

Town of Spring Lake  
Work Session Meeting of the Board of Commissioners  
Municipal Building  
300 Ruth Street  
Spring Lake, NC 28390

November 25, 2024

**MINUTES**

6:00 pm

The Spring Lake Board of Commissioners held a work session meeting in the Grady Howard Conference Room of the Spring Lake Municipal Building with Mayor Kia Anthony presiding.

**Board Members Present:** Mayor Pro Tem Soña L. Cooper  
Commissioner Robyn Chadwick  
Commissioner Marvin Lackman  
Commissioner Raul Palacios  
Commissioner Adrian Thompson

**Others Present:**

Carly Autry, Town Clerk  
Lakeshia Hardy, Revenue Collection Specialist  
Police Chief Errol Jarman, Spring Lake Police Department  
James Overton, Finance Director  
Renee Robinson, Revenue Supervisor  
Jon Rorie, Town Manager  
Lieutenant Danny Sutton, Spring Lake Police Department

**1. Call to order**

Mayor Anthony declared a quorum and called the meeting to order.

**2. Invocation and Pledge of Allegiance**

Bishop Marshall gave the invocation and led the Pledge of Allegiance.

**3. Additions or Deletions**

None

**4. Approval of Agenda**

**Action:** Motion to approve the November 25, 2024, Work Session agenda with no additions or deletions.

**Motion by:** Commissioner Palacios

**Second by:** Commissioner Chadwick

**Vote:** Unanimous

**5. Approval of Consent Items**

**Action:** Motion to approve the draft minutes of October 28, 2024, Work Session Meeting.

**Motion by:** Commissioner Lackman

**Second by:** Commissioner Thompson

**Vote:** Unanimous

## 6. Public Comments

Attorney David Courie, Beaver Courie Law Firm, Fayetteville, introduced himself to the Board stating he is representing Alhobishi Convenience Stores & Rentals, Inc. in a legal matter and his purpose tonight was letting the Board know he was present. Mr. Courie stated he was anticipating Attorney Porter to be present and hoped to resolve the legal matter as quickly as possible for everyone's benefit of who is involved.

James O'Garra, 614 Duncan Road, first stated he has spent \$300.00 regarding the sewer system, which ended up being on the Town's side of the system. Mr. O'Garra stated when the Town came back out, a jetter was used, which fixed the problem, however, he feels like there should be someone in charge who is more knowledgeable of these types of problems. Second, Mr. O'Garra mentioned the paving of Town roads, as they are currently unsafe for travel, specifically mentioning Odell Road. Third, Mr. O'Garra mentioned Manchester Fire Station is currently empty and hopes the Board could take another look at it and see if something can be figured out by possibly making a deal with the County.

Bob Richardson, 1654 Veterans Drive, Spring Lake, announced his Post, which is Post 230, is holding the finals for the district for the oratorical contest, which is a speech that is made by students in grades 10-12 regarding the Constitution of the United States. It is to help them develop a deeper knowledge of the Constitution and build their appreciation of the Bill of Rights. The winner will have to go through different levels and the selected winner on the state level will receive a \$2,000.00 scholarship and \$25,000.00 on the national level.

## 7. Presentations

a. Veteran of the Year Plaque – Commissioner Marvin Lackman – Commissioner Lackman introduced the legacy of honoring Veterans within the Town with the "Veteran of the Year" plaque. The presentation covered past honorees, including first female awardee Tech Sergeant Jennifer Alexander for 2025. The other two (2) honorees were Charlie Miller for 2023 and George Reed for 2024. The acknowledgement highlighted their military and community contributions, linking the Town's support structures to these Veteran efforts.

## 8. New Business

a. Leaders Legacy Recognition Program – Town Manager Jon Rorie – Mr. Rorie introduced the "Leaders Legacy Recognition Program" meant to honor individuals contributing significantly to the Town. Eligibility criteria and process of nominations were outlined, as well as the shared costs of the commemorative benches to be installed.

**Action:** Motion to approve the Leaders Legacy Recognition Program.

**Motion by:** Commissioner Lackman

**Second by:** Commissioner Chadwick

**Vote:** Unanimous

b. Draft Ordinance No. 2024-04 Chapter 16. Environment. Article V. Donation Box – Town Manager Jon Rorie – Mr. Rorie discussed the amendment to prohibit outdoor donation boxes, addressing the ongoing issue of these sites becoming illegal dumping grounds for various discarded items.

**Action:** Motion to approve Draft Ordinance No. 2024-04 Chapter 16. Environment. Article V. Donation Box.  
**Motion by:** Commissioner Thompson  
**Second by:** Commissioner Palacios  
**Vote:** Unanimous

c. Personnel Policy Handbook – Town Manager Jon Rorie – Mr. Rorie elaborated on the revised Personnel Policy Handbook, noting updates to align with current employment law and technology use within workplace settings. Changes included additions like performance reviews, an education assistance program, and a cell phone stipend.

**Action:** Motion to approve the updated Personnel Policy Handbook.  
**Motion by:** Mayor Pro Tem Cooper  
**Second by:** Commissioner Lackman  
**Vote:** Unanimous

d. Water Rate Increase – Finance Director James Overton and Town Manager Jon Rorie – Mr. Overton presented data supporting a need for a 17% increase in water rates, due to issues like loss of water, infrastructure degradation, and a rise in delinquent payments. Various rate and policy increases were proposed to ensure better financial health and infrastructure improvements. Mr. Overton presented four (4) motions for the Board to approve.

**Action:** Motion to approve to increase customer deposits \$50.00 for homeowners and \$100.00 for tenants to \$200.00 for all new water and sewer customers effective January 1, 2025.  
**Motion by:** Mayor Pro Tem Cooper  
**Second by:** Commissioner Palacios  
**Vote:** Unanimous

**Action:** Motion to approve to increase water and sewer rates by 23% effective January 1, 2025 and leave the minimum alone.  
**Motion by:** Mayor Pro Tem Cooper  
**Second by:** The motion died due to a lack of second.

After significant discussion, subsequent proposals were discussed and the Board had a consensus to table for member feedback and further deliberation. The Board agreed to return to it at the next meeting, which is Monday, December 9, 2024.

**Action:** Motion to approve to maintain the current late fee rate at \$25.00 and increase the cutoff fee from \$25.00 to \$50.00 effective January 1, 2025.  
**Motion by:** Mayor Pro Tem Cooper

**Second by:** Commissioner Lackman

**Vote:** Unanimous

**Action:** Motion to approve to change the policy for any customers on cutoff list for third time in any 12-month period will be required to prepay water and sewer bill for the next 12-month period. Prepayment each month will equal to the average of last 6 months water bill rounded up to the nearest \$10.00.

**Motion by:** Mayor Pro Tem Cooper

**Second by:** Commissioner Thompson

**Vote:** Unanimous

e. Mayor's Report – Mayor Kia Anthony – First, Mayor Anthony wished everyone a Happy Thanksgiving. Second, Mayor Anthony thanked Wilbur Graham Bethel AME Zion for their support with Hillside Cemetery. Third, Mayor Anthony stated the Town's Christmas Tree Lighting in on Friday, December 6, 2024. Fourth, Mayor Anthony mentioned the Recreation Center's Bike Drive, which are seeking sponsors. Fifth, Mayor Anthony wished Town staff with November birthdays a Happy Birthday. Sixth, Mayor Anthony congratulated the newly elected officials, such as Dr. Mary Hales, who was out in the audience, and Mike Colvin and acknowledged Marvin Lucas for his service while representing Spring Lake. Seventh, Mayor Anthony acknowledged Patricia Hickmon being the President of the North Carolina Permitting Personnel Association. Eighth, Mayor Anthony highlighted the Town Clerk Carly Autry for recently attending the Annual Master Clerks Academy. Ninth, Mayor Anthony stated North Carolina just turned 235 years old on November 21<sup>st</sup>. Last, Mayor Anthony stated she, Mayor Pro Tem Cooper, and Town Manager Jon Rorie recently attended a Strategic Planning Session hosted by the North Carolina League of Municipalities (NCLM).

f. Board of Commissioners Report – Spring Lake Board of Commissioners – First, Mayor Pro Tem Cooper also mentioned the Strategic Planning Session hosted by the North Carolina League of Municipalities (NCLM) that she, Mayor Anthony, and Mr. Rorie attended. Last, Mayor Pro Tem Cooper stated Operation Turkey needs volunteers. First, Commissioner Thompson stated the White Flag Destination at Cornerstone Christian Empowerment Center in Spring Lake is accepting blanket donations. Last, Commissioner Thompson stated she had a chance to fellowship with the community potluck at First Presbyterian Church. Commissioner Lackman's updates are attached in the minutes as **Attachment One**. First, Commissioner Palacios thanked Commissioner Lackman of all his hard work and participation in the community. Last, Commissioner Palacios thanked Town staff and Mr. Rorie for their support and participation with Town projects. Commissioner Chadwick thanked Dr. Mary Hales for attending the Board meeting.

g. Manager's Report – Town Manager Jon Rorie – Mr. Rorie shared the results of a recently attended strategic planning session alongside Town officials. Emphasizing a focused drive toward strengthening the Town's pipelines of operational integrity, engagement, and infrastructure development were the key takeaways.

h. Town Attorney Report – Town Attorney Michael Porter – Attorney Porter was absent.

Ms. Autry briefly reannounced the Town App that is available for download.

**9. CLOSED SESSION**

**Action:** Motion to approve to go into Closed Session pursuant to NCGS §143-318.11(a)(1) – Confidentiality and NCGS §143-318.11(a)(3) – Attorney-Client Privilege.

**Motion by:** Commissioner Thompson

**Second by:** Commissioner Palacios

**Vote:** Unanimous

**Action:** Motion to approve to come back into Open Session. Action was taken. The Board approved Closed Session minutes.

**Motion by:** Mayor Pro Tem Cooper

**Second by:** Commissioner Thompson

**Vote:** Unanimous

**10. ADJOURNMENT**

**Action:** There being no further business to come before the Board, Mayor Anthony adjourned the meeting at 10:27 pm.

ATTEST:

  
Carly Autry  
Town Clerk



  
Kia Anthony  
Mayor

## Attachment One

**Veterans Day - What a Great Day!** Whether you came out to **celebrate Veterans Day** with us, find out who the **Veteran of the Year** is, (by the way...she is sitting in the audience tonight), The **Special Forces Mural Unveiling**, hear **CSM (Ret) "Hank" Luthy** talk about the history of Special Forces, or the great food by **Wing Company**. We had a Great Day! Thanks to the **Appearance and Sustainability Committee**, the **Military and Veterans Affairs Committee** and the **Town of Spring Lake employees** for all the hard work put into this event. There are many people to "Thank" but I would like to give a **Special "Thank You"** to **Janice Dickerhoff** for her behind the scene work and fundraising and her and **Janine Lackman** for the wonderful set up for all of us to come out and enjoy our Veterans Day Ceremony, November 8, 2024.

**Spring Lake Clean Up** from November 2, 2024 – **840 lbs. and 9 Volunteers**

Year to date totals – **7,240 lbs. and 80 volunteers**

That is over 3.5 tons of trash removed by committed volunteers on only seven clean ups this so far this year. Volunteers do make a difference!

Speaking of **volunteers**, look at the power of the volunteers –

We have **three committees/boards** made up of volunteers, The **Spring Lake Board of Adjustments**, The **Spring Lake Appearance and Sustainability Committee** and the **Spring Lake Military and Veterans Affairs Committee**. Look at the impact that these committees are having on and in Spring Lake. There is **one opening** on the Appearance Committee and one on the MVAC.

I would also like to hi-lite the group of volunteers that is working on the **Hillside Cemetery and Bethel AME Zion Church** that raised money for the cemetery and got the **Cumberland County Commissioners** involved and **CBS 17 and Justin Moore** to cover the story. **Former Alderwoman Densie Lucas** and **CSM (Ret) Wilbur Graham Jr.** as well as others. **Thank You!**

**Veterans Park update** – Wow! Mr. Rorie has been busy, if you have not notice, there has been **MANY** changes to our Veterans Park! Not lost in the **results** is **the unity** that is being **accomplished** with our **town employees**, our **committees** and our **residents**. Mr. Rorie, that is **leadership** and I "Thank You" for **bringing out our best**.

Mayor Anthony, I have **two "short" stories** to tell you... (1) I will paraphrase what was said to me on Friday, November 22, 2024, while we were working on Veterans Park. a person approached me and told me **what we were doing will not make a difference**. This person mostly **stood around with arms crossed** and **"watched"** while the rest of us continued to **"Build Veterans Park"**

And (2) Here is message that was posted on FB about the work being performed - **All of you that helped to make this happen is showing the love for your fellow man. Just like God that loves all his children. I am so grateful as a citizen of Spring Lake. That you all made it happen. A place we all can go and enjoy the beauty in our town. Thank you all and God bless each and every one of you.** ❤️🙏

We are making a difference here in Spring Lake!

**FYI**, these improvements to Veterans Park are being accomplished with state funds that Representative Lucas secured from the North Carolina General Assembly and **NOT** from our General Fund.

**Operation Turkey –**

**Issac Castleberry**, has taken the lead on organizing “**Operation Turkey**”. The **MVAC** will be giving away **300 Thanksgiving meals** on **Thursday, November 28<sup>th</sup>**. Come by Town Hall, 300 Ruth Street to get your Thanksgiving Day meal, **Thanks to Operation Turkey, Issac Castleberry, MVAC and the Town of Spring Lake.**

**Next Clean Up** is **December 07, 2024, 8 AM Southwinds Plaza**