

**TOWN OF SELMA  
WORK SESSION  
JERNIGAN BUILDING  
110 EAST ANDERSON STREET  
FEBRUARY 23, 2017**

**MEMBERS PRESENT:**

Mayor Cheryl Oliver, Mayor Pro-Tem Jackie Lacy, Councilmember William Overby, Councilmember Mark Petersen, and Town Manager Jon Barlow.

Councilmember Tommy Holmes was unable to attend.

Other staff present: Planning/Economic Director Julie Maybee, Finance Director Karen Johnson, Police Chief Richard Cooper, Fire Chief Phillip McDaniel, Human Resource Director Susan Sult, and Town Clerk Brenda Thorne.

**CALL MEETING TO ORDER:**

Mayor Oliver called the meeting to order at 5:55 p.m. and declared a quorum was present.

**DISCUSSION WITH TOWN  
MANAGER SELECTION  
CONSULTANT – BILL  
WILDER:**

Mayor Oliver introduced Mr. Bill Wilder who has assisted in previous Town Manager searches. She said that the intent tonight was to determine if Town Council wants to use the services of Mr. Wilder.

Mr. Wilder thanked Town Council for the invitation to attend tonight's meeting. Mr. Wilder stated that he was from Charlotte. He said that he was the Human Resource Director for the City of Charlotte for a number of years. Mr. Wilder stated that he was Director of the Compensation Program for Florida. He said that his degrees were in business, but also enjoyed government. Mr. Wilder stated that when he retired from the City of Charlotte, he started a consulting service.

Mr. Wilder reviewed in depth several approaches the Town could use in hiring a new Town Manager. He also described the use of focus groups in the selection process. Mr. Wilder stated that it was critical that confidentiality be maintained regarding the applicants.

Mr. Wilder stated that he would put together a contract for Town Council's consideration.

Mayor Oliver thanked Mr. Wilder for attending tonight's meeting.

**FY 2017/2018 BUDGET  
DISCUSSION:**

Mayor Oliver stated that included in tonight's package was a list of items to be included in the 2017/2018 budget discussions. Mayor Oliver asked if anyone present would like to add any items.

Town Manager Barlow stated that staff was working on their budgets, which were due February 28, 2017.

Councilmember Petersen stated that sometime in the near future, he would like to see some type of electronic sign. He said that he would also like to

see a board that lets people know what civic organizations and churches are active in the community. Councilmember Petersen stated that the organization would bear the expense of the medallion.

Councilmember Overby asked if the merit dollars/Police Department considered lateral transfers inside Selma. He said that he wanted to look at lateral transfers into the department without a police officer losing money.

Town Manager Barlow stated that in the Town's Classification Plan, it has no method of lateral transfers to start further down the scale for any department.

Councilmember Overby stated that he still wanted to look at it.

Mayor Oliver stated that she would like to have an understanding of how overtime is applied at the next regular Council meeting. She said that it might be different in each department.

Mayor Pro-Tem Jackie Lacy questioned the non-profit funding. She said that at one time, it was discussed to cut out the non-profit funding.

Town Manager Barlow stated that there were still some non-profits that are being funded every year.

Councilmember Overby stated that when Town Council gets further into the budget, he would like to discuss that further.

Councilmember Overby stated that under the public facilities and operations center, he would like for the Public Works facilities and others be housed in one facility.

Councilmember Overby stated that he would like to look into the marketing of the certified sites.

Mayor Oliver requested details on the purchase of the Fire Department ladder truck.

Mayor Oliver stated that there was a lot of information included in Town Council's packets regarding development of an incentive plan.

Town Manager Barlow recommended that Town Council seek legal advice, especially if Council had to enter into some type of claw-back. He said that there were a lot of procedures and processes, and it needed to be done correctly.

Teresa Daughtry, Realtor with Partners Commercial Realty, asked if there was something defined that the Town has in place for businesses as an incentive plan that come into Selma. She said that Selma has a huge opportunity for projects. Ms. Daughtry stated that she would like to see an incentive plan in place.

**ECONOMIC  
DEVELOPMENT  
INCENTIVE POLICY  
DISCUSSION:**

Mayor Oliver stated that it needed to be more specific that what the Town has, and something that can be compared with other Towns. She asked if there was someone who could provide guidance to help the Town get something in place quickly.

Town Manager Barlow stated that he could do that. He said that he would start with Attorney Hewett, but there were many resources out there.

Kevin Dougherty of AdVenture Development stated that from an incentive standpoint, the program needed to be across the whole Town and across the whole spectrum. He recommended making the incentive program a capital investment based one.

Mayor Oliver asked Town Manager Barlow to advise Town Council of any dates available for a work session on incentives and asked Ms. Daughtry and Mr. Dougherty to join them in that meeting.

**ADJOURNMENT:**

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 7:30 p.m.

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BRENDA W. THORNE, Town Clerk