

TOWN OF SILER CITY

The Siler City Board of Commissioners met in Special Session on **Thursday, April 22, 2021** at 6:30pm in City Hall Courtroom with Mayor Pro Tem Bray presiding. Commissioner Siler gave the invocation with the recitation of the Pledge of Allegiance following.

ELECTED TOWN OFFICIALS PRESENT: Cindy Bray, Norma Boone, Curtis Brown, Lewis Fadely, Thomas “Chip” Price, and Tony Siler

ELECTED TOWN OFFICIALS ABSENT: Bill Haiges

TOWN STAFF PRESENT: Town Manager Roy Lynch, Finance Director Tina Stroupe, Public Works Director Chris McCorquodale, Police Chief Mike Wagner, Parks and Recreation Director Jack Clelland, Human Resources Director Nancy Darden, Town Clerk Jenifer Johnson, Planning Director Jack Meadows Zoom: Attorney William Morgan

AGENDA ADJUSTMENTS/APPROVAL OF AGENDA

A motion to approve the agenda as presented was made by Commissioner Fadely, seconded by Commissioner Boone, and unanimously approved.

CONSENT

none

2021/ 2022 BUDGET ITEMS

Revenue Projections

Lynch stated that the Board of Commissioners had asked staff to bring back additional information concerning revenue and the revenue-neutral property tax rate for the budget. Stroupe shared updated revenue projects. (Incorporation by reference as if fully set forth herein Schedule C)

Lynch stated that he contacted the Chatham County Manager’s Office, and they are still working on their budget. Lynch stated that his recommendation was to keep the tax rate the same at .54 cents. The Board of Commissioners discussed the revenue and the revenue neutral tax rate. The consensus of the Board of Commissioners was to remain at the .54 cents.

Lynch stated that the Town of Siler City will be receiving 2.4 million from the American Rescue Plan (ARP) funds, which will be made in two payment and some items may be able to be purchased with these funds.

Compensation Study

Darden stated that the Board of Commissioners wanted Staff to review the communities in the Compensation study. Darden shared the Compensation Study data with a list of communities. The Board of Commissioners discussed the compensation study, including the commute length to other towns. (Incorporation by reference as if fully set forth herein Schedule H)

Commissioner Fadely asked questions about removing the towns that are not similar to Siler City financially. Darden stated when we do that it makes the data increase the salaries. Commissioner Fadely asked about other smaller towns not included like Ramseur, Liberty. Darden stated that many of those

towns do not have the positions that Siler City has. Darden stated that when factoring the data, the top twenty percent and the bottom twenty percent is removed as outliers.

Commissioner Bray expressed concerns that employees were not living in Siler City or Chatham County. Darden stated that has to do with the applicant pool that comes in. Commissioner Bray stated that we are top heavy and bottom heavy and there does not seem to be a medium in wages. Commissioner Bray stated that some employees have trucks that they drive out of the county to their homes and why cannot they leave it somewhere in Siler City and drive their personal car back to Siler City and pick up the truck, that is an extra perk for those employees that we do not consider. Commissioner Bray asked how many employees have cell phones. Lynch replied some employees have stipend and some have town phones.

Commissioner Fadely asked questions about the method of the study. Darden stated that these positions were last done 2 years ago. Commissioner Price asked if we needed to have a contractor do another pay and classification study? Darden stated that the Town could pay for an outside agency to do it, but one of the reasons she was brought on board was to do this, so we did not have to pay an outside group. Lynch stated that those studies cost about \$30,000. The Commissioners agreed that Darden should continue doing the study.

Commissioner Bray stated looking at the presentation about the Economic Development Strategic Plan from the last meeting, civilian labor force and educational attainment may be some things to look at when we are deciding what to do with our budget. How can we help some of the people that may want to get more education? Darden stated that the Town does have an educational reimbursement program.

Commissioner Price stated with the positions we have at the town we are requiring them to have a higher level of expertise, while in the past we just grab someone up and stuck them in positions, lack of a better term, it was a good ole boy system. When we expect more, it is going to cost more. We have done some things that were not popular in the past, to get our house back in order. I think we are headed in the right direction and we have a way to go.

Commissioner Fadely asked the other Commissioners what kind of direction do we need to take? Commissioner Bray asked could we not just wait and see where the revenues come in and then decide later in the year? Lynch stated that he would need direction and ranking of the items presented.

The Board of Commissioners discussed the direction on the items and ranking them.

The consensus of the Board of Commissioners was to rank the items in the following way: 1. Compensation Study, 2. Pay for Performance with first being 2/3/5, then 1/2/4, then 1/2/3.

Commissioner Bray stated she did not agree with the three options, she thought it should be 1/2/3.

MANAGER'S REPORT

Lynch shared the following with the Board of Commissioners:

Waste Industries contract extension for three years with no rate increase for the FY2022 budget, then for the 2 years after will not go above a 3% CIP increase.

GOVERNING BODY COMMENTS

Commissioner Fadely thanked Cecil Wilson for helping a homeless lady find somewhere to stay.

Commissioner Brown asked if there was any update on the Health Insurance. Darden stated that the other two companies have denied giving us a quote and she checked on the North Carolina League and they have Blue Cross Blue Shield and they have denied giving us a quote as well. We are still waiting on final numbers.

ADJOURNMENT

With no further business the Board of Commissioners adjourned at 8:02pm.



Cindy B. Bray, Mayor Pro Tempore

ATTEST:



Jenifer K. Johnson, Town Clerk

