supplies and subsequent reimbursement.

Staff is well aware of who the Commission's customers are as each employee interacts with customers everyday, whether on the phone or in person. The Commission's customers include the citizens of South Carolina, public officials, public members, public employees, candidates for public office, committees, lobbyists and lobbyist's principals, all state agency heads, the Governor's Office, and the media. Staff are courteous and knowledgeable in responding to the Commission's customers. Staff, to include the Executive Director, have an open-door policy for walk-in customers. The Executive Director receives and reviews a monthly compliance report which is a compilation of key performance measures which include the number of forms received; the number of complaints received; the number of complaints resolved; the number of both formal and informal opinions issued; and the amount of money received, to include late-filing penalties, complaint fines, administrative fees and lobbyist's/lobbyists' principals registration fees. This same information from the previous fiscal year is also provided on this compliance report for comparison.

The Commission does not normally address the current and potential impact of the Ethics Reform Act on the public, since the Commission is mandated to enforce the Act as written. Services are provided within the confines of the Act. If the General Assembly amends the Act, then the Commission must enforce it notwithstanding the impact, either negative or positive. The Commission must submit fiscal impact statements with proposed amendments.

Staff are encouraged to participate in community service projects. The Commission had approximately 90% participation in the United Way campaign and the Good Health Appeal. Various members of staff also participated in Buck-A-Cup, Ask-a-Lawyer, the YWCA Legal Clinic, the Salvation Army Red Kettle Campaign, Meals on Wheels and regular blood donations to the American Red Cross. In addition, many staff members are actively involved in their churches and their churches community outreach programs.

Category 2 - Strategic Planning

The Executive Director, with staff input and some input from Commission members, is sole participant in the strategic planning process. As noted, staff input is welcomed and the Executive Director formulates the strategic plan after reviewing input and process results from the previous year. The Commission is forced to conform any strategic planning to its small budget, its small staff and its outdated computer system. Customer needs and expectations are reviewed in line with the requirements of the Ethics Reform Act. Due to the Commission's limited budget, financial considerations are ever present in the strategic planning process, as are the human resource capabilities and needs and the operational capabilities and needs.

Of the two strategic goals in place, the electronic filing system action plan is in place. No monetary resources were expended, although a significant amount of staff time was devoted to reviewing various systems already in use. The cross training is ongoing as the longest-employed staff member did retire during FY2002. The cross training requires significant amounts of staff time but not of other resources. In presenting the Commission's budget to the General Assembly, the Commission communicated and deployed its key strategic goal for an electronic filing system. As for the second key strategic goal of cross training employees, staff meetings

and one on one meetings between the Executive Director and staff are the means used to communicate and deploy its key strategic goal.

Category 3 - Customer Focus

Key customers and stakeholders of the State Ethics Commission are complainants and respondents; filers of forms; reviewers of forms; public officials, public members and public employees; candidates and committees; the citizens of South Carolina; training participants; and opinion requesters. The largest percentage of the Commission's customers are determined by the Ethics Reform Act and it is the Act that determines each customer's requirements.

The Commission is constrained in keeping its listening and learning methods current with changing customer needs by two major factors: the Ethics Reform Act itself and the Commission's budget. Clearly, the trend in disclosure, to include financial, campaign and lobbyist/lobbyist's principal, is for the electronic filing of this information. The trend for making this information available to the public is also to provide it electronically; however, until such time as the Commission's budget includes funding for electronic filing, the Commission will not keep current with the changing customer needs. According to information provided by the Center for Governmental Studies of Los Angeles, California, South Carolina is one of only four states which do not provide some form of electronic filing/viewing.

Due to budget constraints only one key customer group was regularly surveyed in FY2002: training participants. When the Commission conducts its standard training, a training survey is provided to the participants to complete. In other training situations, staff is part of a program wherein survey results are compiled at the conclusion of the entire program and staff is notified of the results at a later date. A review of the Commission's training survey results found that approximately 80% of responders found the training to be good or excellent; however, 20% found it to be poor and unresponsive to their expectations. By statute, our top two key customers are complainants and respondents and filers of forms. Staff has not yet developed either a cost effective or reliable surveying technique for either group.

Category 4 - Information and Analysis

It is the Commission's belief that what gets measured is what gets done in an organization. The Commission measures the number of forms received; the number of complaints received; the number of complaints resolved; the number of both formal and informal opinions issued; and the amount of money received, to include late-filing penalties, complaint fines, administrative fees and lobbyist's/lobbyists' principals registration fees. The Commission relies on staff members whose duties include the compilation of the above information. The Commission uses the analysis to assist in developing the strategic plan. The Commission attempts to find other public agencies with comparable duties and mandates. As a result of the Commission's past membership with COGEL, the Commission has found only one other state agency with similar areas of responsibility regarding state government: lobbying registration and disclosure; ethical rules of conduct; financial disclosure; and campaign practices and disclosure. The Commission also found a city agency with the same responsibilities and the analysis for both entities appears in Category 7 Results.

Category 5 - Human Resource Focus

As noted before, the State Ethics Commission is a small state agency. The Executive Director speaks to each employee daily. While the Commission is unable to make significant financial rewards to its employees, the Commission does provide many non-financial rewards such as flexible scheduling; casual dress day on Friday; recognition of significant employment milestones; birthday celebrations, to include the afternoon off; holiday meals together; a ½ day for Christmas shopping; lunch for staff in observance of Employee Recognition Week; and in years past training.

Training sessions and seminars were available to all employees; however, in January, 2001, the Commission froze the training budget as a result of anticipated midyear budget cuts and expected cuts in the FY2002 budget. The cuts continue. Only essential training was taken by staff. The Executive Director continued to participate in agency head training throughout the year. In addition, the Executive Director and the Investigator are certified law enforcement officers and they must participate in regular training sessions to maintain their certification; however, the Criminal Justice Academy provides this training at no charge to state agencies. General Counsel participates in a minimum of 14 hours of continuing legal education training each year; however, the Commission does not pay for this training. Staff have participated in free training provided by the State when available.

The Employee Performance Management System provides an opportunity for the Executive Director and the employee to make changes to employee responsibilities in line with ongoing strategic goals and to revise position descriptions to accurately reflect actual duties. The process encourages high performance by realigning the position description and evaluation documents with the actual job responsibility.

The Commission monitors employee well being and satisfaction through two key measures. Measures of employee satisfaction are staff longevity and turnover. The longest serving employee of the Commission did retire in FY 2002 after 22 years of service. Two-thirds of the staff have been with the Commission between five to fourteen years. The Commission attempted through informal discussion to discover why staff remains with the Commission; however, beyond the standard platitudes, no satisfactory reasons were given.

At the outset, the Commission's office is in a smoke-free building which provides a smoke-free work environment. Except for certified law enforcement officers, the Commission's office does not permit concealable weapons. Policies and procedures are in place regarding weapons and the use of force. The staff kitchen is a repository for various health newsletters and employees are welcome to post health articles and other articles of interest in the kitchen. Staff members take part in health screenings offered by the State Health Plan and results are informally discussed in staff meetings.

Employees are encouraged to participate in community service projects. These include the

United Way, the Good Health Appeal, Buck-A-Cup, Ask-a-Lawyer, the YWCA Legal Clinic, the Salvation Army Red Kettle Campaign, Meals on Wheels and regular blood donations to the American Red Cross. In addition, many employees are actively involved in their churches and their churches' community outreach programs.

Category 6 - Process Management

The Commission's key design and delivery processes must fit within the confines of the Commission's budget. Within these confines, the newest technology used by the Commission has been its web site. The Commission's Human Resource Manager, in coordination with the Office of Information Resources, continues to upgrade the Commission's web site. As noted in the Commission's previous Accountability Reports, the web site includes all formal advisory opinions and summaries of all complaints resolved. All the Commission's forms can also be downloaded and printed from the web site. As a result, the Commission has not incurred any printing costs since September, 2000. Due to budget constraints, the Commission's newsletter is now only provided online. Additionally, minutes from the Commission's bi-monthly meetings are also available online. These efforts are directed at making the Commission's web site more user friendly, more responsive to the public's needs and more cost effective to the Commission, i.e. reduction in printing and postage costs.

The Commission's various measurements are not done on a day-to-day basis, but rather on a week-to-week and month-to-month based on the particular deadline. The Commission has a minimum of eight deadlines throughout the year with more during an election year. The Commission attempts to ensure full staffing during these deadlines in order to ensure timely auditing and timely production of documents for requesters. The Commission is in the business of managing the information provided in the various forms received, as well as the enforcement of the Ethics Reform Act.

Except for computer support and services the Commission does not have a key supplier, contractor or partner. The Commission meets yearly with the computer support and service providers to review the previous years' service in order to make any changes in the contract needed to fulfill the Commission's strategic goals.

Category 7 - Business Results

Performance levels and trends of customer satisfaction:

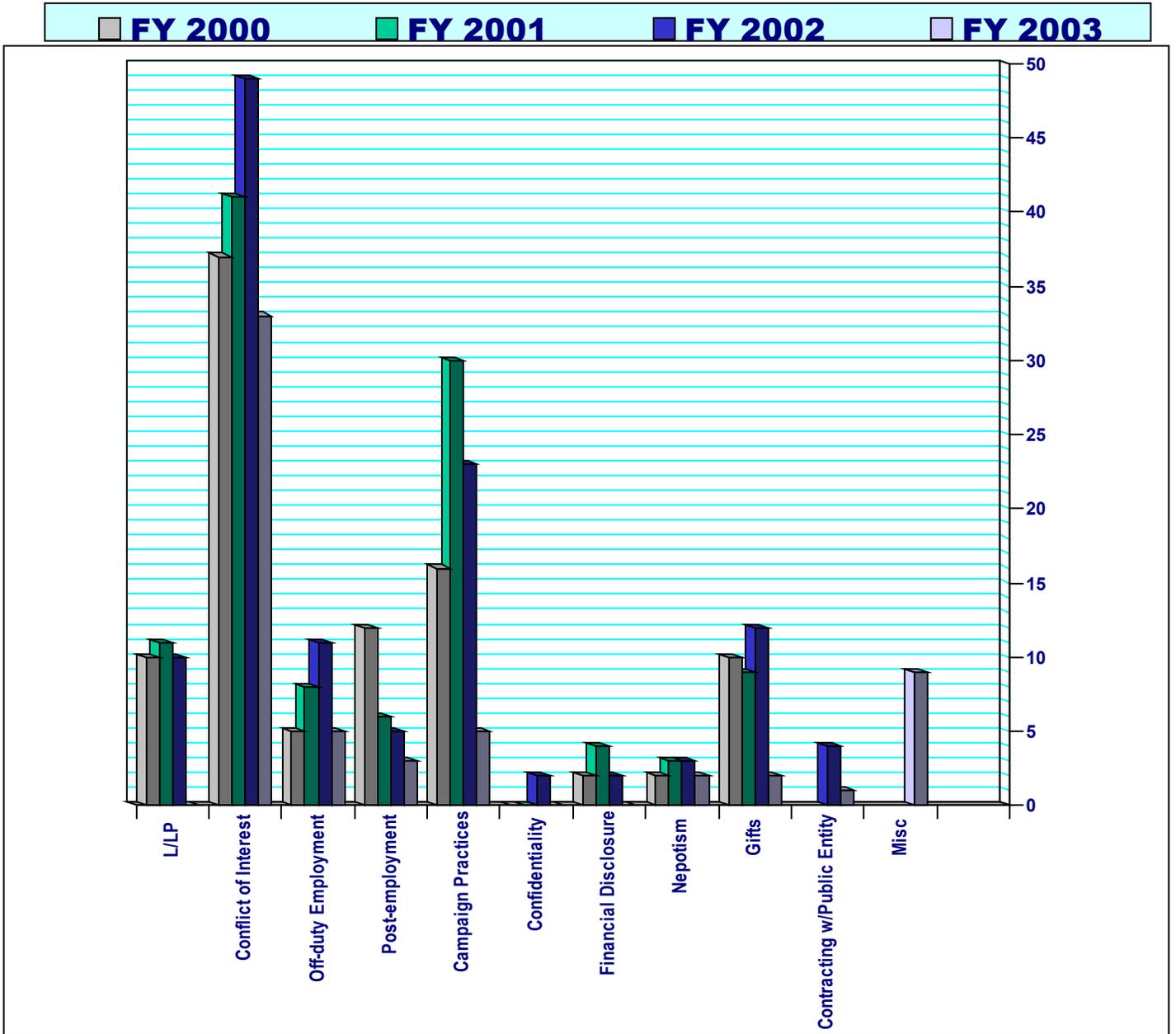
Training is essential to the four million residents of the State where approximately 232,000 citizens are engaged in government employment and approximately 10,000 are engaged in government service. As part of its public mission, the Commission feels that it is vital to educate public officials, public members, public employees and the general public regarding the standards of conduct and disclosure requirements of the Ethics Reform Act. Whenever possible, as personnel and resources are available, staff conducts training for its various customers

throughout the state. Customers receiving training in FY 2002 included the following: public officials and public employees through the Municipal Association of South Carolina; South Carolina School Board Association members and candidates for school board on two separate occasions; House and Senate employees; public employees of the City of Lancaster; public officials and public employees of the Richland School District One; approximately 200 members of the South Carolina Bar Association; the SC Association of Government Purchasing Officials; the South Carolina Correctional Association; approximately 250 attorneys at the 2001 SC Local Government Attorneys Institute; public employees and public officials of the SC Commission for Minority Affairs; approximately 94 public employees of the City of Rock Hill; probate judges attending the Probate Judges Conference; and attorneys attending the Association of SC Claimant Attorneys for Workers Compensation Spring Seminar.

Hand-in-hand with training is the advisory nature of the Commission's responsibility. The Commission advises its customers concerning the intricacies of the law through both informal and formal opinions. Staff answers approximately 151 telephone inquires per month. The Commission's policy of issuing informal opinions provides more timely advice to its customers. This advice is based on prior opinions, decisions, and staff experience and interpretation of the statute. The Commission has established the objective of responding to all informal advisory opinions within seven to ten calendar days. This target is met approximately 95% of the time and when it cannot be met the requestor is informed of the delay and when to anticipate his opinion. Formal opinions are handled as expeditiously as possible at regularly scheduled Commission meetings. The advice given, either written or verbal, provides information to the various customers of the Commission. A chart identifying the types of opinions issued follows.

A summary of each advisory opinion may be found in Appendix A. The full-text may be viewed at our web-site.

Advisory Opinions Issued

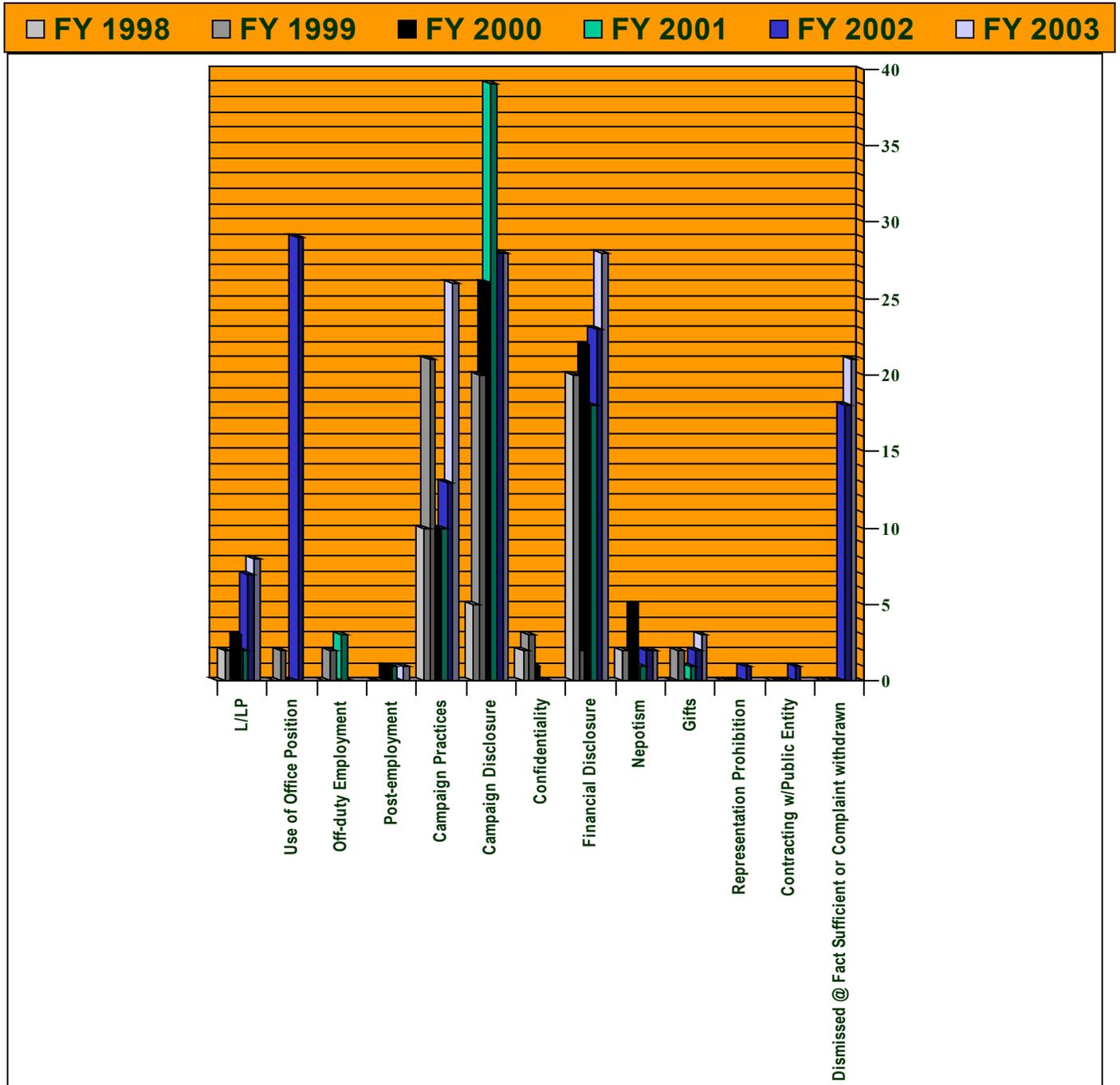


The Commission has committed more time to investigating alleged violations of the Ethics Reform Act, which is a key component of the Act and where the Commission's involuntary customers appear. A due process procedure is established in the statute and staff have worked to reduce the completion time from the receipt of a complaint to final disposition. Non-compliance matters, from issuance of complaint to final disposition, take approximately four months. Other complaints' completion times are approximately six months.

Of the 136 complaints resolved in FY2002, approximately 13 complaints were resolved in four months or less. In addition, five complaints were resolved by Consent Orders. Fines of \$7,416.64 were collected. Thirty-eight hearings were held and fines totaling \$78,400 were assessed. One complaint was referred to a county solicitor and the matter is now pending in Circuit Court. Forty-five complaints were dismissed at the fact sufficient stage or for lack of probable cause. The remainder of the complaint proceedings were waived due to compliance or extenuating circumstances. A chart of the types of complaints filed over the last five years follows.

A list of complains resolved during FY 2002-2003 is enclosed as Appendix B. A summary of each investigation may be viewed on our website. A copy of the Commissions Order may be obtained by contact the Commission office.

Complaints



In addition, the Commission collected \$58,308.17 in late filing penalties for failing to timely file Statement of Economic Interests, Campaign Disclosure Forms, and lobbyist and lobbyist's principal reports. The Department of Revenue's Set-off Debt program collected an additional \$14,935.40 in late filing penalties. The Commission continues to emphasize the timely enforcement of disclosure deadlines. In the past the Commission only penalized those individuals who failed to file. Late filers were not penalized and thus timely disclosure did not occur.

The names of those who have not paid penalties may be found on our website by clicking on the hyperlink to the Debtors Page.

LEVELS OF PERFORMANCE

The report shows the current level of performance in the four key areas. They include:

	FY 2002	FY2001	FY2000	FY99	%Change from previous year
Complaints					
Received	124	144	107	54	(13)
Final Disposition	136	150	108	51	(9)
Pending	27	39	45	50	(30)
Forms					
Statement of Economic Interests	8,410	8683	9,588	8,378	(3)
Campaign Disclosure Form	3,963	5169	4,170	4,431	(23)
Lobbyist/ Lobbyist's Principals' Registration & Reports	4,349	4786	4717	5,856	(9)
Opinions					
Formal	12	6	11	7	100
Informal	121	105	117	128	16
Training					
Training Sessions Held	17	26	24	24	(33)
# Trained	954	1600	1398	904	(40)

By and large the percentage changes from one year to the next are minimal and those significant percentage changes reflect activity over which the Commission has minimal control. Training is contingent on requests by public agencies, public office holders, and other interested groups, such as the Municipal Association of South Carolina and the South Carolina Bar Association. In the 2001 Appropriation Act, a proviso permitted the Commission to charge a fee for training in order to re-coup the costs. The charge has been a factor in the decreased number of training sessions.

Both formal and informal advisory opinions increased and staff continued to track telephone inquiries. Staff answered approximately 151 telephone inquiries per month. Staff continued to reduce the response time in the issuance of informal advisory opinions and to publicize the availability of opinions in its on-line newsletter and at training sessions. Due to costs restrictions and the distorted survey results from FY2001 no surveying of informal opinion requesters was done. The City of Chicago Board of Ethic's key responsibilities mirror the four distinct responsibilities of the Commission: lobbying registration and disclosure; ethical rules of conduct; financial disclosure; and campaign practices and disclosure. The Board of Ethics in providing

advice responds to inquiries (verbal responses) and cases (written responses). The Board of Ethics handled 1400 inquiries in FY2001 and 52 cases as opposed to 1945 inquiries and 136 cases by the Commission. The Board of Ethics' staff is slightly larger with 12 FTE's and its FY2001 budget significantly larger at approximately \$700,000.00.

A continued goal of staff was to reduce the backlog of non-compliance matters considering the amount of staff time that must be devoted to ensuring proper and timely reporting. When proper and timely disclosure does not occur then significant staff time is devoted to the administrative late-filing procedure, as well as the complaint and hearing process. A complaint is not filed simultaneously to a missed deadline as the Commission by statute has an administrative late-filing penalty procedure which takes approximately two months to complete. This procedure begins immediately following a quarterly deadline and the annual financial disclosure deadline of April 15th. As the chart on page 22 illustrates, complaint matters relating to disclosure have remained the largest percentage of complaint matters. The Commission received 124 complaints, of which 51 were related to disclosure, and resolved 136 complaints, of which 60 were related to disclosure. The Commission continues to meet its goal of timely prosecuting non-compliance matters to avoid a backlog.

The significant decrease in CD's from the previous fiscal year is not easily explained. The number of CD's received is the lowest received in four years. Staff continues to research the decrease but no conclusions have been drawn.

The Commission had a slight decrease of filings of Statements of Economic Interests. During FY2001, all special purpose districts were surveyed to ensure the proper public members and public employees were filing annual SEI's. This survey resulted in 67 public members and public employees of 12 special purpose districts being removed from the filing requirements. Staff stressed in training and correspondence with municipal, counties, school districts and other public entities who is required under §8-13-1100 to annually file SEI's. The Kansas Governmental Ethics Commission enforces the Campaign Finance Act and State Governmental Ethics Law primarily on the state to include House Senate and Judicial and to a very limited extent on the local level. In FY2002, the Kansas Commission received 5092 campaign finance forms and 5965 financial disclosure forms. The Kansas Commission reported an enviable rate of 98% compliance with financial disclosure.

An approximate ten percent decrease occurred in lobbyists' and lobbyist's principals' registrations and disclosures. This decrease can be attributed to a decrease in lobbying during the final reporting period which requires no disclosure.

In FY2002, a total of 1,348 requests to review statements were filed and honored with the Commission, compared to 1,205 in FY2001, an increase of 143. Staff devotes a significant portion of each week to providing information in a timely manner to requesters. The new filing system, implemented in calendar year 2001, continues with the assistance of Richland County Pre-trial Intervention participants. The volunteers have clocked approximately 1950 hours in the filing office, as well as making copies of forms and providing other secretarial services as

needed. Staff could not have implemented the new filing system without the services of the volunteers. For those customers seeking current documents and those filed within the last two years, staff response time to locate the documents is minutes. Neither the City of Chicago nor the Kansas Board of Ethics report on Requests to Review.

The Commission again sought funds to implement the electronic filing of all documents received by the Commission. Electronic filing would allow for more timely filing; it would reduce incomplete filings; and it would reduce repetitive auditing of forms by staff. Electronic filing would provide almost immediate access to information to all Commission customers. This goal was not met due to budget cuts. Although electronic filing will remain a goal, staff is not optimistic that it is goal that will be quickly met.

The Commission partnered with the Council on Governmental Ethics Laws (COGEL) to correspond with all members in the United States to determine what agencies perform similar tasks. The information provided has been useful in bench marking the Commission's performance against other similarly situated agencies. Of the responding agencies, no other state agency performs the same functions. To follow is a review of the previous seven years of Commission activity. The one significant trend is the increase in the number of complaints received which is directly related to staff's goal of reducing the backlog on non-compliance matters.

Performance levels and trends to accomplish mission:

(1) Lobbyist Registration and Disclosure

The State Ethics Commission utilizes registration fees obtained from lobbyists and lobbyists' principals to administer this requirement. In FY2002, the State Ethics Commission received \$68,250.00 from these registration fees. The decrease in fees of \$1400 for FY 2001 directly corresponds to the decrease in the number of registered Lobbyists and Lobbyist's Principals.

Any person employed or retained to lobby for any person, group or business must register with the Commission within fifteen days after being employed or retained. Further, the person, group, or business which employs or retains a lobbyist must register within fifteen days after such employment or retention. Registered lobbyists and lobbyist's principals are subject to strict restrictions on their activities while they are registered. Both the lobbyists and lobbyist's principals must file disclosures of income and expenditures by April 10, October 10, and December 31. Registrations and reports are audited and made available for public inspection. Registration and disclosure reports totaled 4349 in FY2002, a decrease over FY2001. The Commission has very little control over these figures as they are dependent on legislative issues.

(2) Ethical Rules of Conduct

The Ethics Reform Act provides certain standards for public officials and public employees,

centered around prohibitions against the use of the public position to affect the officeholder's or employee's economic interests, those of immediate family members, or businesses or individuals with whom the person is associated. These standards prohibit the misuse of public resources and confidential information, nepotism, revolving door contracts, receiving compensation to influence official actions, and establish representation restrictions.

Penalties for violations of the Act range from administrative penalties, including public reprimands and civil fines of up to \$2000 per violation, to criminal penalties ranging from \$5000 and one year in prison to \$10,000 and ten years in prison.

(3) Financial Disclosure

Certain public officeholders, to include all public officials, either elected or appointed; candidates; public members of state boards; chief administrative officials or employees, chief procurement officials or employees and chief finance officials or employees of political subdivisions must file a Statement of Economic Interests (SEI) at specified times to include an annual update by April 15th. The Commission develops the reporting form, provides the form to required filers, receives and audits the filed reports, and makes those reports available for public inspection. In FY2002, approximately 8,410 SEI's were processed. During FY2001, all special purpose districts were surveyed to ensure the proper public members and public employees were filing annual SEI's. This survey resulted in 67 public members and public employees of 12 special purpose districts being removed from the filing requirements. Staff stressed in training and correspondence with municipal, counties, school districts and other public entities who under §8-13-1100, is required to annually file SEI's.

(4) Campaign Practices and Disclosure

Candidates and committees are required to file disclosures of their campaign finance activities. They are subject to contribution limitations, restricted use of campaign funds, and proper accountability. The Commission develops the reporting form, provides the form to required filers, receives and audits the filed reports, and makes those reports available for public inspection. In FY2002 approximately 3,963 campaign disclosure forms were received, audited and made available to the public. The Commission receives Campaign Disclosure Forms from the House Ethics Committee and the Senate Ethics Committee which are made available to the public. The significant decrease in CD's from the previous fiscal year is not easily explained. The number of CD's received is the lowest received in four years. Staff continues to research the decrease but no conclusions have been drawn.

LEVELS OF PERFORMANCE-FY95 TO FY2001

	FY95	FY96	FY97	FY98	FY99	FY00	FY01	FY02
COMPLAINTS								
Filed	15	18	37	49	54	107	144	124
Final Disposition	29	15	18	35	51	108	150	136
On Hand	15	17	33	47	50	45	39	27
ADVISORY OPINIONS								
Formal	15	6	6	13	7	11	6	12
Informal	172	240	296	292	128	117	105	121
FORMS								
Statement of Economic Interests	10,497	9,176	9,056	9,193	8,378	9,588	8683	8,410
Campaign Disclosure Form	5,263	3,659	4,308	4,111	4,431	4,170	5169	3,963
Lobbyist/ Lobbyist's Principal Registration & Reports	3,598	3,797	4,137	4,191	5,856	4,717	4786	4,349
TRAINING SESSIONS								
Conducted	13	32	34	33	24	24	26	17
Participants	683	1,522	1,452	1,515	904	1,398	1,600	954

Performance levels and trends of employee satisfaction:

The Employee Performance Management System provides an opportunity for the Executive Director and the employee to make changes to employee responsibilities in line with ongoing strategic goals and to revise position descriptions to accurately reflect actual duties. The process encourages high performance by realigning the position description and evaluation documents with the actual job responsibility.

Performance levels and trends of supplier performance:

Not applicable.

Performance levels and trends of regulatory/legal compliance and citizenship:

Not applicable.

Current levels and trends of financial performance:

Since September, 2000, the Commission has ceased printing forms. All forms can be downloaded from the web site. Due to budget constraints, the Commission's newsletter is now only provided online. This results in a savings of materials, equipment use, personnel time and postage. Additionally, minutes from the Commission's bi-monthly meetings are also available

online. These efforts are directed at making the Commission's web site more user-friendly, more responsive to the public's needs and more cost effective to the Commission, i.e. reduction in printing and postage costs.

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APPENDIX A

ADVISORY OPINIONS

SEC AO2003-001**July 17, 2002**

SUBJECT: CONFLICT OF INTEREST

SUMMARY: The question of whether a public official has an economic interest in a zoning issue before his government entity must be answered on a case-by-case basis. In the situation outlined, the public official has an economic interest and should recuse himself pursuant to Section 8-13-700(B).

SEC AO2003-002**September 18, 2002**

SUBJECT: PUBLIC EMPLOYEE AND THE REGULATORY PROCESS

SUMMARY: Based on the information provided regarding the DHEC regulatory process, the DHEC Board is ultimately responsible for settling agency policy with substantial input from many factions and thus the public employee's ability to use her employment to obtain an economic interest for herself or her spouse appears remote. However, notwithstanding the apparent remoteness, public employee must not knowingly use her employment to obtain an economic interest for herself or her spouse. A public employee is required to follow the procedures of Section 8-13-700(B) if a matter comes before her which would affect her or her spouse's economic interests.

SEC AO2003-003**September 18, 2002**

SUBJECT: E-MAIL AND THE PROHIBITIONS OF SECTIONS 8-13-765 AND 8-13-1346.

SUMMARY: Although not specifically addressed in the Ethics Reform Act, the State Ethics Commission issues the following opinion on the restrictions on use of e-mails and the prohibitions of Sections 8-13-765 and 8-13-1346.

SEC AO2003-004**September 18, 2002**

SUBJECT: PUBLIC MEMBER LEASING PROPERTY FROM HIS PUBLIC ENTITY

SUMMARY: A public member who wishes to lease property from his public entity must recuse himself from taking any official action in the negotiations of the lease or in related matters. As a public member, he may not use his membership to obtain a more advantageous lease arrangement.

SEC AO2003-006

March 19, 2003

SUBJECT: ACCEPTABLE EXPENDITURES FROM CAMPAIGN FUNDS

SUMMARY: The Ethics Reform Act permits an expenditure from the candidate's campaign account for expenses related to the campaign or the office and permits campaign funds to be used to defray any ordinary expenses incurred in connection with an individual's duties as a holder of elective office. However, charitable contributions and contributions to the political parties and their committees may only be made at final disbursement.

APPENDIX B

COMPLAINTS RESOLVED FY 2002-2003

Copies of these Orders may be obtained by contacting the State Ethics Commission. Complaints which were dismissed for lack of sufficient facts and those which were found to be groundless are not a matter of public record.

C2002-085 SEC vs. Charleston County Democratic Party

C2002-115 Tim Williams vs. Grace S. Floyd

C2002-109 SEC vs. Sharon P. Jackson

C2002-118 SEC vs. Sam Davis

C2003-021 Tony Mizzell vs. Lawrence D. Moore

C2002-121 SEC vs. Friends of Rick and Steve Committee

C2002-076 SEC vs. Wayne L. Sterling

C2003-065 SEC vs. Carol Sloop

C2003-053 SEC vs. William A. Beach

C2003-066 SEC vs. Faye Sellers

C2003-055 SEC vs. J. T. Buddy Rivers

C2002-061 SEC vs. Robert G. Gegy

C2002-096 Loretta Scott vs. Carolyn F. Williams

C2002-122 Brenda Bessinger vs. Elizabeth Smoak

C2002-120 Lawrence O. Zealy vs. Roy Pipkin

C2002-001 William B. Edwards vs. Gilbert Horton

C2003-028 Frank Heindel and Jerry Rosen vs. Barbara Melvin

C2003-029 Frank Heindel and Jerry Rosen vs. SC State Ports Authority

C2003-056 SEC vs. Arthur W. Baker

C2003-038 Leola Parks vs. Henry Lawson

- C2003-036 SEC vs. Victory Casino/Casino Ventures
- C2003-035 Joe Johnson vs. Davis and Kathy Enloe and Earl Brown
- C2003-025 SEC vs. Susan J. Chewing
- C2003-016 Davis Enloe vs. William C. Cannon
- C2003-015 Davis Enloe vs. Steve Vinson
- C2002-123 Brenda Bessinger vs. Glen Brabham
- C2003-011 SEC vs. Harry L. Darby
- C2003-008 Tommy Whitehead vs. Frank Chapman
- C2003-003 SEC vs. Kwadjo Campbell
- C2002-128 Brenda Bessinger vs. Walter O'Rear
- C2002-124 Brenda Bessinger vs. Charles W. Taylor
- C2003-26 SEC vs. Eddie R. Jones
- C2002-125 Brenda Bessinger vs. Leroy Black
- C2002-126 Brenda Bessinger vs. Gwendolyn Brabham
- C2002-127 Brenda Bessinger vs. Ray Smoak
- C2002-105 SEC vs. Glenn Odom
- C2003-032 Anthony G. Mizzell vs. David L. Seawell
- C2003-049 SEC vs. Eddie Woods, Jr.
- C2003-051 SEC vs. Davie L. Walters
- C2003-059 Thomas J. O'Brien vs. Sharon Burriss
- C2003-057 SEC vs. Daniel E. Miller
- C2002-106 Bonnie J. Caracciolo vs. Joseph P. Lauer

- C2003-010 SEC vs. Franklin Fulmer, Sr.
- C2003-024 Eddie N. Moore vs. Buddy Agan
- C2003-031 Anthony Mizzell vs. Nathan Ballentine
- C2003-072, 073 Gary P. Booher and Frances Wolff vs. Tammy Brabham
- C2003-077 Concerned Republicans of Horry County vs. Horry County Republican Party
- C2003-078 Gary A. Quick, Sr. vs. Hughie Hunt
- C2003-081 Rosa L. Millsaps Privette vs. Frankie Joyner
- C2003-78, 80, 86 Joseph Eritano, the Horry County Council, and the State Ethics Commission vs. Terry Cooper
- C2003-082 Rosa L. Millsaps Privette vs. Roger Griggs.
- C2003-083 Rosa L. Millsaps Privette vs. David E. Price
- C2003-084 Rosa L. Millsaps Privette vs. Eugene McLain
- C2003-087 Anne H. Hodge vs. Barbara Pinckney
- C2003-088 Robert E. Connolly vs. Eddie Lee
- C2003-090 Joseph Eritano vs. Billy Huggins
- C2003-092 C. Gill Ballenger vs. Scott Merritt
- C2003-093 SEC vs. German Glasscho
- C2003-094 SEC vs. Thomas S. Summer, Jr.
- C2003-097 SEC vs. M. E. Crum
- C2003-099 SEC vs. Cindy L. Edgemon
- C2003-102 SEC vs. Cheryl W. Hamilton

- C2003-105 SEC vs. Jonathan Palmer
- C2003-107 SEC vs. Lee S. Taylor
- C2003-109 SEC vs. Earnest L. Washington
- C2003-110 SEC vs. Terrence B. Williams
- C2003-114 SEC vs. William A. Pruitt
- C2003-115 SEC vs. Kevin M. Barth
- C2003-103 SEC vs. Jonathan D. Mangum
- C2003-067 SEC vs. Donald M. Hinson
- C2003-017 E. Davis Enlow vs. Adjutant General Stanhope Spears
- C2003-018 E. Davis Enlow vs. Arnold Price
- C2003-019 E. Davis Enlow vs. John Shuler
- C2003-044 SEC vs. Danny L. Stewart

APPENDIX C

**STATE ETHICS COMMISSION
SOURCE AND APPLICATION OF FUNDS
FISCAL YEAR 2003**

	2003	2002	2001	2000
PERSONAL SERVICES				
Executive Director	62,274.96	62,274.96	61,367.88	59,643.29
Classified Positions	243,657.84	264,198.77	259,442.85	237,856.70
Temporary Positions	0.00	0.00	4,350.00	1,815.00
Per Diem	1,085.00	1,050.00	2,310.00	2,030.00
Terminal Leave				10,256.63
TOTAL	307,017.80	327,523.73	327,470.73	311,601.62
CONTRACTUAL SERVICES				
Office Equipment Services	643.00	360.36	951.69	2,014.00
Data Processing Services	22,952.00	20,222.12	43,036.66	71,365.51
Printing, Binding, Advertising	196.50	146.40	10,117.53	11,128.00
Legal Services	82.12	0.00	205.70	229.70
Freight Express Delivery	134.10	257.40	306.83	335.16
Telephone & Telegraph	7,665.34	8,430.91	9,032.47	10,114.89
Professional Services		(68.75)	259.25	
Building Renovation		0.00	559.00	
Management Consultants	1,200.00			
Copying Equipment Services		0.00	2,433.00	595.99
Temporary Services		0.00	1,805.44	
Medial & Health Services				160.00
Attorney Fees	363.61			
Legal Settlements				27,500.00
TOTAL	33,236.97	55,134.55	68,707.57	123,443.25
SUPPLIES				
Office Supplies	1,228.89	2,170.58	3,813.84	3,360.15
Copying Equipment Supplies	80.17	844.36	1,375.44	1,321.75
Household	85.59	20.00	39.64	126.33
Data Processing Supplies		547.06	817.41	378.66
Printing	507.35	1,031.96	1,524.95	1,015.68
Postage	11,118.46	6,109.97	15,489.68	14,845.25

	2003	2002	2001	2000
Recognition Awards	447.39	60.62	77.39	174.94
Motor Vehicle		0.00	0.00	0.00
Ammunition, Targets, & Law Enforcement Supplies				224.91
TOTAL	13,467.85	10,784.55	23,138.35	21,447.67
FIXED CHARGES				
Rent-Office Equipment	698.15	728.04	3,055.98	1,012.71
Rent-Copying Equipment				1,901.45
Rental-Contingent/Rental Payments	2,203.19	1,273.98		
Rent-Non State Owned Property	52,761.96	52,761.96	51,740.76	47,114.76
Dues & Membership Fees	110.00	125.00	675.00	295.00
Insurance-State	2,333.00	2,360.77	2,932.00	2,539.00
Insurance-Non State	142.00	142.00	142.00	142.00
Fee & Fines	5.00			27.00
Rent-Other			18.00	343.00
TOTAL	58,253.30	57,391.75	58,563.74	53,375.12
TRAVEL				
In State-Meals	46.00	96.00	243.00	267.00
In State-Lodging	99.40	252.39	890.97	842.49
In State-Auto Mileage	1,981.34	1,756.74	2,560.72	2,965.09
In State-Misc. Travel Expenses	10.50	3.00	16.00	2.27
In State-Registration	113.00	345.00	1,126.00	2,821.00
Meals-State Not Overnight	175.00	161.00	399.00	501.00
Leased Car-State Owned	12,694.54	13,180.59	11,731.45	14,651.40
Out-of-State Meals			987.95	443.00
Out-of-State Lodging			2,791.83	1,438.00
Out-of-State Air Travel			1,794.10	1,753.00
Out-of-State Other Transportation			252.00	134.50
Out of State Auto Mileage			555.10	
Out-of-State Misc.			64.00	20.85
Out-of-State Registration			2,488.00	873.00
TOTAL	15,119.78	15,794.72	25,900.12	26,712.68
EQUIPMENT				
Office	3,902.83	835.85	490.11	2,950.29
Library Books	299.35	(15.00)	42.53	47.80
Data Processing Equipment	17,488.59	1,243.03		5,017.68

	2003	2002	2001	2000
Photo and Audio Visual				3,008.28
Communications Equipment				717.00
TOTAL	21,690.77	2,063.88	532.64	11,741.05
EMPLOYER CONTRIBUTIONS				
Retirement-State Retirement System	27,848.90	30,566.22	29,482.95	26,431.65
Retirement-Police Officers Retirement	4,230.52	4,384.98	4,151.31	4,248.34
Social Security	22,389.71	24,035.60	23,800.54	22,626.93
Workers Compensation Insurance	1,021.00	1,090.00	1,061.00	1,068.00
Unemployment Compensation	360.00	360.00	369.00	321.00
Health Insurance	25,097.52	27,951.48	25,584.53	26,447.61
Dental Insurance	1,124.16	1,264.68	1,265.00	1,596.68
Retirement Life Insurance	390.50	440.92	439.16	412.76
Police Pre-Retirement Death	63.00	66.78	64.76	68.90
Police Accidental Death	63.00	66.78	64.76	68.90
Pre-Retirement Death Benefit (ORP)	26.25			0.00
Retirement (ORP)	1,872.57			0.00
401K Match				826.00
TOTAL	84,487.13	90,227.44	86,283.01	84,119.67
State Appropriations	\$467,743.00	487,697.00	498,148.00	487,929.00
Earmarked Appropriations	50,000.00	50,000.00	50,000.00	50,000.00
Total State Appropriations	517,743.00	537,697.00	548,148.00	537,929.00
Adjusted State Appropriations	427,607.00	494,853.10	521,764.00	531,383.00
Adjusted Earmarked Appropriations	141,224.42	76,616.02	87,534.00	122,300.00
Total Adjusted Funds	568,831.42	571,469.12	609,298.00	653,868.00
Expenditures	533,273.60	558,920.62	599,169.00	632,441.00
Mid Year Budget Reduction	40,136.00*	(60,485.00)	5,141.00	
Carry Forward (State)	0.00	0.00	9,531.44	10,122.00
Carry Forward (Earmarked)	66,135.99	25,424.23	597.84	11,120.00
Capital Reserve Fund	95.00	3,687.00		

***2/18/03 3.73% Across the board reduction \$16,648.00**

12/10/02 4.5% Across the board reduction & dequeter of 50% \$26,488.00

INDEX-KEYWORD-TITLE

CONFLICT OF INTEREST	2003-001
PUBLIC EMPLOYEE AND THE REGULATORY PROCESS	2003-002
E-MAIL AND THE PROHIBITIONS OF SECTIONS 8-13-765 AND 8-13-1346	2003-003
PUBLIC MEMBER LEASING PROPERTY FROM HIS PUBLIC ENTITY	2003-004
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<u>Economic Interest</u> 2003-001 2003-002, 2003-004
<u>Campaign Funds</u> 2003-006
<u>Immediate Family Member</u> 2003-002
<u>Zoning</u> 2003-001
<u>Election</u> 2003-003

ADVISORY OPINIONS
CODE SECTIONS

Code Sections	Advisory Opinions
8-13-100 (11)	2003-001, 2003-002, 2003-004
8-13-700 (A)	2003-002, 2003-004
8-13-700 (B)	2003-001, 2003-002, 2003-004
8-13-765	2003-003
8-13-1340	2003-006
8-13-1346	2003-003
8-13-1348	2003-006
8-13-1370	2003-006

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