

TOWN OF SILER CITY

The Siler City Town Board of Commissioners met in budget workshop session on Tuesday, May 9, 2017 at 6:30 p.m. in the Courtroom with Mayor John Grimes presiding. Commissioner Siler gave the invocation with the recitation of the Pledge of Allegiance following.

ELECTED OFFICIALS PRESENT: Larry Cheek, Michael Constantino, John Grimes, Lewis Fadely, Bill Haiges, Thomas K. Price, III, and Tony Siler

ELECTED OFFICIALS ABSENT: Cindy Bray

TOWN STAFF PRESENT: Town Manager Bryan Thompson, HR Director Nancy Bullins, and Town Clerk Jenifer Everage.

AGENDA ADJUSTMENTS/ APPROVAL OF AGENDA

A motion to approve the agenda as presented was made by Commissioner Haiges, seconded by Mayor Pro Tem Cheek and unanimously approved.

PRESENTATIONS

Community Appearance – Judge Jay Bryan

Judge Bryan shared some success stories from the Town of Carrboro and some policies and plans that they used to help with community appearance. The Board of Commissioners discussed the appearance and thanked Judge Bryan for his guidance.

OLD BUSINESS

Fee Schedule Draft 2

Thompson shared a second draft of the proposed 2017/2018 Fee Schedule when includes the proposed solid waste cart fees. Thompson asked the Board of Commissioners if they would like to continue to stay open until 7pm on cut off day. The Board of Commissioners discussed logistics and the concensus of the Board was to advertising the opportunity and reevaluated in six months.

A motion to excuse Commissioner Haiges for the remainder of the meeting was made by Commissioner Fadely, seconded by Commissioner Price and unanimously approved.

Recreation Fund Raising Update

Thompson updated the Board of Commissioners on the Recreation fund raising letter that will be going out soon. He stated that over the next week Staff will be collecting the signatures.

Year End Projections

Thompson gave an overview of the 2016/2017 year end projections. The Board of Commissioners discussed the projections.

Solid Waste Update

Thompson stated that he has received and reviewed the Waste Industries contract for solid waste and he sent it to Attorney Morgan and Public Works Director Green for their review.

Non Profit Funding Update

Thompson stated that he received a request for funds from Chatham Literacy. The Board of Commissioners discussed the Non-Profit requests and would like each group to be treated equally. The concensus of the Board of Commissioners was to have a deadline of January 15 for any request for the 2018/2019 Budget year.

NEW BUSINESS

Pay For Performance Evaluation Update

Bullins stated that the third salary installment for the Town Manager and department heads is scheduled for July 1, 2017 as determined in the 2015 Springstead Classification and Compensation Study and results in a total dollar amount of \$23,875.40.

Bullins stated that forty-five employees were eligible for Pay for Performance pay increases for the 2017/2018 fiscal year. The results were as follows:

- Needs Improvement (0%): 4 Employees
- Meets Expectations (2%): 35 Employees
- Exceeds Expectation (4%): 5 Employees
- Outstanding (6%): 1 Employee

Bullins stated that the Pay for Performance increases totaled \$41,592.28.

Classification Study Update

Bullins stated that the compensation study resulted in a proposal to reclassify eight positions in order to keep pace with the market. The towns/cities/counties used in the compensation study are a combination of those agencies that participated in the Town's 2015 Springstead Classification and Compensation Study and/or the 2016 North Carolina League of Municipalities Salary Survey. The agencies are as follows:

Town of Aberdeen	Town of Wendell	City of Raleigh
Town of Carolina Beach	City of Whiteville	City of Sanford
City of Clinton	City of Asheboro	Town of Carrboro
City of Conover	City of Greensboro	Town of Chapel Hill
Town of Rolesville	City of High Point	Chatham County

Bullins stated that the methodology used involved the following steps:

Compare the Town's current hiring salary to the compensation study hiring salary results.

1. If the compensation study hiring salary was greater than 10% of the Town's current hiring salary, outlying hiring salaries in the compensation study greater than 20% were eliminated and the compensation study hiring salary was recalculated.
2. The difference in the two hiring salaries was then recalculated. If the difference then fell within 10%, the new compensation study hiring salary was deemed to be valid.
3. Hiring salaries for the Town that did not meet the minimum hiring salary determined in the current compensation study have been proposed to be adjusted to keep pace with the market.

Bullins shared a compensation overview for details. Bullins stated if approved and the budget allows this would result in a dollar amount of \$16,815.

The Board of Commissioners discussed the classification study and the concensus of the Board was to move forward with the implementation, if the budget allows.

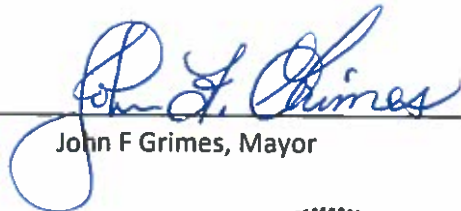
CLOSED SESSION

A motion to go into closed session for § 143-318.11 (a) (6) 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 was made by Commissioner Fadely, seconded by Commissioner Price and unanimously approved.

A motion to come out of closed session was made by Commissioner Fadely, seconded by Commissioner Constantino and unanimously approved.

ADJOURNMENT

With no further business, the Board of Commissioners adjourned at 8:55pm.


John F Grimes, Mayor

ATTEST:


Jenifer J Everage, Town Clerk

