

**TOWN OF SILER CITY**

The Siler City Town Board of Commissioners met in budget workshop session on **Thursday, April 25, 2019** at 6:30 p.m. in the Courtroom with Mayor John Grimes presiding. Commissioner Fadely gave the invocation with the recitation of the Pledge of Allegiance following.

**ELECTED OFFICIALS PRESENT:** Larry Cheek, Michael Constantino, John Grimes, Lewis Fadely, Chip Price, and Tony Siler

**ELECTED OFFICIALS ABSENT:** Cindy Bray and Bill Haiges

**TOWN STAFF PRESENT:** Town Manager Bryan Thompson, Finance Director Roy Lynch, Human Resources Director Nancy Darden, Parks and Recreation Director Joseph Keel, Fire Chief Scott Murphy, Public Works and Utilities Director Chris McCorquodale and Town Clerk Jenifer Johnson.

**AGENDA ADJUSTMENTS/ APPROVAL OF AGENDA**

*A motion to approve the agenda as presented was made by Commissioner Price, seconded by Commissioner Constantino and unanimously approved.*

**BUDGET ITEM DISCUSSION**

**Employee Benefits**

Darden shared a Medical Benefits and Financial Analysis with the Board of Commissioners which including multiple bids. Darden explained the proposed changes and stated that Staff was recommending the Town stay with Cigna for the 2019/2020 Budget Year. The Board of Commissioners discussed the analysis.

Darden stated that the Town would be changing the dental insurance to delta dental. Darden stated that vision would remain the same. Darden shared information on dependent coverage and what other communities.

Darden shared the following Dental and Vision Premiums for Employees Paid at 100%

Benefit	Coverage	Individual Premium/Pay Period	FT Employees	Premium/Pay Period	Annual Premium
Delta Dental	Employee Only	\$13.28	88	\$1,168.64	\$30,384.64
Community Eye Care	Employee Only	\$3.67	88	\$322.96	\$8,396.96
					<u>\$38,781.60</u>

Darden stated according to the NC League of Municipalities' Benefits Survey for 2018, 82.8% of the Municipalities that responded to the survey pays 100% of Dental premiums for the employee.

The consensus of the Board of Commissioners was to move forward with the benefit for dental and vision for employees.

Darden shared proposed revisions for vacation leave accrual rates to match Chatham County accrual rates.

Current Leave Policy:

Years of Aggregate NC Retirement System Service	Hours Earned/Year
Less than 5 years	96
5 but less than 10 years	120
10 but less than 15 years	144
15 but less than 20 years	168
20 years or more	192

Proposed Change to Leave Policy:

Years of Aggregate NC Retirement System Service	Hours Earned/Year
Less than 3 years	96
3 but less than 6 years	120
6 but less than 12 years	144
12 but less than 18 years	168
18 years or more	200

The consensus of the Board of Commissioners was to move forward with the revisions to the vacation leave accrual rates as presented.

Darden shared a proposed 401k Adjustment for Non-Law Enforcement Personnel to Match 5% Law Enforcement. Darden stated that the Town currently contributes 5% of earned salary to sworn Law Enforcement personnel's 401k accounts and 2.5% to non-law enforcement personnel accounts. The NC League of Municipalities' Benefits Survey for 2018 showed that "the most common contribution is 5.0% and the average contribution is 4.3%."

Darden stated that staff is recommending that the Town contribute 5% to all personnel's 401k accounts. This will be an approximate \$74,500 increase over prior year if all new positions are funded and if all positions are filled 100% during the 2019-2020 year.

The consensus of the Board of Commissioners agreed that all employees should receive the same benefits from the Town and they would like to move forward with the change in the 401k contribution.

Darden stated effective July 1, 2019, The Town will add Parental School Leave. Under NC General Statutes 95-28.3, a Town employee who is a parent, guardian, or person standing in loco parentis (in place of the parent) may take up to four hours of unpaid leave annually to involve him or herself in school activities of his or her school-aged child(ren).

BIC Action Items

Thompson reminded the Board of Commissioners of the BIC presentation that was made at the April 1 meeting.

The consensus of the Board of Commissioners was to hold a special work session after July 1 to discuss the recommendations.

Fire Tax

Thompson updated the Board of Commissioners on a meeting with Chatham County Manager concerning the request to increase the fire tax.

The consensus of the Board of Commissioners was to write a letter to the Chatham County Board Chair requesting the Central Chatham Fire District tax rate be increased by 3 cent and to increase the Towns ad volar tax rate by 3 cent to help fund the Fire Department transition for volunteers to full time staff.

*A motion to excuse Commissioner Fadely from the remainder of the meeting at 7:27pm was made by Mayor Pro Tem Cheek, seconded by Commissioner Price and unanimously approved.*

**CLOSED SESSION**

*A motion to go into §143-318.11(a)(4) Closed Session to discuss matters relating to the location or expansion of industries or other businesses in the area served by the public body, including agreement on a tentative list of economic development incentives that may be offered by the public body in negotiations, or to discuss matters relating to military installation closure or realignment at 7:28pm was made by Mayor Pro Tem Cheek, seconded by Commissioner Price and unanimously approved.*

*A motion to come out of closed session at 7:55pm was made by Commissioner Constantino, seconded by Commissioner Price and unanimously approved.*

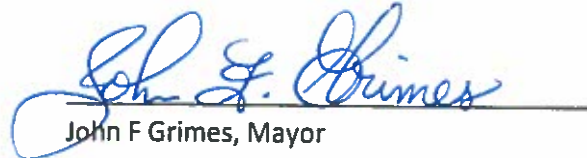
*A motion to go into §143-318.11(a)(6) Closed Session to consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee; or to hear or investigate a complaint, charge, or grievance by or against an individual public officer or employee at 7:56pm was made by Mayor Pro Tem Cheek, seconded by Commissioner Siler and unanimously approved.*

*A motion to come out of closed session at 8:30pm was made by Commissioner Price, seconded by Commissioner Siler and unanimously approved.*

*A motion to appoint Roy Lynch as Interim Town Manager as of July 15, 2019 after the current Town Manager Bryan Thompson leaves to go to Chatham County was made by Commissioner Price, seconded by Commissioner Siler and unanimously approved.*

**ADJOURNMENT**

With no further business, the Board of Commissioners adjourned at 8:33pm.

  
John F Grimes, Mayor

**ATTEST:**

  
Jenifer K Johnson, Town Clerk