

Special Meeting
City Council
June 28, 1993

The special meeting was called to order by Mayor Charles B. Black, Jr. at 7:00 P. M. Those present were Councilwomen Phyllis Harris and Lib Nichols, Mayor Pro-Tem Archie Small, Councilmen Bob Jessen, and J. C. Little, as well as Zoning Administrator Gary Roberts, City Manager Phil Ponder, and City Attorney Kemp Michael. Councilman Hope arrived a little later.

The invocation was led by Councilman Small.

Mayor Black read a letter of thanks from the CRO he had received that day for the use of the basement in City Hall and the parking area in the rear of the building.

The meeting was recessed and public hearing called to order for a continuation of the watershed regulations mandated by the State. Mayor Black said he had received a letter Saturday indicating that a large percentage of cities have already adopted the regulations so they do not think a delay will be allowed, but if the City fails to meet the deadline a 120 day extension will automatically be granted. Mr. Davenport was recognized. He said the proposed ordinance needs a revision in that the definition for existing development at subparagraph 3 needs to eliminate the words "having expended substantial resources (time, labor, money) and". This would mean they would not have to meet the buffer requirement. Mr. Fred Eilskov, Hoechst Celanese, asked if it is allowed to count the buffer area in the 24% figure specified in the ordinance. Mr. Davenport said you are allowed to count all vacant land including the buffer. Mr. Eilskov said they would like the City to not go beyond the State required buffer. Mayor Black said if we have to have an ordinance this is a good one, except he objects to the 150 foot buffer strip which is more than the State requires. Councilman Small said he wants to stay with the State requirement as well, and so did Councilwomen Harris and Nichols. Gary Roberts said the State required buffer is 30 feet for low density and 100 feet for high density. There were no further comments. The public hearing was adjourned and the regular meeting resumed. Councilman Small **MOVED** to adopt the proposed State Mandated Watershed Regulations as presented with the following amendments: 1. the definition "existing development" at subparagraph 3, delete "having expended resources (time, money and labor) and"; 2. add to (c) on page 5: "existing single-family residential development, single-family residential on pre-existing lots and development that does not require a sedimentation control permit are not required to provide the buffer."; and 3. change the 150 foot buffer requirement to the State required minimum. This motion was seconded by Councilman Little and carried with five ayes and zero nays. Councilman Jessen noted that this will be effective July 1, 1993.

The regular meeting was recessed and a public hearing called for

consideration of the 1993-1994 fiscal year municipal budget. City Manager Ponder said he had made revisions as requested by Council at the workshops, mainly to pay cash for the trash truck and to enhance the Recreation Department budget. Mayor Black recommended to Council that the Recreation Department consider raising its fees. Councilman Jessen said that although many participants are outside, they have relatives inside, or just live in our jurisdiction, and it speaks well of our program that they want to use it even though they pay a higher fee. There was some discussion about the progress on the Tuckaseegee Park field and about some of the equipment. They also discussed the different totals due to the capital projects budget. Mr. Ponder said he has set up the City employee health insurance with the PPO, but a lot of the employees are unhappy. Mayor Black said this was necessary to keep cost down, and the employees should be reminded that there are many people who pay City taxes in Mt. Holly who have no insurance because they cannot afford it. Mr. Ponder said he understands the frustration of the employees, and he is aware that some other cities have better benefits, but their cost of living salary increases are not as high as ours. Mayor Black then asked why the line item for vehicles in the General Fund is so high; Mr. Ponder said he had combined three lines into one this year. Mr. Trent Wilson, the City's accountant, was recognized. He said he has reviewed the proposed budget and found its figures balanced. He requested that the name of some of the line items be corrected. Mr. Ralph Michael inquired about the \$2,500 for Spring Festival, because he thought it is supposed to pay for itself. Mayor Black said this amount covers overtime for Police and Street and Sanitation and also includes \$1,000.00 toward the Senior Citizens Dinner. Mr. Ponder said he also added some this year to cover needed electrical improvements at the square.

Employees' wages were discussed next. Mayor Black is concerned that when an across-the-board percent increase is made, management gets a higher raise since they already make more. He said it is not fair to reward people who just report and not reward those who work very hard. Mr. Ponder said he has proposed a 4% increase with a longevity bonus based on length of service ranging from 1% to 3%. Councilman Jessen said the Council has debated this long and hard at the workshops, and he does not like automatic raises, and supports merit raises; he also said some jobs reach a point where they are only worth so much; he felt the longevity bonus was a good idea. Councilman Hope also did not like across-the-board raises, and he felt the City should not pay for another Pay Plan when it already has three; Councilmen Small and Jessen agreed. Mr. David Berg said the administrative people at Duke Power got 2% and the hourly got 4% this year, and he felt this is a fair way to do it; he said they also have flexible performance ranges within which a merit raise may be given. There were no further comments, and the public hearing was adjourned, with the regular meeting being resumed.

Councilwoman Nichols began a discussion about the City Manager's salary, and inquired how long he has been here; the answer is 15

months. She asked if he has received a raise before; he had one last year. Councilman Jessen complimented Mr. Ponder on a job well done; but he wants to look later on at all department heads as to salaries and raises for management. Councilman Hope said the City has done well under Mr. Ponder's direction, and he appreciates the fact that he keeps the Council well-informed. Councilman Small **MOVED** to increase the salaries of all City employees by 4% with longevity bonus being made ranging from 1% to 3% depending on the number of years employed per the City Manager's recommendation, seconded by Councilman Hope, with all in favor.

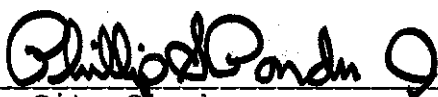
Councilman Jessen **MOVED** to approve the 1993-1994 fiscal year municipal budget and adopt Ordinance #6-28-93(a) as presented by the City Manager with the revisions made by the City Manager and with the amendments as to names of line items recommended by Trent Wilson, except that the sum of \$12,000 shall be deleted for the Pay Plan study; the total of the budget shall be \$8,066,670.00. This motion was seconded by Councilman Little. Mayor Black noted that this figure includes capital improvements. The motion carried unanimously.

Councilman Small **MOVED** to set the tax rate at 46¢ per \$100 valuation, seconded by Councilman Jessen with all in favor.

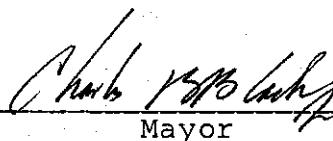
City Manager Ponder presented the proposed Purchasing Policies and Procedures, but recommended that Section 6 be changed to \$75.00 from \$50.00. Trent Wilson said he has reviewed it and agrees with the recommendation. Councilman Jessen **MOVED** upon the City Manager's recommendation to adopt the Purchasing Policies and Procedures with the amendment in Section 6 from \$50.00 to be increased to \$75.00, seconded by Councilman Hope, with all in favor.

City Manager Ponder presented budget amendments for the 1992-1993 fiscal year budget. The only major one is \$10,000 for capital improvements at Tuckaseege Park. Councilman Jessen **MOVED** to approve the budget amendments as presented, seconded by Councilman Little, with all in favor. (8 attachments)

The meeting was adjourned upon motion by Councilman Small, seconded by Councilman Hope, with all in favor.



City Clerk



Mayor
