

TOWN OF SILER CITY

The Siler City Board of Commissioners met in Special Session on **Thursday, March 7, 2024** at 6:00pm in the City Hall Courtroom with Mayor Matthews presiding. Commissioner Boone gave the invocation with the recitation of the Pledge of Allegiance following. Commissioner Brown recited the Mission Statement and Commissioner Patterson recited the Vision Statement.

ELECTED TOWN OFFICIALS PRESENT: Albert Alston, Norma Boone, Cindy Bray, Curtis Brown, Lewis Fadely, Travis Patterson, Donald Matthews, and Alec Hauser.

TOWN STAFF PRESENT: Town Manager Hank Raper, Public Utilities Director Chris McCorquodale, Finance Director, John O'Keefe, Budget Manager Linda Modlin Human Resources Director Nancy Darden, Community Developer Director Jack Meadows, Parks & Recreation Director Tylr Stinson, Town Clerk Kimberly Pickard, Police Chief Brian Regan, Fire Chief Scott Murphy, Wastewater Treatment Plant Superintendent Brittany York, and Planning Director Jennifer Baptiste and Town Attorney William Morgan.

NEW BUSINESS

Personnel Discussion for FY-24-25 Budget Town Manager Hank Raper presented to the Board of Commissioners the Proposed Compensation Study and Position Classification Plan for 2024-2025, Raper further explained that staff annually conducts a compensation study of all Town positions to address the competitiveness of salaries within the market with the goal to successfully recruit and retain top talent. Public Works and the Police Department showed the most significant increases. Agencies will typically make salary adjustments once a year, however, Police Department salaries are looked at more frequently and adjusted throughout the year which can also be challenging in recruiting and retention efforts. The total proposed study and classification plan for 2024-2025 showed increases in Parks & Recreation \$3,325.00; Police Department \$47,828.22; Public Works \$12,485.43; and Public Utilities \$6,487.34 totaling \$70,125.99.

Commissioner Bray, questioned the Street Workers, and the Parks & Recreation Director's salaries being too low. Mayor Pro Tem Fadely had questions on Sanford taking over the Public Utilities workers.

Commissioner Brown asked about the Positions that were eliminated with the hiring of the Budget Manager, Budget Analyst and Assistant Finance Director, Commissioner Brown also asked about the plans for the Human Resources Director to be replaced on the event of her retirement. The Town Manager said yes, a current succession plan was being put into place.

A motion to approve the proposed compensation study and position pay classification plan for 2024-2025 effective the first payroll in July 24 with the exception of the Public Works Director was made by Mayor Pro Tem Fadely seconded by Commissioner Brown and unanimously approved.

Mayor Tem Fadely requested to table page 48 Proposed COLA Salary Increase for 2024-2025 and Page 49 Proposed Performance Salary increase for 2024-2025 to a future date.

Town Manager, Hank Raper presented the proposed vacation accrual rates increase for 2024-2025. Raper explained that Staff recommends an increase in the Town's current vacation accrual rates. The benefit is directly related to recruiting experienced employees from other local municipalities or those who have previous experience with an agency that is part of the NC Retirement system. Potential employees that have years of services in the NC Retirement System may not consider the Town of Siler City if they lose vacation time due to earning at a lower accrual rate and for the same reason this is valuable when retaining current employees. The increase equates to one additional vacation day per year. Town Staff recommends that the proposed vacation accrual rate increase become effective the first payroll in July of 2024.

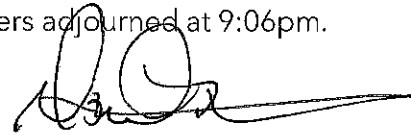
A motion to approve the proposed vacation accrual rates increase for 2024-2025 effective the first payroll in July 2024 was made by Mayor Pro Tem Fadely seconded by Commissioner Hauser and unanimously approved.

Town Manager, Hank Raper discussed the Health Insurance Premium Information for 2024-2025 with the Board of Commissioners.

Revenue Projections for FY-24-25 Budget: Town Manager Hank Raper went over the line-item Budget with the Board of Commissioners explaining how each column works and how to read the budget.

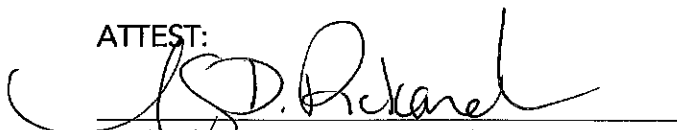
ADJOURNMENT

With no further business the Board of Commissioners adjourned at 9:06pm.



Donald Matthews, Mayor

ATTEST:


Kimberly D. Pickard, Town Clerk