

**Town Council
Workshop
August 28, 2015**

Council Members Present:

Mayor A.D. (Zander) Guy, Jr
Mayor Pro-Tem Douglas Medlin
Nelva Albury
Michael Curley
Don Helms
W.J. (Buddy) Fowler

Town of Surf City Staff:

Larry Bergman- Town Manager
Jane Kirk- Assistant Town Manager
Stephanie Hobbs- Town Clerk
Todd Rademacher- Planning Director
Samantha Bradshaw- Human Resources Officer

Members of Public Present:

Hap Alexander

A. Call to Order

Mayor called the meeting to order 10:00am.

B. Invocation

Mr. Medlin gave the invocation.

C. Pledge of Allegiance

D. Sec. 11-90.1 Peddler Ordinance

Mr. Bergman stated the town has had a peddler ordinance in place since 1994. A few years ago there was a slight change to modify for the allowance of ice cream trucks. The intent of the ordinance is to keep roadside peddlers from selling merchandise or food from lining the streets and blocking the road. There has been a request from a local citizen to place a food truck on a private lot. As the ordinance stands today it would not allow for the food truck on the private lot. Today we are looking for direction.

Mrs. Albury stated we came up with this ordinance back in the 1990's for public safety reasons due to traffic and congestion.

Mr. Helms asked if by allowing the ice cream truck have we opened ourselves up to litigation.

Mr. Bergman stated Mr. Lanier stated the ordinance on its on with the ice cream truck would stand in court. The ice cream truck operates by special use permit and is really specific.

Mr. Fowler stated he has had many phone calls against the food truck. The safety aspect of this truck on these narrow streets is a major concern. It appears to me that we are opening ourselves up to litigation by allowing the ice cream truck.

Mr. Alexander stated that this is part of the nuisance ordinance. Other towns have done this with not allowing on street peddlers. Other towns have theirs defined in the zoning ordinance. The administration would be through zoning and the enforcement would be with the police department. If there were changes made to strengthen it I would recommend making it a zoning issue.

Mr. Bergman recommended getting the town attorney to take a closer look at the peddler's ordinance especially section 6 and to come back at a later council meeting for further review.

It was a consensus that the peddler's ordinance stay as it is.

E. Public Trust Area Temporary Authorization

Mr. Bergman stated we have had a lot of activity this summer with the media. From that with the shark bites in other places as well as here there has been scrutiny over why we didn't do more. Other neighboring towns have given restrictions to the public trust areas for temporary public safety issues. Chances are this may never be used, but in case of a storm it would prohibit swimming or surfing and it would give the police authority.

Mr. Helms made a motion to pass the Public Trust Area Temporary Authorization Ordinance. Mr. Medlin seconded the motion and it was carried.

F. Surf City Zip Code

Mr. Bergman stated that since the packet was delivered we have received another note from Rouzer's office. The public has voiced concern with the Surf City zip code. There are a couple of options, but you can only request this every ten years. It was last requested in 2006. It basically comes down to cost for the Post Office, it would require a new zip code and a new office here. There is another option of not replacing the zip code number but merely place our street automatically update to "Surf City."

Mr. Medlin stated the option of not changing the number was promised before and it still gets confused. It just does not get recognized by most agencies that Pender County is 28445, it automatically goes to Holly Ridge and Onslow County.

Mr. Bergman stated in major hubs they add numbers to direct to the correct location after the zip code. This maybe would recognize it as Pender County Surf City and not Onslow.

Mr. Curley asked if anyone has consulted Topsail Beach.

Mr. Bergman stated not at this time, but we can certainly reach out to them.

The consensus of Council was to do more research on the topic and to contact Topsail Beach.

G. Job Classification & Study

Mrs. Bradshaw stated the last time we were updated on this was in December. The last update concluded a review and update of the job classifications and salary study. We put out the information on the list serve and fifty-three organizations participated. The salary study tool that was used allows you to use the absolute maximum and uses a comparison to tell where you fall. This allows for a more accurate scale, and allows us to look at our current policy. We have currently developed a current pay scale showing where we stand in comparison to others throughout the state. If we were to adopt the salary scale it would leave us in good comparison with the rest of the state. The missing component was the performance evaluation system. Through much research we have been able to come up with a proposed plan for evaluation system that takes out the personal component. This evaluation would be done yearly, and would hold the employees to a certain standard. Staff recommendation is to formally adopt the pay scale for all new employees going forward. This would allow for flexibility in salary compensation. The second recommendation is to adjust all current employees to the new employee pay scale. There are a few options listed in the report that would allow for this change. The final recommendation is to go ahead and implement the employee evaluation system. We are looking into a professional development curriculum as a way to learn and grow as an employee. Finally we want to continue to review each of these components on a regular basis as we grow and change.

Mr. Bergman stated we have with all this work can and how can we adjust salaries this year? We have good recommendations on how to move forward. Periodically these rates will change, and performance evaluation will be rewarding to employees. In the past we have done just across the board, it doesn't necessarily fix the ranges to where they need to be. We have talked about using a time in service adjustment as well. It is possible that in the employee performance system could allow for the better employee with less service to rise above the longer working employee by performance. This promotes employee performance. We have spoke of selling some property the town owns to make up for some of the monies. The recommendation is to adopt the new salary ranges and bring anyone below the minimum to bring the new salary range minimum of the new salary range and anyone else would get 2%.

Mr. Fowler stated he has gone through this and it has been put together well. I do believe we should adopt this. This allows for longevity and pay increases based on performance. This system allows for more flexibility. You should be rewarded

on longevity and on merit. Everyone would get something, no one would be left out.

Mr. Fowler made a motion to approve the manager's recommendation.
Mr. Helms seconded the motion.

Mr. Curley asked if this would be annual cost. We have to take into consideration that every year in the budget we are \$200,000 less.

Mr. Bergman stated we should if we can afford to do so then give the raises. In the end we have to balance the budget.

Mr. Curley asked Mrs. Kirk for her opinion.

Mr. Kirk stated she sees what we are talking about with the new salaries. We do not have it in the fund balance this year.

Mr. Curley stated everyone has to remember this when the budget comes up again.

Mrs. Kirk stated you can only cut back so much. We are growing and there is hardly no way we can cut back anymore on expense line items. The guys are great at watching the line items.

The motion was carried.

K. Adjournment

A.D. (Zander) Guy Jr., Mayor

Attest:

Stephanie Edwards Hobbs, Town Clerk