

MINUTES OF MEETING OF THE
CITY COUNCIL OF THE CITY OF SANFORD
SANFORD, NORTH CAROLINA

The City Council met at the Sanford Municipal Center, 225 E. Weatherspoon Street, on Wednesday, September 6, 2011, at 7 P.M. The following people were present:

Mayor Cornelia P. Olive	Council Member Bob Brown
Mayor Pro Tem Sam Gaskins	Council Member James Williams
Council Member Walter H. McNeil, Jr.	Council Member Charles Taylor
Council Member L. I. (Poly) Cohen	Council Member Linwood S. Mann, Sr.
City Clerk Bonnie D. White	City Attorney Susan C. Patterson
City Manager Hal Hegwer	

Mayor Cornelia Olive called the meeting to order. Council Member Bob Brown delivered the invocation.

PUBLIC COMMENT – (Exhibit A)

Martha Underwood, residing at 3309 Westcott Circle, spoke against accepting Pittsboro’s sewage at the City’s wastewater treatment plant.

APPROVAL OF AGENDA

City Manager Hal Hegwer stated that staff sent a memo to Council today that the Approval of Award of Bid of \$116,636 to E-Z-GO for Purchase of Golf Cars was inadvertently omitted from the Consent Agenda and this item was discussed at the last Law and Finance meeting on August 31. He requested to add this item to the Consent Agenda.

Council Member Charles Taylor requested to add to the Regular Agenda as 9A. - Consider Employee Survey.

Council Member Linwood Mann made the motion to approve the amended agenda with the addition to the Consent Agenda but without the addition of 9A – Consider Employee Survey to the Regular Agenda. Council Member James Williams seconded the motion. The motion failed four to three with Council Members Walter McNeil, Jr., Linwood Mann, and James Williams voting for the motion. Voting against the motion were Council Members L. I. “Poly” Cohen, Sam Gaskins, Bob Brown, and Charles Taylor.

Council Member Charles Taylor made the motion to approve the amended agenda with the addition of Approval of Award of Bid of \$116,636 to E-Z-GO for Purchase of Golf Cars to the Consent Agenda and the addition of 9A – Consider Employee Survey to the Regular Agenda. Mayor Pro Tem Sam Gaskins seconded the motion. The motion carried four to three with Council Members Charles Taylor, Sam Gaskins, Bob Brown and L. I. “Poly” Cohen voting for the motion, and Council Members Walter McNeil, Jr., Linwood Mann and James Williams voting against the motion.

CONSENT AGENDA

Approval and Release of Law and Finance Committee Closed Session Meeting Minutes Dated September 29, 2010, Item 3 – (Filed in Vault)

Approval and Release of Law and Finance Committee Closed Session Meeting Minutes Dated September 29, 2010, Item 4 – (Filed in Vault)

Approval and Release of City Council Closed Session Meeting Minutes Dated November 2, 2010, Item 2 – (Filed in Vault)

Approval and Release of City Council Closed Session Meeting Minutes Dated November 16, 2010 – (Filed in Vault)

Approval and Release of Law and Finance Closed Session Meeting Minutes Dated November 29, 2010, Item 1 – (Filed in Vault)

Approval and Release of Law and Finance Committee Closed Session Meeting Minutes Dated November 29, 2010, Item 2 – (Filed in Vault)

Approval and Release of Law and Finance Committee Closed Session Meeting Minutes Dated December 15, 2010, Item 1 – (Filed in Vault)

Approval and Release of Law and Finance Committee Closed Session Meeting Minutes Dated December 15, 2010, Item 2 – (Filed in Vault)

Approval of Law and Finance Committee Meeting Minutes Dated June 1, 2011 – (Filed in Vault)

Approval of City Council Meeting Minutes Dated June 10, 2011 – (Filed in Minute Book 76)

Approval of Law and Finance Meeting Minutes Dated July 27, 2011 – (Filed in Vault)

Approval of City Council Meeting Minutes Dated August 2, 2011 – (Filed in Minute Book 76)

Approval of City Council Meeting Minutes Dated August 16, 2011 – (Filed in Minute Book 76)

Approval of Budget Ordinance Amending the City of Sanford Municipal Golf Course Fee Schedule for Fiscal Year 2011-2012- (Exhibit B)

Approval of Resolution in Support of the Temporary Closure of Portions of Several Streets for the Purpose of a 5K and 10K Fun Run and Fundraiser – (Exhibit C)

Approval of Sale of Vacant Property off Cox Mill Road and Authorization to Execute Documents – (Exhibit D)

Approval of Ordinance Amending the Annual Operating Budget of the City of Sanford – (Exhibit E)

Ordinance was approved appropriating revenue for grant received through the Energy Efficiency Community Block Grant (EECBG) Program in the amount of \$60,000; these are

ARRA stimulus funds and to budget revenue from Progress Energy in the amount of \$5,598; and \$946 to re-appropriate funds earmarked for expenditures that were not complete at June 30, 2011.

Approval of Ordinance Amending the Annual Operating Budget of the City of Sanford FY 2011-2012 – (Exhibit F)

Ordinance was approved appropriating federal revenue received for the 2010 JAG Grant No. 2010-DJ-BX-1453 in the amount of \$15,193.

Approval of Award of Bid of \$116,636 to E-Z-GO for Purchase of Golf Cars - (Exhibit G)

ALL THE ITEMS LISTED ABOVE WERE DISCUSSED AT THE LAW AND FINANCE COMMITTEE MEETING ON WEDNESDAY, AUGUST 31, 2011.

Council Member Mayor Pro Tem Sam Gaskins made a motion to adopt the amended consent agenda. Council Member L. I. “Poly” Cohen seconded the motion. The motion carried six to one with Council Member Charles Taylor casting the dissenting vote.

SPECIAL AGENDA

Resolution on Tenth Anniversary of 9/11 Tragedy – (Exhibit G)

Mayor Olive read a resolution recognizing the tenth anniversary of the 9/11 tragedy and honoring the first responders. She said that there will be a memorial service at the Sanford Church of God on Sunday, September 11, at 11 A.M., and at Depot Park at 6 P.M.

Council Member L. I. “Poly” Cohen made the motion to adopt the resolution. Seconded by Mayor Pro Tem Sam Gaskins, the motion carried unanimously.

REGULAR AGENDA

Consider Employee Survey

Council Member Charles Taylor stated that an employee survey was conducted last year and there was a 39 percent participation rate. The Employment Security Commission advised that we should do this two years in a row and then do it every other subsequent year. He proposed that \$500 be transferred from the Governing Body’s budget to the Human Resources Department to purchase prizes to increase the participation for the employee survey. He also proposed to keep the same format and same questions as last year in order to have some benchmarks already in place. They advised to do it this way so we can have some comparisons for data purposes.

Council Member Taylor made the motion for Greg Chavez with the Employment Security Commission to conduct another employee survey and adopting the same format and same questions as last year and to earmark not-to-exceed \$500 for prizes to purchase for participation.

Mayor Olive separated the motions. The first motion is to repeat the survey by the Employment Security Commission, which is free, and have Mr. Chavez to administer the survey and adopt the same questions that was used last year. Council Member Charles Taylor made the motion and it was seconded by Mayor Pro Tem Sam Gaskins.

City Attorney Patterson stated that those members who have been on the Council for some time have heard her say this before, regarding the survey, and since there are new members serving on Council, she feels inclined to say that an employee survey is a tool of management, as opposed to a Council tool. Matters dealing with employees and personnel matters are within the purview of the City Manager. She has heard that Council wanted to determine what to do with the results. Matters dealing with the benefits would be under the discretion of the Council; however, those issues that deal directly with personnel are within the realm of the manager's responsibilities. Council Manager Charles Taylor stated that he is in total agreement.

The vote was unanimous to conduct the survey.

Mayor Olive asked Council Member Charles Taylor to repeat the second part of the motion. Mr. Taylor made the motion to take \$500 (not-to-exceed \$500) from the Governing Body's travel line item budget and transfer it to the Human Resources Department for encouragement and promotion of this event (employee survey) to the employees. Seconded by Mayor Pro Tem Sam Gaskins, the motion carried unanimously.

OTHER BUSINESS

Council Member Bob Brown asked if the City has ever done a survey of the employees being evaluated by their supervisor yearly. Mayor Olive asked if he meant a performance survey. Mr. Hegwer replied that employees are evaluated yearly by their supervisor. There are evaluations yearly for every employee. Mr. Brown said that he has seen it instituted before when considering merit raises and it is done on an annual basis on the anniversary month of each employee by their supervisor. Mr. Hegwer replied that we do not have a merit system in place at this time. The only mechanism for any pay increases for the last three to four years is the cost-of-living raise.

Mayor Olive asked if we check to see if an employee still has the job description that they started out with to be sure they are not doing things that they were not hired to do. Mr. Hegwer replied they should not be doing things they are not hired to do and duties do change. He said that the City has not gone through a position evaluation in many years. About five to six years ago, a salary study was done but not implemented. They look at every position in the City and they evaluate that position; they look at what those duties are, what the requirements are, and what education levels are necessary for that position. Those salaries are then set based on the industry standards across this state; we would be in comparison with other cities. Typically, you hire an outside firm to do the evaluations. The reason he has not pushed to have a salary study done is because we do not have the revenue to fund one. It would be bad to do a salary study and not move forward with it.

Council Member Taylor said he is looking forward to present some information in future meetings on the golf course rates for out-of-town guests.

Mayor Olive announced that Lowes will be having a ribbon cutting on Thursday at 10 A.M.; they will have breakfast at 7 A.M. Also, the Church of God will be having a special service in remembrance of 9/11 on Sunday at 11 A.M.

CLOSED SESSION

Consider Closed Session

City Attorney Susan Patterson stated that a motion needed to be made to go into closed session in accordance with N.C.G.S. 143-318.11 (a) (3) to consult with an attorney employed and retained by the public body in order to preserve the attorney-client privilege. So moved by Council Member Bob Brown and seconded by Council Member L. I. "Poly" Cohen, the motion carried unanimously.

ALL EXHIBITS CONTAINED HEREIN ARE HEREBY INCORPORATED BY REFERENCE AND MADE A PART OF THESE MINUTES.

RETURN TO REGULAR SESSION AND ADJOURNMENT

With no further business to come before the council, the meeting was adjourned on motion of Council Member L. I. "Poly" Cohen; seconded by Mayor Pro Tem Sam Gaskins, the motion carried unanimously.

Respectfully submitted,

CORNELIA P. OLIVE, MAYOR

ATTEST:

BONNIE D. WHITE, CITY CLERK