

**MINUTES FOR THE THOMASVILLE CITY COUNCIL BRIEFING MEETING ON MONDAY, JANUARY 9, 2023 AT 4:00 PM AT 7003 BALLPARK ROAD, THOMASVILLE, NC.**

Elected officials in attendance: Mayor Raleigh York, Jr.; Mayor *Pro Tempore* Payton Williams; and Council Members Ron Bratton; Doug Hunt; Wendy Sellars; Lisa Shell; Jeannette Shepherd; and Hunter Thrift.

The following staff members attended the meeting: City Manager Michael Brandt; Assistant City Manager Eddie Bowling; Planning Director Chuck George; Finance Director Thomas Avant; Police Major Dustin Carter; and City Clerk Wendy Martin.

1. Call to Order - Mayor York called the Briefing meeting of the Thomasville City Council to order.
2. Additions and Deletions to the Agenda – City Manager Brandt asked that the following to be added to the agenda for January 9, 2023:
  - 6.C. Discussion of Budget Workshop Items
  - 6.D. Discussion of Change to Council Meeting Schedule

Council Member Thrift moved to approve the agenda as amended. Council Member Williams seconded. *Motion unanimously approved 6 – 0.* (Council Member Sellars arrived after this vote.)

3. Public Forum – on *TUESDAY, January 17, 2023*
4. Public Hearing – on *January 17, 2023* regarding the closure of a portion of Lake Road.

City Manager Brandt explained that this is for an unopened right-of-way in the recently annexed portion of Lake Road.

Planning Director Chuck George was present to answer questions. He advised that there was no opposition to this closure, and he confirmed that this vote would only require a majority vote by Council to pass.

6. Regular Agenda on January 9, 2023 (*This item was moved by consent of the Council to be heard before the Consent Agenda items.*)

A. Discussion of Council's intent Regarding FY 2024 Salary Adjustments

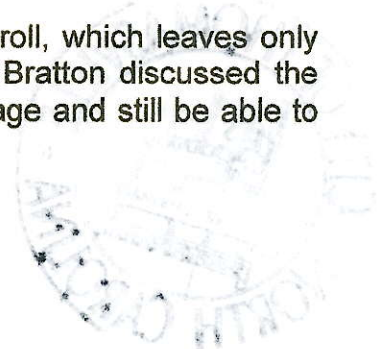
City Manager Brandt advised that Finance Director Avant created a memo dated 01/05/23 with four salary adjustment options for Council consideration.

Mr. Avant presented the information to Council, saying they could pay standard, across-the-board COLA raises to all employees, or they could pay a tiered plan that would pay a higher proportional increase to the lower salaried employees in an effort to bring them up to a more competitive level. He advised that \$608,259 was the maximum he would advise that the City spend on salaries this coming fiscal year, because of rising costs.

Council expressed their desire to increase the lower salaries without causing compression issues.

City Manager Brandt suggested that the City focus on raising the lower salaries first, then establishing career ladders and putting aside some money for when the salary study comes back.

Finance Director Avant said 65% of our funds go to payroll, which leaves only about 35% to run the City. Council Members Hunt and Bratton discussed the necessity of raising taxes to pay our employees a fair wage and still be able to run the city.





Mr. Avant said the City could also make the raises effective in January, instead of July, and/or they could offer bonuses.

Council Members Hunt, Shell, Shepherd and Thrift leaned toward straight COLA raises. Council Members Bratton, Sellars and Williams preferred a tiered option that would raise the lower salaries more.

Mayor York recommended that they think conservatively now and maybe do option 4 with \$1,000 to go to each employee who earned under \$40,000, and a 2.5% raise for all employees in the coming fiscal year, which would result in the least compression issues and would save some money to put toward remedies following the salary study. This solution was agreed to by all members of Council.

Finance Director Avant said the salary study remedies would not take effect until 2025. City Manager Brandt said that the money that is put aside now (approximately \$100,000) could perhaps be used to remedy some lower salaries prior to 2025.

- A. Discussion of NCLM Legislative Goals and voting – Council Member Thrift is collecting all Council members' top ten, and he will submit it by Thursday.
- B. Discussion of Budget Workshop Items – City Manager Brandt went over the items on the Budget Workshop agenda. The final agenda is available upon request from the City Clerk.
- C. Discussion of Change to Council Meeting Schedule – Due to the fact that the AV equipment will not be installed at The Aquatic and Community Center (TACC) until possibly May, the Council members decided to continue having their monthly Council Meetings at the Ball Park Road Community Center. All other meetings of Council, such as the retreat, committees and briefing meetings will be held at TACC beginning in February, since they do not need to be televised.

Council Member Williams moved to add "Consideration of Change to 2023 Council Meeting Schedule" to the agenda for January 17, 2023. Council Member Hunt seconded. *Motion unanimously approved 7 – 0.*

The following items were put on the Consent Agenda by the Council members for consideration *on January 17, 2022*:


#### 5. Consent Agenda

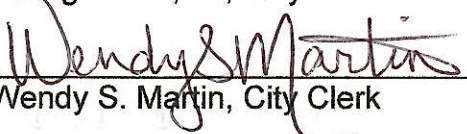
- A. Consideration of Approval of Minutes – Briefing Meeting on 12/12/22
- B. Consideration of Approval of Minutes – Council Meeting on 12/19/22
- C. Consideration of Ordinance Amending Thomasville City Ordinance Chapter 82 – Utilities - Adding Sections 82.17, 82-18, 82-19, and 82-20 Regarding Utility Easement Encroachments
- D. Consideration of Fiscal Year 2022 Audit Contract – Martin Starnes & Associates
- E. Consideration of General Fund Budget Amendment 2023 - P7 - 01
- F. Consideration of Contract with Piedmont Triad Regional Council for Employee Salary & Classification Study
- G. Consideration of Fiscal Year 2024 Budget Calendar
- H. Consideration of Personnel Policy Amendment Article XVIII, Adding Sections 14 and 15 Regarding Hiring Incentives for New Employees
- I. Consideration of No Parking Ordinance for portion of Walnut Street
- J. Consideration of Changes to Calendar Meeting Schedule

The following items were put on the Regular Agenda by the Council members for consideration *on January 17, 2023*:

7. Regular Agenda

- A. Consideration of Contract with Developmental Associates LLC for Police Chief Hiring Process
  - B. Consideration of Personnel Policy Amendment Article XI, Adding Section 7 Car Allowance for Certain Employees
8. Committee Reports and Appointments, Mayor's Report and Appointments, City Manager's Report, City Attorney's Report – *on January 17, 2023*
9. Additional Items – City Manager Brandt passed out a handout which showed the last ten years of Outside Agency funding. Copies are available upon request from the City Clerk.
10. Adjournment – Council Member Sellars moved to adjourn. Council Member Williams seconded. *Motion unanimously approved 7 – 0.*

  
Raleigh York, Jr., Mayor

  
Wendy S. Martin, City Clerk