

TOWN OF SILER CITY

The Siler City Board of Commissioners met in Regular Session on **Monday, August 6, 2018** at 7:00pm in City Hall Courtroom with Mayor Grimes presiding. Commissioner Siler gave the invocation with the Pledge of Allegiance following. Commissioner Bray recited the Town of Siler City Mission Statement and Mayor Pro Tem Cheek recited the Town of Siler City Vision Statement.

ELECTED TOWN OFFICIALS PRESENT: Cindy Bray, Larry Cheek, Mike Constantino, Lewis Fadely, John Grimes, Bill Haiges, Thomas "Chip" Price, and Tony Siler

TOWN STAFF PRESENT: Town Manager Bryan Thompson, Attorney William Morgan, Human Resources Director Nancy Darden, Finance Director Roy Lynch, and Interim Police Chief Jeanne Miller, Parks and Recreation Director Joseph Keel, and Town Clerk Jenifer Johnson.

AGENDA ADJUSTMENTS/APPROVAL OF AGENDA

Thompson asked to add Updated Pool Contract with amended dates under Old Business, Closed Session 143.318.11(a)(3) To consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged and 143.318.11(a)(4) 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.

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

CONSENT

A motion to approve the consent agenda which includes the June 7, 2018 Special Meeting Minutes (Incorporation by reference as if fully set forth herein Schedule A) was made by Commissioner Haiges, seconded by Commissioner Fadely and unanimously approved.

OLD BUSINESS

Pool Contract

Thompson shared an updated Carolina Pool Management Contract with updated dates for the times that the pool will be open. The Board of Commissioners discussed the contract and asked to add an * on page 3 next to School Days Operations.

A motion to approve the Carolina Pool Management Contract as amended was made by Commissioner Fadely, seconded by Commissioner Haiges and unanimously approved.

Pay for Performance Plan 2018-2019 Review

Darden stated that the current Pay for Performance plan approved by the Board of Commissioners rewards employee performance in the following way:

4 = Outstanding	6% increase
3 = Exceeds Expectations	4% increase
2 = Meets Expectations	2% increase
1 = Needs Improvement	0% increase

0 = Fails to Meet Expectations

0% increase

During a recent budget meeting, the Board of Commissioners expressed an interest in reviewing the Pay for Performance Plan for the 2019-2020 Budget Year. The Board of Commissioners discussed lowering the percentage for the Pay for Performance Plan. The Board of Commissioners asked for a list of which employees got raises. The Board of Commissioners asked why employees are leaving.

A motion to table the discussion until more information is provided by staff was made by Commissioner Fadely, seconded by Commissioner Price and unanimously approved.

NEW BUSINESS

Voluntary Annexation Petition Tripp Cottages Phase II

Thompson stated that the Town of Siler City received a Voluntary Non-Contiguous Annexation Petition for Tripp Cottages Phase II LLC (parcel #82612). As part of the Town of Siler City Utilities Extension Policy, anyone requesting the extension of water and/or waste water facilities outside the Town's Corporate Limits must request annexation.

Thompson stated if directed by the Board of Commissioners each request for annexation will be investigated by the Town Clerk to determine feasibility and cost effectiveness and offer findings, then the Board of Commissioners may elect to schedule a public hearing to receive public comment and take action on the subject petition.

Thompson also stated that the Board of Commissioners may also take no action on this petition.

MANAGER'S REPORT

none

TOWN ATTORNEY INFORMATION

none

GOVERNING BODY COMMENTS

Commissioner Fadely stated that he would like to have a National Night Out location at the Pool.

Commissioner Price stated that he had something on his mind with the county election task force and he asked if the letter the town sent could be amendment to include the option that the town board approves. The Board of Commissioners discussed the 3 options. The consensus of the Board of Commissioners was to send an amended letter identifying option 2 as the preferred option by the Town of Siler City Board of Commissioners.

A motion to go into closed session 143-318.11(a)(4) 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 8:06pm was made by Commissioner Haiges, seconded by Commissioner Fadely and unanimously approved.

A motion to come out of closed session at 8:45pm was made by Commissioner Fadely, seconded by Commissioner Haiges and unanimously approved.

A motion to go into closed session 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 at 8:50pm was made by Commissioner Fadely, seconded by Commissioner Haiges and unanimously approved.

The consensus of the Board of Commissioners excused Commissioner Siler at 9:14pm.

A motion to come out of closed session at 9:55pm was made by Commissioner Haiges, seconded by Commissioner Bray and unanimously approved.

A motion to give Town Manager Bryan Thompson a \$5,000 bonus for the Triangle 40 under 40 award he received was made by Commissioner Fadely, seconded by Commissioner Haiges and unanimously approved.

A motion to go into closed session 143-318.11(a)(3) To consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged at 10:00pm was made by Commissioner Fadely, seconded by Commissioner Haiges and unanimously approved.

A motion to come out of closed session at 10:13pm was made by Commissioner Fadely, seconded by Commissioner Constantino and unanimously approved.

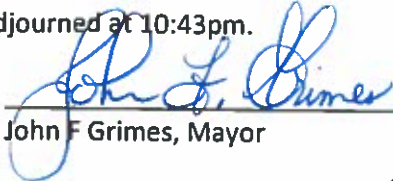
A motion to go into closed session 143-318.11(a)(6) To consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee; or to hear or investigate a complaint, charge, or grievance by or against an individual public officer or employee at 10:15pm was made by Commissioner Fadely, seconded by Commissioner Constantino and unanimously approved.

A motion to come out of closed session at 10:37pm was made by Commissioner Fadely, seconded by Commissioner Price and unanimously approved.

Darden reviewed the Pay for Performance Plan with the Board of Commissioners.

ADJOURNMENT

With no further business the Board of Commissioners adjourned at 10:43pm.



John F Grimes, Mayor

ATTEST:



Jenifer K Johnson, Town Clerk

