

SPECIAL MEETING - SEPTEMBER 15, 2016

The Mayor and City Council held a special called meeting on Thursday, September 15, 2016 at 6:00 p.m. in the Council Chambers of the Lincolnton City Hall, located at 114 West Sycamore Street.

Council members in attendance were:

RHYNE BLACK EADDY JETTON

Mayor Ed Hatley called the special called meeting for the Lincolnton City Council to order asking everyone in attendance to stand for the pledge of allegiance. Mayor Hatley also asked everyone to remain standing and observe a moment of silence for Officer Tim Brackhem, the slain Shelby police officer.

CONSIDER NOMINATIONS FOR THE 2016-2017 LINCOLNTON STUDENT ADVISORY COUNCIL:

Mayor Ed Hatley addressed the first item and opened the floor for a motion to approve the nominees for this year's Lincolnton Student Advisory Council.

Councilman Black, prior to consideration of the SAC nominees, requested a motion to approve the agenda as presented. With no discussion, motion to approve the agenda was unanimously approved.

Councilman Eaddy made a motion unanimously approved to approve the nominations for the 2016-2017 Lincolnton Student Advisory Council as follows:

EAST LINCOLN

Kali Krehnbrink – Sr.	Autumn Koehler – Sr.	Shelby Auvil – Sr.
Thomas Holmes – Jr.	Samantha Bartlein – Jr.	

WEST LINCOLN

Keely Stempien – Sr.	Jade Carpenter – Jr.	Chloe Saine – Jr.
Katie Stevens – Sr.	Logan Scronce – Sr.	

SPECIAL MEETING - SEPTEMBER 15, 2016

LINCOLN CHARTER SCHOOL

Avery Reel - Sr.

Joseph Vargas - Jr.

LINCOLNTON HIGH SCHOOL

Mallory Miller – Sr.

Miller Brogden – Jr.

Charles Robinette, Jr.

Esther Garcia – Sr.

Sarah Cate Parker – Sr.

*Elizabeth Noles – Sr.

*Wesley Leonhardt -

*Hundley Rhyne – Jr.

NORTH LINCOLN HIGH SCHOOL

Jordan Ulibarri – Sr.

Libby Henderson – Sr.

Nathan Hewitt – Sr.

Emma McLaughlin – Jr.

Westley Hunter – Jr.

PRESENTATION FROM PIEDMONT TRIAD REGIONAL COUNCIL – PAY AND CLASSIFICATION STUDY

Mayor Hatley recognized City Manager Steve Zickefoose, who gave a brief explanation and some background information on this item. Mr. Zickefoose thanked those that were directly involved in this process and who were a part of the team that put the information being presented together. He expressed his approval and satisfaction with the process .

Mr. David Hill, with Piedmont Triad Regional Council Consultants, spoke to this item and presented Council with the results of the pay and classification study. Mr. Hill expressed how much he enjoyed working with staff and employees on all levels during this study.

Mr. Hill began by explaining the process and walking Council through all of the steps basically giving them a snapshot of the City's workforce at the beginning of the study. Slides were shown that depict where things currently stand. Mr. Hill provided a list of the local governments that were included in the study for comparison purposes which gives a good geographic representation of what the average salary is for each of the classifications that make up Lincolnton's workforce. Mr. Hill continued explaining the process step by step, slide by slide, including details related to the Fair Labor Standards changes as well as other things that had to be considered.

SPECIAL MEETING - SEPTEMBER 15, 2016

Responding to a question from Mayor Hatley, Mr. Hill gave more detail on the range and how it was determined as well as what their recommendation is and why. Councilman Eaddy also addressed the presenter with questions regarding their findings. Mr. Hill showed what a mature workforce looks like and shared their first recommendation, being the adoption of a salary administration philosophy which spells out your goals and your strategy to move employees across the scale.

Looking at the current structure, Consultants recommended doing away with the hiring rate as well as moving away from the current step system and going to an Open Range with a minimum and a maximum. These changes would require some language changes to the Personnel Policy if recommendations are approved. Also, regarding cost of living increases, if recommendations are adopted, allow employees to move across the scale without moving the range. In response to a question from Councilman Rhyme regarding the bases of the comparisons being done solely on salary, discussion was generated with Mr. Hill addressing the difference in a study and how much additional time would need to be added to the study when benefits are considered. He acknowledged that the benefits package is a part of being competitive on the lower end and hiring but confirmed the study conducted for the City of Lincolnton is based just on salary.

Mr. Bob Carter continued the presentation and addressed council regarding Compa-Ratio and salary data. Mr. Carter also spoke very highly of the staff and employees he had the pleasure of working with during this process. Mr. Carter recapped a few of the items that Mr. Hill previously spoke to in reference to mid-point, median and average and the difference between them. He explained compa-ratio and how to determine that number. He also discussed the recommendation to address the years of service, which is broken down into five different categories, explaining this strategy being an attempt to deal with the compression issue. Mr. Carter showed three actual examples of how these recommendations would look like for actual employees.

SPECIAL MEETING - SEPTEMBER 15, 2016

Final budget figures were presented with current information showing the cost to move the grade structure alone to be \$79,500.00 and the cost for the total year in the job class being \$79,558.00 for a total of \$159,058.00. The cost for secondary compression \$123,000.00.

The grand total is \$283,005.00 or \$ 344,108.00 with certification increases added. City Manager Steve Zickefoose reminded Council of the matching benefit portion that would have to be added to the number which is approximately another 15%.

In conclusion, the consultants gave an overview of what is being recommended in dollars stating that a employee specific report was given to the City Manger as the opened the floor for questions. Discussion and exchange was generated in reference to certification advancements, salary and longevity projections.

City Manager Steve Zickefoose requested that he and Human Resources Director Tanya Osborne come back to the October 6th Council meeting with a more detailed/position specific recommendation. They would also provide proposed personnel policy revisions to reflect the necessary changes, if the proposed pay and class is approved by Council.

This recommendation will reflect the true cost and the budget available to implement this plan. Council can then make a decision and if approved, then decide when to make it effective. In response to Mayor Hatley's question regarding a longevity scale, Mr. Zickefoose suggested possibly looking at this piece in the next budget year. There was some discussion generated among Council and staff regarding possible pro-active options and other suggestions Council may have.

SPECIAL MEETING - SEPTEMBER 15, 2016

Mayor Ed Hatley recognized Tanya Osborne for all the extra work that she put into this process. Mayor also thanked all of the employees in attendance on behalf of all of City Council. Mr. Carter again spoke very highly of the great job everyone did during this process. Mayor Hatley as well as Councilman Eaddy commented on the City's good group of employees and how much the citizens appreciate the good job that they do.

With no other comments, Councilman Rhyne made a motion unanimously approved to adjourn.

(NOTE: A complete Copy of the Presentation is on file in the Human Resources Department available for reference/review upon request).

DONNA C. FLOWERS, MMC
CITY CLERK

ED HATLEY
MAYOR