

Town of Spring Lake
Regular Meeting of the Board of Aldermen
Municipal Building
300 Ruth Street
Spring Lake, NC 28390

June 23, 2008

MINUTES

7:00 p.m.

The Spring Lake Board of Aldermen held a regular scheduled meeting in the Grady Howard Conference Room of the Spring Lake Municipal Building with Mayor Ethel T. Clark presiding.

Board Members Present: Mayor Pro-Tem James O'Garra
Alderman Richard Higgins
Alderman Napoleon Hogans

Alderwoman Fredricka Sutherland was absent.

There was a vacant seat on the Board due to the death of Alderman Jack Vannoy on June 13, 2008.

Others Present:

Larry Faison, Town Manager

Alvin Brown, Police Chief

Debbie Disbrow, Human Resources Officer

Danny Gerald, W&WR Director

Ken Metcalf, Recreation Director

Rhonda Webb, Town Clerk

John Jackson, Town Attorney

Allen Coats, Finance Director

Robert Doberstein, Fire Chief

Paul Hoover, Director of Inspections

Tom Spinks, Planning Director

2. Invocation.

Alderman Higgins gave the Invocation.

3. Pledge of Allegiance.

Mayor Clark led the meeting in the Pledge of Allegiance.

4. Additions or Deletions to Agenda and Approval of Agenda and Consent Items.

There were page number references missing from the agenda page and some agenda items had the wrong page number listed. Mayor Clark explained what page numbers were assigned to each agenda item. The Board approved a motion to approve the agenda as amended and approve the consent items.

Motion by: Alderman Hogans

Second by: Mayor Pro Tem O'Garra

Vote: Unanimous

(A copy of the agenda and consent items is hereby incorporated by reference and made a part of these minutes – see attachment one.)

5. Presentation.

a. Year End Summary of Cumberland County Planning Services.

Mr. Tom Lloyd from the Cumberland County Planning Board gave an overview of what County staff has done for Spring Lake over the last year. He gave the Board a list of priorities for planning projects they will be working on for Spring Lake in the 2008-2009 fiscal year and he believes that it will be approved by the Planning Board. Once the Planning Board approves the plan we will get a copy. He stated that they will be working on modernizing Spring Lake's Planning Ordinances. He stated that we are moving toward walkable communities and the County will be coming back to the Board with updates throughout the year. They are working on a Land Use Policies Plan template that will offer guidance for use on rezoning and will make the Board's job easier.

6. Public Forum.

No one spoke at the Public Forum.

7. New Business.

a. Spring Lake Work Plan.

Mr. Spinks presented the Town of Spring Lake work plan which was included in Mr. Lloyd's memo. He stated that staff recommends approval of and requested the Board to approve the work plan.

Action: The Board approved a motion to approve the work plan as presented.

Motion by: Alderman Hogans

Second by: Alderman Higgins

Vote: Unanimous

(A copy of the memo is hereby incorporated by reference and made a part of these minutes – see attachment two.)

b. Resolution, Fire Truck Financing.

Mr. Coats presented a Resolution approving financing of a fire truck that the Board authorized purchase of in July 2007. He recommended that the Board accept the 10-year term from BB&T at a rate of 3.49% with an annual payment of approximately \$39,263.42. The first payment is due July 2009.

Action: The Board approved a motion to adopt Resolution (2008) 9.

Motion by: Alderman Higgins

Second by: Mayor Pro Tem O'Garra

Vote: Unanimous

(A copy of the Resolution is hereby incorporated by reference and made a part of these minutes – see attachment three.)

c. Budget Amendments, Year End Budget Clean Up.

Mr. Coats presented budget amendments to budget additional revenues received and reallocate expenditures to balance accounts as part of the year end clean up. Budget amendment #21 is for the General Fund. Budget amendment #22 is for the Water and

Sewer Enterprise Fund. Budget amendment #23 is for the Spring Fling Fund.

Action: The Board approved a motion to approve Budget Amendment #21.

Motion by: Alderman Hogans

Second by: Mayor Pro Tem O'Garra

Vote: Unanimous

Action: The Board approved a motion to approve Budget Amendment #22.

Motion by: Alderman Hogans

Second by: Alderman Higgins

Vote: Unanimous

Action: The Board approved a motion to approve Budget Amendment #23.

Motion by: Alderman Hogans

Second by: Mayor Pro Tem O'Garra

Vote: Unanimous

(A copy of the budget amendments is hereby incorporated by reference and made a part of these minutes – see attachment four.)

d. Adoption of Budget Ordinance.

Mr. Coats presented the Budget Ordinance for FY 2008-2009 and explained the edits that he handed the Board members just before the meeting started. In Section 14 the effective date of the additional 401k is pushed back to January 1, 2009. That along with reductions in travel and training throughout all departments generates sufficient revenues to allow the termination of using furloughs. The Town Clerk and Human Resources Officer were separated and that change was not made on page 10 of the Budget Ordinance. On page 17 of the Budget Ordinance the inspections fee multiplier is reduced from \$5.00/\$1,000 to \$3.00/\$1,000. On page 18 of the Budget Ordinance there is additional language clarifying the multiplier's use and the calculation of it. The final edit is on the last page of the Budget Ordinance. The section referencing combined Water and Sewer taps should have been omitted.

Alderman Hogans stated that he would like to approve the budget less the incentive pay or performance pay initiative and allow for a cost of living allowance. He expressed concern that with performance related pay there will be employees who will not get any money. He understands using this method to encourage employees to go the extra mile but after they have received a COLA. Mr. Coats explained the process that will govern the performance evaluation system and stated that each employee has the potential to earn some measure of incentive pay. He advised that the "steady Eddies" will see some measure of incentive pay and the employees who put forth extra effort could see more. He doesn't see anyone receiving less than 1% which is the amount that was considered for a COLA. Alderman Hogans again stated that the incentive pay should be over and above a COLA.

Alderman Hogans made a motion to adopt the Budget Ordinance as presented minus the performance pay initiative and come back with a COLA amount. The motion died for lack of a second.

Mr. Faison explained how the performance pay system works and stated that he recommends the performance pay system over the COLA.

Alderman Higgins stated that he would like to see employees get a COLA. He believes that most people will get the increase based on the performance pay system and hopefully we will get revenues in and implement a COLA at a later date. He would hate to see us loose the performance pay system that we worked so hard to get and would hate to see us do away with the evaluation system. Alderman Hogans clarified that he does not want to see the evaluation system done away with. He just believes there is a better way to proceed than the recommended procedures.

Mayor Pro Tem O'Garra stated that the COLA should be at the top of the list once revenues start coming in.

Action: The Board approved a motion to adopt the Budget Ordinance as presented.

Motion by: Alderman Hogans

Second by: Mayor Pro Tem O'Garra

Vote: Unanimous

(A copy of the budget ordinance is hereby incorporated by reference and made a part of these minutes – see attachment five.)

e. Petition Requesting Annexation, McCormick Farms LP 17.729 Acre Tract.

Mrs. Webb advised the Board that Mr. Tom Brooks has submitted a petition to annex two parcels of land. The property to be annexed is located off of Spring Avenue and is adjacent to Spring Lake Middle School and Manchester Elementary School and is contiguous to the Town. She also explained the annexation process. She requested that the Board receive the petition and adopt the Resolution directing the clerk to investigate the petition, directing staff to conduct a feasibility study for the petition and authorizing the clerk to set the public hearing date.

Action: The Board approved a motion to adopt Resolution (2008) 13.

Motion by: Alderman Higgins

Second by: Mayor Pro Tem O'Garra

Vote: Unanimous

f. Petition Requesting Annexation, McCormick Farms LP 10.787 Acre Tract.

Mrs. Webb advised the Board that Mr. Tom Brooks has submitted a petition to annex two parcels of land. The property to be annexed is located off of Spring Avenue and is adjacent to Spring Lake Middle School and Manchester Elementary School and is contiguous to the Town. She also explained the annexation process. She requested that the Board receive the petition and adopt the Resolution directing the clerk to investigate the petition, directing staff to conduct a feasibility study for the petition and authorizing the clerk to set the public hearing date.

Action: The Board approved a motion to adopt Resolution (2008) 14.

Motion by: Alderman Higgins

Second by: Mayor Pro Tem O'Garra

Vote: Unanimous

(A copy of the memo is hereby incorporated by reference and made a part of these minutes – see attachment six.)

g. Land Application Agreement.

Mr. Gerald presented a land application permit. He advised that this is additional land that will be added to the land application program.

Alderman Hogans requested information on the amount of money involved. Mr. Gerald stated that the Town pays three cents per gallon to the hauler but we do not pay the farmer or land owner anything.

Action: The Board approved a motion to approve the agreement and authorize the Mayor to sign.

Motion by: Alderman Hogans

Second by: Mayor Pro Tem O'Garra

Vote: Unanimous

(A copy of the agreement is hereby incorporated by reference and made a part of these minutes – see attachment seven.)

8. Board and Staff Comments:

Alderman Hogans

- Expressed profound sadness with the loss of Jack.

Mayor Pro Tem O'Garra

- We will miss Jack but we are going to keep Sheila busy

Aldermen Higgins

- It is good to see Sheila Vannoy.
- It is good to see the Fire Department.
- This is the toughest budget we have gone through and I believe the situation will get better.

Larry Faison

- In a short time I gained a lot of respect for Aldermen Vannoy and I feel the loss of Jack.
- Just discovered that additional funding will be needed for the FAST bus service. There are options to consider and we will probably need to do a budget amendment sometime during the year. Alderman Higgins would like to see more information.

John Jackson

- It is good to see Sheila.

Rhonda Webb

- Told Ms. Vannoy that she is so sorry for her loss and that I too feel the loss of Jack and will miss him very much but we will keep Sheila busy and involved.

Mayor Clark

- Good to have the Fire Department in the house.

9. Adjournment.

Action: There being no further business to come before the Board, the meeting was adjourned at 8:04 p.m.

Motion: Alderman Higgins

Second by: Alderman Hogans

Vote: Unanimous

Rhonda D. Webb, CMC
Town Clerk

ATTEST:

Ethel T. Clark
Mayor