

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

June 9, 2015

MINUTES

3 p.m.

The Spring Lake Board of Aldermen held a special meeting in the Grady Howard Conference Room of the Municipal Complex with Mayor Chris V. Rey presiding.

Board Members Present: Mayor Pro Tem James O'Garra
Alderman James Christian
Aldерwoman Densie Lucas
Aldерwoman Fredricka Sutherland

Others Present:
Rhonda D. Webb, Town Clerk

1. Call Meeting to Order

Mayor Rey called the meeting to order.

(A copy of the special meeting notice is hereby incorporated by reference and made a part of these minutes – see attachment one.)

2. Invocation

Mayor Rey gave the invocation.

3. Pledge of Allegiance

Mayor Rey led the meeting in the pledge of allegiance.

4. Business

a. Closed Session, G.S. 143-318.11(a)(6) - Personnel

Action: The Board approved a motion to go into Closed Session pursuant to G.S. 143-318.11(a)(6).

Motion by: Aldерwoman Sutherland

Second by: Mayor Pro Tem O'Garra

Vote: Unanimous

Action: The Board approved a motion to go back into open session at 5:16 p.m.

Motion by: Alderman Christian

Second by: Aldерwoman Lucas

Vote: Unanimous

b. Presentation, Pay and Classification Study

Mr. Robertson from the Mercer Group provided the Board with an overview of the study he conducted regarding the employees pay and classification. He compared our organization with the following organizations: Aberdeen, Bennettsville, S.C., Cumberland County, Dunn, Fayetteville, Laurinburg, Lumberton, Moore County, Raeford and Southern Pines. He stated that he compares

the Town's pay plan with the market pay plan (the area where you are competing) and found that the minimum salary for the Town's positions are 8.2% below the market. He provided the Board with a new recommended pay plan (one for non-sworn and one for sworn employees). He advised it will cost approximately \$63,740.49 to bring employees whose salaries are below the new recommended minimum for their pay grade. This amount does not include a cost of living increase for every employee. He suggested the Board consider cost of living increases each year if possible and to make annual adjustments to the pay plan based on annual analysis of the Consumer Price Index. Cost of living adjustments do not move employees through the pay range. It increases their salary but only to allow them to do this year what they were able to do last year. As the pay plan is increased, employee's salaries should increase by the same percentage. He also stated that anytime someone wants to reclassify a position or add a new position that they use the same process by which this study was done. He stated these can be submitted to him for creation if need be.

Alderwoman Sutherland expressed concern about employees being hired at more than the minimum rate and Mr. Robertson advised that decisions like bringing someone in above the minimum should be a deliberative process and stated someone who exceeds qualifications for a position should never be brought in higher than the mid-point of the salary grade. If someone is above the new recommended maximum for their range he recommended freezing that salary until the range, through cost of living, catches up. He stated that he would not recommend decreasing someone's salary. He stated one thing that is almost impossible to do through the comp/class study is to fix history. He clarified that bonuses are policy driven and not connected to the comp/class study. Alderwoman Sutherland requested that he look at how we do bonuses.

The Board expressed a desire to have a compression study conducted when the budget will support it. They want to make sure they address all employees and treat everyone the same.

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

5. Adjournment

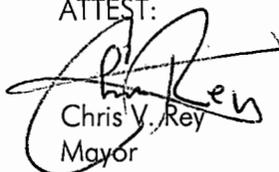
Action: There being no further business to come before the Board, the meeting was adjourned at 5:58 p.m.

Motion: Alderman Christian

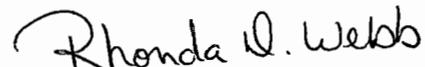
Second by: Alderwoman Sutherland

Vote: Unanimous

ATTEST:


Chris V. Rey
Mayor




Rhonda D. Webb, MMC
Town Clerk