

The regular meeting of the Murphy Town Council was held on January 7, 2019 at 5:00 p.m. in the City Hall building with the following present:

Town Manager: Chad Simons
Attorney: Mack Cowan

Mayor: Rick Ramsey
Council: Barry McClure Frank Dickey
Karen Watson Gail Stansell
Barbara Hughes Noland Smith

WKRR was present
Cherokee Scout - Matt Osborne

Mayor Ramsey led the Town with the Pledge of Allegiance.

Mayor Ramsey led the Town with a moment of silence.

Public Comment

No person spoke during the public comment period.

Approval of Minutes

Motion was made by McClure, seconded by Hughes to approve the December 3, 2018 meeting minutes as presented. Motion carried unanimously.

Murphy Bulldog Proclamation - Mayor Rick Ramsey

Mayor Ramsey recognized the Murphy High School Athletic Programs for winning three (3) state championships in a single year; girls track, boys baseball and football. Mayor Ramsey read a Proclamation to recognize the three programs, and declaring Friday January 11, 2019 Murphy Bulldog Day. A copy of the official Proclamation is attached.

Water and Sewer & Tax Releases & Refunds

Motion was made by McClure, seconded by Watson to approve the water and sewer adjustments of \$1,065.38 as presented. Motion carried unanimously.

Motion was made by Smith, seconded by Stansell to release \$11.55 in taxes for Epic Party. Motion carried unanimously.

Hill Street Properties Resolution

Motion was made by Smith, seconded by McClure to adopt the Resolution authorizing the Town Council to conduct a public auction to offer for sale two Hill Street Properties. Motion carried unanimously. A copy of the Resolution is attached.

Pay Plan Presentation - David Hill with HRE consulting

Town Manager Chad Simons informed the Council about why this study was conducted. Mr. Simons said the Council adopted a Personnel Policy in September, which stipulates that the Council have a pay plan and position classification system. Mr. Simons said the Town does not currently have those, which is why they hired a firm to conduct a study. Mr. Simons said the consultant interviewed all employees, compared the Town's pay with peers for internal equity and competitive purposes. Mr. Simons said Mr. Hill's findings and recommendations are something the Council can consider going into the 2019-2020 fiscal year.

Mr. David Hill presented his findings and four recommendations for the Council to consider going into the upcoming fiscal year, and explained his methodology. A copy of Mr. Hill's presentation is attached in the minute book.

Mr. Frank Dickey requested to know how each of the four recommendations would cost in each fund, the General Fund and the Water and Sewer Fund. Mr. Simons said he would work with Mr. Hill to answer that question before the new budget is proposed. Mr. Simons also explained to Mayor Ramsey and Mr. Dickey that employee evaluations are not considered for this study, but establishing a pay plan will move the Town toward a merit-system. Mr. Simons said that the Town was soon rolling out a performance evaluation system so the Town can better award performance.

Budget Amendments

Town Manager Chad Simons said a structural engineer examined a potential problem at the Water Treatment Plant after one of the operators heard a loud pop last winter. Mr. Simons said the chemical/flash-mixer retaining wall may have been compromised. The engineer made some recommendations, and that work was completed recently. The repairs cost \$5,200.

Motion was made by McClure, seconded by Stansell to appropriate \$5,200 from utility fund balance to the Water Treatment Plant for repairs to the chemical/flash mixer wall. Motion carried unanimously.

Town Manager Chad Simons said repairs were made to the Peachtree and Hospital Plant lift stations.

Motion was made by Watson, seconded by Stansell to appropriate \$12,000 from utility fund balance to pay for repairs made to the lift-stations. Motion carried unanimously.

Monthly Reports

Motion was made by McClure, seconded by Stansell to approve the monthly reports as presented. Motion carried unanimously.

Discussion

Town Manager Chad Simons informed the Council that the Environmental Finance Network's NC Rates Dashboard overestimated the Town's water and sewer rates. Mr. Simons said he contacted them to correct the error.

Adjourn

Motion was made by Hughes, seconded by Stansell to adjourn the meeting at approximately 6:30 p.m. Motion carried unanimously.

Mayor

Clerk