

Town of Spring Lake  
Board of Aldermen Special Meeting  
Municipal Building  
300 Ruth Street  
Spring Lake, NC 28390

April 11, 2016

**MINUTES**

5:12 p.m.

The Spring Lake Board of Aldermen held a special meeting in the Grady Howard Conference Room of the Municipal Complex with Mayor Chris V. Rey presiding.

**Board Members Present:** Mayor Pro Tem Larry Dobbins  
Alderwoman Densie Lucas  
Alderman James O'Garra  
Alderwoman Fredricka Sutherland

Alderman James Christian was absent

**Others Present:**

Tad Davis, Town Manager  
Byron Blumenfeld, Director of Water Resources  
John Kleinert, Director of Streets, Grounds and Sanitation  
Troy McDuffie, Chief of Police  
Claiburn Watson, Finance Director

Tony Buzzard, Town Attorney  
JC Combs, Assistant Recreation Director  
Paul Hoover, Director of Public Works  
T.J. McLamb, Fire Chief  
Rhonda Webb, Town Clerk

**1. Call Meeting to Order**

Mayor Rey called the meeting to order.

(A copy of the special meeting notice is hereby incorporated by reference and made a part of these minutes – see attachment one.)

**2. Invocation**

Mayor Rey gave the invocation.

**3. Pledge of Allegiance**

Mayor Rey led the meeting in the pledge of allegiance.

**4. Business**

**a. Spring Lake Transit Update**

Mr. Hoover gave the Board an overview of the last 15 months for the Spring Lake Transit System. He stated the ridership has increased. The total contract cost for the service in 2015 was \$101,332. Expanding the route to make the service times longer and adding an inner Town route will cause riders to wait on the Fayetteville bus and is not recommended. Mr. Hoover did recommend continuing to fund this service in the upcoming fiscal year at the current service level. Mayor Rey suggested we have a Ride Spring Lake Day where all the Board Members ride the bus and raise awareness for the service.

(A copy of the Spring Lake Transit monthly comparison report is hereby incorporated by reference and made a part of these minutes – see attachment two.)

**b. Compression Study**

Mr. Robertson from the Mercer Group provided staff with information that was requested at the time he gave his compression study presentation. He provided the Board with the annual cost and the number of employees

who would be affected at varying levels of implementation. Should the Board decide to try to implement this, it would be done on a gradual basis. Mr. Davis stated should the Board decide to affect the most employees it would cost \$143,368.69 and would affect 46 full time employees to take them from where they are to the midpoint of their range in 3000 days or approximately 10 years. The minimum cost would affect 21 full time employees for \$30,144.62 and would take them from where they are to their midpoint in 10000 days or approximately 20 years. The Board will need to determine if they wish to implement this and if so, how much money they want to allocate toward implementation. Evaluations and a system to address pay and performance was discussed. The discussion included the need to look at employees who received additional duties or extra pay in the past that was never taken back when the extra duties were taken away and the need to look at where staff is "top heavy." The consensus of the Board was to implement a system of pay and performance evaluation that is equable to all employees and does not depend on how well a supervisor likes an employee. Mr. Davis recommended not taking action on the compression study and asked the Board to allow staff to bring back other options. He also mentioned to the Board that he had initiated a performance review system for Department Heads with the intent to expand this to all Town employees in the coming year.

(A copy of the compression salary information is hereby incorporated by reference and made a part of these minutes – see attachment three.)

**c. Water Billing**

Mr. Davis stated he is hoping to institute a new system for reading water meters in which meters will be read at one gallon increments and not 1000 gallon increments. He would like to implement this by the end of this summer. Mr. Blumenfeld advised that PWC will increase the Town's water rates by 4.72%. Since 2009 the Town has experienced a 46.5% rate increase from PWC and a 15.3% rate increase from Harnett County. The Town's last water rate increase to the citizens was in 2013. Mr. Blumenfeld explained that we will have to increase water rates by 4.72% in the upcoming year to cover the rate increase received from PWC. A lengthy discussion ensued regarding how we currently bill and the proposed method for billing. The Board's consensus was to discuss this issue further due to time constraints. It was also decided that the Town hold a water summit to explain this to the citizens.

(A copy of the water rate information is hereby incorporated by reference and made a part of these minutes – see attachment four.)

**d. Board Member Priorities - CIP**

This item was not discussed due to time constraints.

**e. Department Head Priorities - CIP**

This item was not discussed due to time constraints.

**f. Retiree Fund (Mr. Higgins)**

This item was not discussed due to time constraints.

**g. Special Projects**

This item was not discussed due to time constraints.

1. **MLK Breakfast**
2. **Spring Fling**
3. **4<sup>th</sup> of July**
4. **Fall Music Festival**

**h. Marriott Incentive**

This item was not discussed due to time constraints.

**i. Revenue Projection**

This item was not discussed due to time constraints.

**j. "Next Steps"**

This item was not discussed due to time constraints.

**5. Adjournment**

**Action:** There being no further business to come before the Board, the meeting was adjourned at 6:58 p.m.

**Motion:** Alderman O'Garra

**Second by:** Mayor Pro Tem Dobbins

**Vote:** Unanimous



*Rhonda D. Webb*

Rhonda D. Webb, MMC  
Town Clerk

ATTEST:

Chris V. Rey  
Mayor