

ADJOURNED MEETING CITY COUNCIL  
November 12, 2014

The City Council of the City of Albemarle met in an adjourned session on Wednesday, November 12, 2014, at 6:30 p.m. for an adjourned session. Mayor G.R Michael presided and the following Councilmembers were present, to wit: Troy E. Alexander, Benton Dry, Martha Sue Hall, Martha E. Hughes, Dexter Townsend and Chris Whitley. Absent, Councilmember Bill Aldridge.

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The City Council held a meeting for a pre-budget work session.

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Mayor Michael brought the meeting to order.

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The City Council received an agenda and a handout of items to be covered in the budget workshop.

The City Manager reviewed a draft statement of revenue, expenses, and changes in fund balance for FY 2013-2014. He stated that the auditor is currently finalizing everything and will give a report later this year.

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Councilmember Whitley came into the meeting at this time.

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The City Manager reviewed the current debt service schedule showing date of last payment, interest rate, amount of issue, principle payment amount, and the balance as of 6/30/2014 and 6/30/2015. Also, Council reviewed the proposed installment debt for the US 52 WTP Rehab project, Motorola radios for the fire department, and a proposed leachate sewer line for the landfill. Finance Director Colleen Conroy is currently working with BB& T to lower the interest rate to enter into an agreement with BB&T for an interest rate reduction from 3.43% to 2.37% on the City Hall loan with a savings of \$136,960.00.

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Councilmember Dry came into the meeting at this time.

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The City Manager reviewed with Council the year to date revenues and expenses for the General Fund, Powell Bill Fund, Water and Sewer, Electric Fund, Solid Waste Fund, Public Housing Conventional Fund, and the Public Housing Section 8 Fund. Each funds budget amount as well as the year to date revenues and expenses was reviewed.

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Assistant City Manager Michael Ferris reviewed with Council the Capital Improvement Program for all funds and a total for all funds for fiscal years 2016-2020.

Mr. Ferris answered any questions that Council had.

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The City Manager reviewed miscellaneous budget items:

- 1 Albemarle Central Elementary School Project
- 2 Internet Gaming Business License Escrow
- 3 Branding Initiative
- 4 2014-2015 Solid Waste Budget
- 5 Estimation for election expense for FY 2014-2015
- 6 Loss of annual revenue for business privilege license tax of \$160,000
- 7 Fire Department SAFER grant
- 8 Police Department SAGE and GHSP grants

The City Manager also reviewed:

- 1 Pay Plan implementation - amount budgeted for salary adjustments in current year is \$315,000, cost of 1.5% COLA for one half year is \$78,000 – annual cost of \$156,000, cost of pay plan implementation for one half year of \$158,000 after COLA – annual cost of \$317,000). Total cost of COLA and pay plan implementation in January for balance of fiscal year is \$237,000 which is \$78,000 less than budgeted.
- 2 Additional amount needed for next year's budget with January 2015 COLA and pay plan implementation as recommended would be \$158,000 across all funds.
- 3 Any COLA or merit pay plan by Council in FY 2015-16 will be in addition to this.

- 4 Future water and sewer increase projections
- 5 Future wholesale electric rate increases from NCMIPA#1 projections.

The City Manager answered any questions that Council had.

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City Council discussed consideration of performance evaluations being done for staff either manually or electronically.

Upon discussion, Assistant City Manager Michael Ferris stated that Council could schedule a meeting with Human Resource Director Robert Whitley and/or Rebecca Veazy with the Maps Group concerning their questions with the pay plan study. The City Manager requested Council submit their questions several days before the meeting to forward to Robert Whitley.

It was the consensus of Council to send their questions to the City Manager by Wednesday, November 19 and to meet with Robert Whitley on Tuesday, November 25 at 6 pm in City Hall for an adjourned session.

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Planning and Community Director Keith Wolf came before Council to discuss conditional use zoning. Mr. Wolf stated that this option was passed and added to the zoning ordinance in the 1990's. He stated the ordinance can be adjusted stating either the Planning Board or the City Council, but not both is determined the quasi-judicial board. Mr. Wolf also stated that another option would be to remove the conditional use zoning option from the zoning ordinance.

Councilmember Hall requested not to change anything.

Mayor Michael stated that he spoke with the UNC School of Government (SOG) and the City can redo the ordinance. Either the Planning Board or the Council will be the quasi judicial board and make the decisions and not both if we keep conditional use zoning.

Mayor Michael asked that Mr. Wolf survey Cities with a population of 10,000-23,000 and if they do or do not have conditional use zoning.

Mr. Wolf mentioned the Council of Governments training for new Planning and Board of Adjustment board members, City Council and others who may want to do this training again. Mayor Michael stated that the NC League of Municipalities has online courses that may be considered.

Mr. Wolf answered any questions that Council had.

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Upon a motion by Councilmember Whitley, seconded by Councilmember Alexander and unanimously carried, the City Council approved Councilmember Hughes as acting Clerk for a closed session pursuant to NCGS 143-318.11(a) 6 to discuss personnel matters.

Upon a motion by Councilmember Dry, seconded by Councilmember Whitley and unanimously carried, the City Council adjourned to a closed session pursuant to NCGS 143-318.11(a) 6 to discuss personnel matters.

Upon a motion by Councilmember Dry, seconded by Councilmember Townsend and unanimously carried, the City Council reconvened to open session. Mayor Michael announced a closed session was held pursuant to NCGS 143-318.11(a) 6 to discuss personnel matters and there is nothing to report at this time.

Council had a brief discussion concerning the Pay Plan Study.

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Upon a motion by Councilmember Alexander, seconded by Councilmember Whitley and unanimously carried, the meeting was adjourned until Monday, November 17 at 7 pm in Council Chambers at City Hall.