

MAYOR

CLARENCE R. JERNIGAN

BOARD OF ALDERMEN

GARY B. BETTS, SR.,
Mayor Pro-Tempore

MELISSA BLALOCK
RENEE BRYANT
KEITH D. FOGLEMAN
NANCY HENDERSON

CITY OF RANDLEMAN

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CITY ADMINISTRATION

NICHOLAS HOLCOMB
City Manager

ZACHARY L. HEWETT, MBA
Finance Director

MELODY R. HANCOCK, CMC, NCCMC
City Clerk / Purchasing Coordinator

September 05, 2017
7:00 PM

A scheduled meeting of the Randleman Board of Aldermen was held on the above date with the following members present:

- | | | |
|-----------------|---|-------------------|
| Bucky Jernigan |) | Mayor |
| Gary Betts |) | Mayor Pro-Tempore |
| Melissa Blalock |) | Aldерwoman |
| Renee Bryant |) | |
| Nancy Henderson |) | |
| Keith Fogleman |) | Alderman |
| Nick Holcomb |) | City Manager |
| Zach Hewett |) | Finance Director |
| Bob Wilhoit |) | Attorney |

Meeting Called to Order

Mayor Jernigan called the meeting to order.

Consent Agenda

Approval of Minutes – August 08, 2017 and August 28, 2017 Pre-Agenda Meeting

Investments

Department Reports

Budget Amendment – No: 2 – Fundraising

A motion to approve the Consent Agenda was made by Alderwoman Bryant seconded by Alderman Fogleman and unanimously approved.

Insert Budget Amendment No. 2:

Public Comment

No one in attendance wished to address the Board.

Personnel Policy – Resolution and Adoption

Administration began the Personnel Policy update procedure over a year ago. Guidance was provided by Ann Taylor, Human Resources Consultant with the Piedmont Triad Regional Council of Governments.

The existing policy was outdated and many of the procedural policies were antiquated.

The new policy will address the following:

- Updates federal and state employment laws

- Provides Greater clarity over existing procedures

- Includes useful appendixes for Human Relations administrative functions

Alderwoman Bryant stated that she had reached out to all Department Heads and was confident that they were satisfied and accepted the policy as presented.

A motion to accept the Resolution to Adopt the City of Randleman Personnel Policy was made by Alderman Fogleman seconded by Alderwoman Blalock and unanimously approved.

Insert Personnel Policy and Resolution:

Retiree Health Insurance Resolution

The intent of the resolution is to reduce future liabilities that continue to increase as the employee base enlarges and the rising cost of health care continues to increase. The current retiree program was initiated in July of 1999.

All current full-time employees of the City of Randleman will retain the same insurance benefits they were afforded when accepting employment with the City.

The following criteria must be met in order to be eligible for this benefit:

- .. Employee has completed 30 years of service for the City
- .. Employee must be age 55, or older. If Medicare eligibility increases, this age requirement will increase accordingly (if age eligibility for Medicare is raised to 67, then the City's age requirement will raise to 67).
- .. Employee must have at least 15 years of continuous employment with the City immediately preceding retirement.
- .. Employees that later work for a private company must take health insurance coverage offered by private employer.

This will eliminate the 20 and 25-year requirements and move the eligibility age to 55 for any employee hired after September 05, 2017(09-05-17).

Alderwoman Bryant voiced concerns regarding the hiring process and the adverse effects this could have on recruitment efforts, primarily police officers. She asked if Police Chief Leonard would elaborate on his concerns.

He explained that LEO's, separation allowance and the age gap between retirement and the delay of insurance benefits could affect the hiring package offered to new recruits impeding the selection of candidates.

Alderman Betts commented that health care trends are unknown and maybe more thought and discussion would be beneficial in making the correct decision. The Board continued to discuss the issue with no conclusion.

A motion was made by Alderwoman Bryant to table the Retiree Insurance Resolution to be discussed at a later date, seconded by Alderwoman Blalock and unanimously approved.

Manager's Report and Council Update

September 06, 2017 Randleman Chamber – "Growing Your Business with Social Media"

September 15, 2017 Randolph Co. Emergency Services New Headquarters Ribbon Cutting

September 29, 2017 Hosting Elected Officials Picnic

Board Discussion

Reschedule "Employee Appreciation Cook-out" Date to be determined

Civic Center Improvements

Park Developments

United Brass Works (new water pressure)

Updates from Department Heads

Closed Session – Personnel NC GS § 143-318.11 (a)(6)

A motion to go into closed session was made by Alderwoman Blalock seconded by Alderwoman Henderson and unanimously approved.

Re-Open Meeting

A motion to open the meeting was made by Alderman Betts seconded by Alderwoman Blalock and unanimously approved.

New position – Administrative Assistant

The administration requested the Board to consider an additional employee for City Hall. Several changes will be taking place in the upcoming future and planning for the departure of the City Manager and retirement by the City Clerk need to be addressed.

It was determined by the Board that the City Manager and City Clerk would proceed with determining and assigning job duties for the new position. The additional employee would be under the supervision of the City Manager, and salary would depend on job qualifications.

A motion to create the Administrative Assistant position was made by Alderwoman Bryant seconded by Alderwoman Blalock and unanimously approved.

Adjourn

A motion to close the meeting was made by Alderman Fogleman seconded by Alderwoman Blalock and unanimously approved.

Bucky Jernigan, Mayor

Melody R. Hancock, CMC-NCCMC City Clerk