



**City of Boiling Spring Lakes  
Board of Commissioners Longevity/Budget Workshop  
May 12, 2017  
City Hall – 9:00a.m.**

**PLEASE TURN OFF CELL PHONES**

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**1. Call to Order ~ Mayor Craig Caster**

The Board of Commissioner Workshop was called to order at 9:00 a.m.

**2. Attendance ~ in attendance at the meeting were ~**

Mayor Craig Caster  
Commissioner Mary Stilwell  
City Manager Jeff Repp  
City Clerk Jane McMinn (**excused**)

Commissioner Mark Stewart  
Commissioner David Putnam  
Commissioner David Crawford

**3. Commissioner Stilwell requested the workshop at the BOC meeting of May 2, 2017, which was approved.**

Commissioner Stilwell commented several years ago the board decided upon a longevity pay scale for our employees, which would be once a year given prior to Christmas. During the budget workshop in April, the board agreed raising hourly full-time employees to \$15 per hour. However, without another shift in the wages, new hires will be making the same as our employees who have been here for several years. Commissioner Stilwell read from a prepared statement, which is hereby incorporated and made a part of these minutes.

A discussion ensued by the BOC referring to the salary study performed by the CFCOG and being competitive with our neighboring communities. The Board agreed the issue is retaining our employees, making sure they have a safe working environment, fair compensation and motivation; including competitive salaries, good benefits, retirement, health insurance, sick leave, vacation time and safe vehicles.

The Board agreed our City Manager Repp knows the employees well and reviews their performance. Mr. Repp should make the recommendation to the board based on how long the employee has worked for the city. Our city manager oversees our employees; he is the one to make recommendations to the board and the board then makes the final decisions on the longevity compensation. Mr. Repp stated he will review and forward a recommendation to be included in the FY 2018 budget.

#### 4. Budget Donation

Commissioner Stilwell commented Brunswick County has voted to increase fire fees by 25% and has mandated these fees must be paid. Provided this increase is approved by the State, the fire department will receive an increase amounting to \$80,000. Commissioner Stilwell feels at this time the money should be directed elsewhere, the fire department has not requested any money from the city.

Commissioner Stewart commented as the Fire Department liaison, stating the donation of the \$25,000 could be used for needed equipment and training. As stated by all the members it is not known at this time if the increase will be approved by the General Assembly. If approved it will add to the fire department budget by \$80,000 starting with the FY 2017/2018 tax bills.

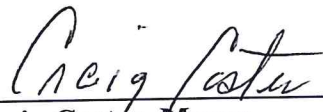
The BOC agrees our fire department does a fine job and has a high fire rating and we are thankful to have such a great department. A discussion followed with suggested thoughts on the best way to make the donation provided the board agrees to move forward.

Mr. Repp stated during the budget workshop in April the board agreed to add the \$25,000 for the fire department; the board suggested no change during the public hearing. At this point, the proper procedure would be to have a board member make a motion to amend the budget when the ordinance is considered at the June meeting if that member wants to move the \$ 25,000 to another line item like paving.

Commissioner Crawford stated that since a final decision would not be known until after June that he felt he would have to vote to keep the \$ 25,000 for the fire department.

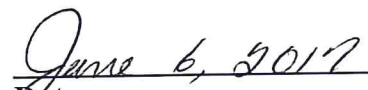
The board agreed to wait until the June 6, 2017 BOC meeting to see if a board member would make a motion to amend the budget and removing the \$ 25,000 to another line item.

**The workshop was adjourned at 9:51 a.m.**

  
\_\_\_\_\_  
Craig Caster, Mayor

**ATTEST:**

  
\_\_\_\_\_  
Jane McMinn, City Clerk

  
\_\_\_\_\_  
Date



PREPARED BY:

DATE:

PROJECT TITLE:

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## Employee Salaries

The Longevity Pay our employees  
Receive is A one Time bonus Annually

I Agree with The \$15 LIVING WAGE  
but without A Shift in other wages  
new hires will be making As much  
or more Than employees in the same  
position for 5 + years.

Long Term employees Are AN ASSET  
TO OUR CITY. We have people who have  
been with The City for 12 + years.  
If They were to leave how much  
TRAINING would it Take TO bring  
Some one up TO Their Capacity.  
TRAINING Costs money AND INVALUABLE  
Time. We have bare bones  
departments TO do A city of over  
6000. The county Projects our  
population TO be doubled by 2030.  
The Public Works department IS  
The City Fixer. Three people  
Are Responsible for miles of  
Ditches, ROADS AND what ever may  
come up. Because They have been  
with us A while They Know where

2

PREPARED BY:

DATE:

PROJECT TITLE:

The problem AREAS ARE AND how  
to deal with them. You cannot  
TRAIN someone to know this.  
41 % of our county population  
is SENIORS. Community Centers  
are home for SENIORS. IT IS  
MANDATED we have PARKS. These  
two ENTITIES ARE CARED for,  
Prepared for AND presented by  
AGAIN A bare bone STAFF. They  
know the problem AREAS, know  
what the public WANTS. WORKING  
Couples Rely on the AFTER SCHOOL  
PROGRAMS, the SUMMER PROGRAMS  
AND more importantly they TRUST  
the C.C. STAFF to CARE for their  
children. This TRUST issue is AN  
IMPORTANT REQUIREMENT for  
families. IT IS EARNED over time.  
We have police officers who have made  
this city their home by that I mean  
work home! I cannot begin to put  
a dollar amount on what they do!  
we take them for GRANTED UNTIL  
A TRAGITY occurs. When I go to  
bed AT NIGHT I feel safe, protected.  
The LAST THOUGHT on my mind is



12

PREPARED BY:

DATE:

PROJECT TITLE:

1  
2 how much money They ARE PAID TO  
3 Give Me This feeling. I know  
4 you MUST WANT TO SERVE AND  
5 PROTECT TO do This job but ALONG  
6 with That commitment comes  
7 The Light Bill, food on The TABLE  
8 AND College for your KIDS. When  
9 A new police officer is hired  
10 AND his Salary matches yours  
11 AFTER GIVING years of service  
12 There is This feeling of "Why  
13 do This"?

14 IT IS Nice TO be RECOGNIZED  
15 FOR GOOD DEEDS FOR GOOD SERVICE  
16 We RECOGNIZE OUR VOLUNTEERS  
17 ON A REGULAR BASIS! RECOGNITION  
18 FOR WORKING TO MAINTAIN OUR  
19 City REQUIREMENTS, SAFETY AND  
20 PROVIDING WHAT THE CITIZENS WANT  
21 Needs TO be done IN A FAIR  
22 MANNER. Those who have been with  
23 The City for years Need to be BROUGHT  
24 up TO A COMPARABLE SALARY with  
25 A STEP PROGRAM TO CONTINUE FROM  
26 NOW ON. We have become COMPHACENT  
27 TAKING OUR employees FOR GRANTED.  
28 IT IS TIME TO RECOGNIZE how much  
their dedication to our city