

BUDGET HEARING and SPECIAL BOARD MEETING of June 25, 1998, with Mayor Buck Trott and Commissioners H. N. James, Mike McCall, Zeke Sossomon, and Amy Patterson present. Comm. Ron Sanders was not present.

Also present were Richard Betz, Jerry Cook, and Ralph Morris.

A. Budget Hearing.

The Mayor called the Budget Hearing to order at 7:00 p.m., and stated that this was the time and place to receive comments from the public on the FY 98-99 Budget, as presented on May 27, 1998; notice had appeared in The Highlander newspaper pursuant to law.

The Town Administrator reviewed several adjustments to the budget presented on May 27, including an additional \$40,000 budgeted for the cost of a tower on Big Bearpen Mountain and an additional \$10,000 for cleaning the sewer lines. The Capital Improvement Program had also been adjusted pursuant to recent budget work sessions to include the Mirror Lake Pressure Sewer Main Project in FY 98-99, and improvements to Maple Street in FY 99-00.

There were no comments from the public on the proposed budget, and the Mayor declared the hearing closed at 7:15 p.m.

B. Special Board Meeting.

I. The Mayor called the meeting to order at 7:15 p.m.

II. Business.

1. Each Board member had received copies of a proposed amendment to the Highlands Code addressing the parking of commercial vehicles on public property, as discussed at the previous meeting. The Board agreed to take this under advisement until the July 1 meeting.

2. Police Chief Jerry Cook was present, as requested at the previous meeting, to discuss his request for an additional Police Officer. He reported that his officers had averaged over 2080 hours in the last three years due to additional court time, sick leave, and vacation; two auxiliary officers had exceeded 1000 hours last year. The additional officer would be used on a swing shift to fill in as required for court time, sick leave, and vacation. He also reported that he was currently holding certificates for four auxiliary officers, and that he would be requiring each of them to donate 40 hours to the Town this year.

MOVED BY COMM. PATTERSON, SECONDED BY COMM. SOSSOMON, AND UNANIMOUSLY CARRIED TO EMPLOY AN ADDITIONAL PATROL OFFICER AT THE BEGINNING SALARY (GRADE 11, STEP 1).

3. The Board discussed a Cost of Living Adjustment for employees at some length.

MOVED BY COMM. JAMES, SECONDED BY COMM. PATTERSON, AND UNANIMOUSLY CARRIED TO APPROVE A 2.5% COST OF LIVING ADJUSTMENT FOR ALL FULL-TIME EMPLOYEES.

4. MOVED BY COMM. SOSSOMON, SECONDED BY COMM. MCCALL, AND UNANIMOUSLY CARRIED TO ADOPT AN ORDINANCE TO AMEND THE BUDGET OF THE TOWN OF HIGHLANDS FOR THE FISCAL YEAR JULY 1, 1997 THROUGH JUNE 30, 1998. A copy is attached hereto and made a permanent part of this record.

5. MOVED BY COMM. SOSSOMON, SECONDED BY COMM. PATTERSON, AND UNANIMOUSLY CARRIED TO ADOPT THE TOWN OF HIGHLANDS BUDGET ORDINANCE FOR THE FISCAL YEAR JULY 1, 1998 THROUGH JUNE 30, 1999. A copy is attached hereto and made a permanent part of this record.

6. MOVED BY COMM. SOSSOMON, SECONDED BY COMM. MCCALL, AND UNANIMOUSLY CARRIED TO GO INTO CLOSED SESSION TO DISCUSS INDIVIDUAL

EMPLOYEE SALARIES, PURSUANT TO G.S. §143-318.11(a)(6).

All those present left the meeting room except the Town Administrator, who reviewed salaries with the Board pursuant to a salary analysis he had prepared. The Board then asked him to leave the meeting room while they discussed his and other salaries, and invited him back into the meeting room after approximately 30 minutes. The Board discussed the need for a policy for providing increases in salary steps based on a combination of merit, training & certification, and longevity; the Town Administrator was asked to prepare a draft for consideration at a later date.

MOVED BY COMM. PATTERSON, SECONDED BY COMM. SOSSOMON, AND UNANIMOUSLY CARRIED TO GO INTO OPEN SESSION.

7. By consensus, the Board approved the following increases in salary grade and/or step:

<u>No.</u>	<u>Employee</u>	<u>Salary Grade-Step</u>
102	Geraldine Crowe	14-6B
103	Richard Betz	Half-way between 25-3A & 25-3B
108	Lamar Nix	24-4A
111	Lisa Wilson	9-2B
201	Jerry Cook	21-2B
203	James McCall	15-2A
205	Todd Ensley	13-2B
208	Willie Houston	16-2A
209	Clifford Ammons	11-3A
221	Dwayne Thomas	11-2A
222	Brett Ensley	11-2A
407	Jimmy Mull	14-1
309	Stanley Houston	9-5B
310	Wayne Johnson	9-5A
409	Lee Reddish	9-2A
619	David Webb	13-2A
621	Matt Shuler	10-2A

It was agreed that Wade Wilson would be increased to 15-4A effective upon his obtaining his Grade A Certificate.

It was agreed that Jimmy Mull will be increased to a new classification title, Assistant Water Plant Operator, at Salary Grade 14, Step 1; he will be increased to 14-2A effective upon his obtaining his Grade A Certificate.

It was agreed that "Petey Bryson" will be transferred to the Street Department to the classification title Equipment Operator I at a salary of 9-2A.

It was agreed that Larry Holt will be transferred to the Sanitation Department at a new classification title, Assistant Sanitation Superintendent, at Salary Grade 10, Step 1.

The Board also approved an increase in Bobby Houston's time from 15 to 20 hours per week for Fire Department bookkeeping.

8. The Mayor discussed with the Board problems related to the renewal of the Town's NPDES permit for the Wastewater Treatment Plant.

III. There being no further business to come before the Board, the meeting was declared adjourned by the Mayor at approximately 10:00 p.m.

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Richard Betz, Town Clerk