

**TOWN OF SELMA
CONTINUED REGULAR TOWN COUNCIL MEETING
JUNE 22, 2017**

PRESENT: Mayor Cheryl Oliver, Mayor Pro-Tem Jackie Lacy, Councilmember William Overby, Councilmember Mark Petersen, Town Manager Jon Barlow, and Town Attorney Alan “Chip” Hewett.

Councilmember Holmes was unable to attend the meeting.

STAFF PRESENT: Finance Director Karen Johnson, Planning/Economic Development Director Julie Maybee, Fire Chief Phillip McDaniel, Police Chief Richard Cooper, Electric Director Donald Baker, and Deputy Clerk Joyce Lawhorn.

CONVOCATION: Mayor Oliver called the meeting to order at 6:15 p.m. in the Jernigan Building and declared a quorum was present.

DISCUSSION AND CONSIDERATION OF BUDGET ORDINANCE FOR FY 2017/2018: Town Manager Barlow stated that included in the agenda package was a copy of the 2017/2018 Town of Selma Budget Ordinance. Mr. Barlow stated that it was his recommendation to adopt the Budget Ordinance for FY 2017/2018 as presented.

Councilmember Overby asked about contracted services for a water/sewer rate study in the amount of \$15,000.

Mr. Barlow stated that this rate study for water/sewer services would be exactly like the cost of service study that was recently done for the Electric Fund. He said that the cost of service study for Water/Sewer was completely funded under by the Water Fund.

Mayor Oliver stated that she has asked for details about the \$8,000 for the website improvements. She said that she thought the dollar amount should be more in order to do anything significant.

Mr. Barlow stated that according to VC3, this includes a custom redesign. He said that the site would also be designed to be mobile friendly.

Councilmember Overby asked if the budget included new trucks for the Sewer Department and Electric Department.

Mr. Barlow stated that it also includes a new truck for Public Works and two police cars.

Councilmember Overby asked if the budget included a spec for a new ladder truck for the Fire Department.

Mr. Barlow stated that it did include a spec and going out to bid. He said that once an order is made, it takes approximately one year before delivery would be made. Mr. Barlow that would put the delivery of a truck in FY 2018/2019. He said that the loan should be in place with debt service starting in FY 2018/2019.

Councilmember Overby stated that he also discussed increasing the base rate pay for Selma's 23 certified Police Officers.

A motion was made by Councilmember William Overby to increase the Police Officer's base salary by \$1,000 per person.

Mayor Oliver asked Councilmember Overby to say more about the reason for that increase.

Councilmember Overby stated that he thought Police Officers deserve every dime they get. He said that Police Officers do not get paid for overtime; they only get compensatory time. Councilmember Overby stated that they seldom ever take their vacation time. He said that they are doing a great job for Selma.

Councilmember Mark Petersen seconded the motion.

Mr. Barlow stated that one of the key functions of a Town Manager is to make Town Council aware of its pay and classification plan. He said that one of the duties of the Town Manager is to make recommendations that the pay and classification plan is up-to-date. Mr. Barlow stated that if the Town was having trouble with turnover, vacancies, or jurisdiction competition. He said that then he would look at the pay and classification plan. Mr. Barlow stated that he would then bring that to Town Council with a recommendation.

Mayor Oliver stated that she felt it was the role of Town Council to set the pay plans and having salary studies done. She said that they were not to cherry-pick whose salaries are increased across the board. Mayor Oliver stated that data shows that Selma's pay and classification plan was up there with Raleigh. She said that the study was to inform Town Council's decisions. Mayor Oliver stated that also included was merit pay and longevity. She said that the pay increase was not just \$1,000, but every fee that is paid by the Town such as Social Security, etc. that is salary based increases it. Mayor Oliver stated that when you get into the \$30,000 range, they could be talking about a new Police Officer. She said she was concerned about picking a unit. Mayor Oliver asked Councilmember Overby why he picked \$1,000.

Councilmember Overby stated that it was based on how many employees they had working and based on their current base rate.

Mayor Oliver questioned just the number of employees.

Councilmember Overby stated that it was not just how many employees the Town has, but it was actually the work they do for the Town of Selma. He said that he sees them busy all the time, so he thinks that they deserve an increase.

Mayor Oliver stated that there are many employees who also work hard. She thanked the Police Department for their presence tonight, and stated that she well respected the Police Department. Mayor Oliver stated that Town Council needed to be equitable across every department in the Town, including the Fire Chief and his staff. She said that she would like to do \$1,000 for everyone, but fiscal responsibility says that she cannot do it. Mayor Oliver stated that it was hard to support an arbitrary increase that unfairly puts the police in a position and is unfair to the other employees who also work hard. She said that this year, everyone had goals and objectives that they were going to be measured against.

Mayor Pro-Tem Lacy asked if the pay increase would cause the budget to change.

Town Manager Barlow stated that in the past, the ordinance could be adopted with whatever change Town Council would like to see made.

Councilmember Petersen stated that Police Officers were basically going on a deployment every day. He said that they do a phenomenal service for the Town.

Mayor Oliver stated that giving the blanket \$1,000 flies in the face of the merit system. She said that not everyone received the same ranking within that department, and Town Council was contradicting themselves.

Councilmember Overby stated that this had nothing to do with ranking. He said that they were just changing the base rate by \$1,000.

Mayor Oliver questioned base rate.

Councilmember Overby stated that it was the current salary that the Police Officer has right now that they are being paid by, and bumping it up by \$1,000.

Mayor Oliver called for a vote. Voting Yes: Mayor Pro-Tem Jackie Lacy, Councilmember Mark Petersen and Councilmember William Overby. Voting No: Mayor Cheryl Oliver.

A motion was made by Mayor Pro-Tem Jackie Lacy and seconded by Councilmember William Overby to approve the FY 2017/2018 Town of Selma Budget Ordinance as presented with the addition of funds to add \$1,000 to each Police Officer's pay. Motion carried unanimously.

CLOSED SESSION:

A motion was made by Councilmember William Overby and seconded by Councilmember Mark Petersen to go into closed session. Motion carried unanimously. 6:47 p.m.

Town Council returned to Regular Session with no action taken.

ADJOURN:

With no further business, a motion was made by Mayor Pro-Tem Jackie Lacy and seconded by Councilmember Mark Petersen to adjourn. Motion carried unanimously.

The meeting adjourned at 7:12 p.m.

BRENDA W. THORNE, Town Clerk