

**CITY OF LAURINBURG  
COUNCIL MEETING  
FEBRUARY 20, 2007  
MUNICIPAL BUILDING  
7:00 P.M.**

**Minutes**

The City Council of the City of Laurinburg held its regular monthly meeting February 20, 2007 at 7:00 p.m. in the council room of the Municipal Building with the Honorable Ann B. Slaughter, Mayor, presiding. The following Councilmembers were present: Rembert DeBerry, Lisa D. Griswold, Curtis B. Leak, Thomas W. Parker, III, and Herbert M. Rainer, Jr.

Also present were Craig F. Honeycutt, City Manager, Dolores A. Hammond, City Clerk, and Charles L. Hicks, Jr., Assistant City Attorney.

Councilmember DeBerry gave the invocation.

**APPROVAL OF MINUTES**

Motion was made by Councilmember Griswold, seconded by Councilmember Leak, and unanimously carried to approve the proposed minutes from the regular meeting held January 16, 2007, and the recessed meetings of January 16, 2007 held January 18, 2007 and January 30, 2007.

**PUBLIC HEARING ON CLOSE-OUT OF THE FY 2005 COMMUNITY DEVELOPMENT BLOCK GRANT FOR ECONOMIC DEVELOPMENT (KORDSA, USA)**

Mayor Slaughter explained that the City of Laurinburg utilized a Community Development Block Grant to extend water and wastewater to Kordsa, USA's new facility. She stated that the project has been completed within budget estimates. She then explained that the NC Department of Commerce requires a public hearing to close this grant. She then declared the hearing open.

There was no one present to speak for or against this matter.

Mayor Slaughter then declared the public hearing closed.

**CITY OF LAURINBURG PAY AND CLASSIFICATION PLAN**

Mr. Bob Bell, Human Resources/Risk Management Officer, stated that the Pay and Classification Study was 85% completed. He then introduced Dr. Steve Condrey of Condrey & Associates.

Dr. Steve Condrey of Condrey & Associates appeared before City Council to provide an update on the status of the Pay and Classification Study. Dr. Condrey stated that he had met with department heads earlier in the day and discussed some of the preliminary recommendations by department. He then stated that he has asked the department heads for their input and then will fold the information into a document. He further stated that after the information is received he would present a draft report to the City Manager on March 1, 2007. He stated that after the draft is presented to the City Manager, he would like to have a work session with Council to discuss the study. He informed Council that the City had done a good job of keeping up with the market and that it appears that the overall average wage structure increase will be only approximately 2% or less, which is a modest cost. He added that the plan he is proposing will keep the same structure but will move some of the bottom graded positions (such as equipment operator) up to make them more competitive in this labor market. He further stated that there are some other issues such as the City's pay for performance plan that can also be discussed with Council at a work session.

Upon question by Councilmember Parker, Dr. Condrey stated that there is a margin of error. He added that, in the study, he is trying to look at the market data as well as the City's internal relationships and then center the pay system so that it is right at market. He further added that since the City has a set scale with 5% increments between the steps or grades, there may be some positions that will increase a little bit higher than 2%, but some may be a little below 2%.

Councilmember Leak cautioned Dr. Condrey to remember the economic crisis facing the country and the City.

Dr. Condrey stated that he was trying to be fair to the Council, to employees and to the taxpayers in conducting the study. He briefly discussed the cost of living index and its impact on the wage structure.

Upon question by Councilmember Griswold, Dr. Condrey stated he surveyed 20 municipalities.

The City Manager stated that a work session to discuss the study should be held mid to late March in order for the study to be included in the budget process. The City Manager will work out a schedule with Council and contact Dr. Condrey.

Dr. Condrey stated that he is available the dates of March 15<sup>th</sup>, 19<sup>th</sup> and 21<sup>st</sup>.

## **NORTH CAROLINA DEPARTMENT OF TRANSPORTATION ROUNDABOUT PRESENTATION**

Upon question by Councilmember Griswold, the City Manager stated that the roundabout is back in the plans for Lauchwood Drive improvements.

Ms. BenJetta L. Johnson of the North Carolina Department of Transportation presented a powerpoint presentation explaining the concept of roundabouts at intersections. She discussed the benefits of and the concerns regarding roundabouts. She concluded her presentation by stating that the Department of Transportation would talk to the fire department, emergency personnel, the hospital, and citizens who would be frequent travelers along Lauchwood Drive to provide education about roundabouts.

Upon question by Councilmember Leak, the City Manager stated that construction plans for utility relocation have been received but that the roundabout had to be added back into the plans, so the City does not have the final plans.

## **TAXATION**

Ms. Tammy R. Little, City Tax Collector, explained that, as required by G.S. 105-369(a), on the second Monday in February of each year, the municipal tax collector must report to the governing board the total of unpaid taxes for the current fiscal year that are liens on real property. Ms. Little stated that there are \$340,525.54 in outstanding taxes that are liens on real property. She then stated that G.S. 105-369(a) further states that the governing body shall thereupon order the tax collector to advertise liens. Ms. Little respectfully requested the order to advertise for March 5, 2007.

Motion was made by Councilmember Griswold, seconded by Councilmember Parker, and unanimously carried that the City Tax Collector be authorized to advertise the list of delinquent taxpayers on March 5, 2007.

## **ADJUSTMENTS TO THE 2006 TAX LEVY**

Ms. Tammy R. Little, City Tax Collector, requested that the following adjustments be made to the 2006 tax levy:

### **Please release the following taxes:**

NAME	PARCEL#	VAL	YEAR	RATE	TAXES	REASON
Professional Park Dev.	245-A0-1-3	761,900	2006	.40	\$3,047	Bldg on incorrect parcel

Sandhills Mediation Ctr	1-1-1	55,120	2006	.40	\$336.23	Tax Exempted
Wade Dunbar	22-1-12	112,500	2006	.40	\$450.00	Per County

**Please discover the following accounts:**

NAME	PARCEL#	VAL	YEAR	RATE	TAXES	REASON
Abaris-Willow Haven	18	104,896	2006	.40	\$419.58	Failure to list
Amicus Investments	23-9-15	382,820	2006	.40	\$1,531.28	Bldg not picked up
George Baines	5-2-7	118,800	2005	.38	\$451.44	Addition/remodel bldg
George Baines	5-2-7	118,800	2006	.40	\$475.20	Addition/remodel bldg
C. Randy Johnson	201-D0-1051	310,894	2006	.40	\$1,243.58	Construction complete
Charles Grace IV	245-A0-1001	151,970	2006	.40	\$607.88	Error in bldg size
First Bank	8-1-1	490,100	2006	.40	\$1,960.40	Per County
Edward Fonteno Jr.	215-3-31	178,970	2005	.40	\$715.00	House left off parcel
J.P. Gardner	17-A0-1013	29,760	2005	.40	\$113.09	Construction complete
J.P. Gardner	17-A0-1013	29,760	2006	.40	\$119.04	Construction complete
James A. Graham	31-1-15	39,160	2006	.40	\$156.64	Elderly Exemp. error
Anna Jordan	218-1-2	131,700	2006	.40	\$526.80	House left off parcel
Lennon Family LTD.	14-1-6	256,610	2006	.40	\$1,026.44	Per County
Troy Martin	228-5-5	90,140	2005	.38	\$342.53	House not picked up
Troy Martin	228-5-5	90,140	2006	.40	\$360.56	House not picked up
Teddy Norton	261-3-9	25,710	2006	.40	\$102.84	Per County
Thomas Stewart	201-B0-1043	374,340	2006	.40	\$1,497.36	House not picked up

Motion was made by Councilmember Griswold, seconded by Councilmember Leak, and unanimously carried to adjust the tax levy as requested by the tax collector.

**REQUEST FOR A CONDITIONAL USE PERMIT TO OPERATE AND LOCATE A SPORTS BAR/NIGHT CLUB AT 1660 SOUTH MAIN ST.**

The City Manager explained that Mr. Dennis Woods, Ms. Tammy Bullard, and Mr. Sammy Bailey are requesting a conditional use permit to operate a sports bar/nightclub at 1660 S. Main Street. He stated that the Laurinburg Planning Board at its meeting on Tuesday, February 13, 2007 recommended approval of this request by a 5-1 vote.

He then explained that after the meeting the City's Police Department found information that seemed to contradict the information provided by the applicants with regard to their existing establishment in Florence, South Carolina, and incidents requiring law enforcement involvement that have occurred at that location. He added that a memo from Bill Peele was included in Council's agenda explaining Mr. Peele's concerns. The City Manager stated that with this new information appearing to directly contradict the information provided by Mr. Woods during the Planning Board meeting, Staff would like to recommend to the City Council that this matter be referred back to the Planning Board for further deliberation before a public hearing is held.

Upon question by Councilmember Griswold, Mr. Bill Peele, City Planner/Zoning Officer, explained that one of the factors Planning Board considers with a conditional use permit is public health and safety. He stated that this was a big issue for Planning Board in making its recommendation to Council. He further stated that the information that was submitted the day after the Planning Board's meeting seems to contradict some of the testimony given at the meeting. Mr. Peele added that this is the only item that he would like Planning Board to reconsider.

Councilmember Griswold explained that she understands that Planning Board made a recommendation based on the evidence presented to it at the meeting but feels that it is not necessary to send this item back to Planning Board for reconsideration. She explained that her reasoning is that, if the only information that will be provided to the Planning Board is the same figures regarding incidents at the club in South Carolina, then Council can consider this new

information and decide whether to call for a public hearing. She further explained that, even if Planning Board were to hear the new evidence and recommend opposition to the request, she feels that there should still be a public hearing because everyone should be entitled to one, and it is the right thing to do.

Motion was made by Councilmember Griswold, seconded by Councilmember Leak, and unanimously carried to set a public hearing for Tuesday, March 20, 2007 at 7:00 p.m. in the council chambers of the Municipal Building to consider a request for a conditional use permit to operate and locate a sports bar/nightclub at 1660 South Main Street.

**REQUEST FOR A CONDITIONAL USE PERMIT TO OPERATE AND LOCATE A SALVAGE YARD AT DIXIE GUANO RD.**

The City Manager stated that Mr. Kenneth Martin is requesting a conditional use permit to operate a salvage yard on a 9.451-acre tract of land along Dixie Guano Rd. He further stated that this property is located in the City's extraterritorial jurisdiction.

He explained that the request was heard by the Laurinburg Planning Board at its meeting held Tuesday, February 13, 2007. By a vote of 4-2, the Planning Board recommends approval of this request to Council. He concluded by stating that a public hearing needs to be set on this request.

Councilmember Leak expressed concern about the rail service in the area.

Mr. Peele explained that there is no intention of using rail service at this time.

Motion was made by Councilmember Griswold, seconded by Councilmember Leak, and unanimously carried to set a public hearing for Tuesday, March 20, 2007 at 7:00 p.m. in the council chambers of the Municipal Building to consider a request for a conditional use permit to operate and locate a salvage yard on Dixie Guano Rd.

**AN ORDINANCE DIRECTING THE HOUSING INSPECTOR TO REPAIR OR DEMOLISH THE PROPERTY HEREIN DESCRIBED AS UNFIT FOR HUMAN HABITATION AND HAZARDOUS TO THE HEALTH, SAFETY AND WELFARE OF THE RESIDENTS OF LAURINBURG LOCATED AT 320 E. VANCE ST.**

The City Manager stated that the dwelling located at 320 East Vance St. is in a very dilapidated state of disrepair. He explained that it has been vacant for at least six (6) years and poses a very serious threat to abutting properties. He then stated that efforts to contact the owner have been unsuccessful. He concluded by stating that all required condemnation notices were published and posted on the property, and if condemned, the dwelling would be demolished by the City.

Councilmember Parker moved for the adoption of Ordinance No. O-2007-02 which directs the housing inspector to repair or demolish the property located at 320 East Vance St. Councilmember Griswold seconded the motion, and it was adopted by the following vote:

Ayes: Parker, DeBerry, Leak, Griswold, Rainer

Nays: None

(Ordinance No. O-2007-02 on file in the City Clerk's Office)

**RESOLUTION DECLARING CERTAIN ITEMS AS SURPLUS PROPERTY**

The City Manager explained that the proposed Resolution declares the rescue vehicle as surplus property because it is no longer needed by the Rescue Squad. He then explained that interest has been expressed in this vehicle and that, once it is declared surplus, it is likely that it can be sold.

He further explained that the weapon and the Chief of Police Badge are requested to be declared surplus in order to present them to the retiring Police Chief according to Council's policy for transferring badges and handguns to retiring law enforcement officers.

A discussion ensued concerning the condition of the rescue squad vehicle and the reason for it being declared surplus.

Cindy Carpenter, Finance Director, stated that this particular vehicle did not meet the current equipment needs for properly outfitted rescue squads.

Following discussion, Councilmember Leak moved for the adoption of Resolution No. R-2007-01 which declares certain property as surplus property. Councilmember Rainer seconded the motion, and it was approved by the following vote:

Ayes: Leak, Griswold, Rainer, Parker, DeBerry

Nays: None

(Resolution No. R-2007-01 on file in the City Clerk's Office)

## **MOSQUITO CONTROL PROGRAM**

The City Manager explained that proper application to the Department of Environment and Natural Resources (DENR) would allow the City to recoup some funds expended on the mosquito control program. He further explained that the City expects to receive 50% of the funds expended.

Councilmember Parker moved for the adoption of Resolution No. R-2007-02 which authorizes and empowers the City Manager to execute all documents necessary for submission to DENR in connection with the Mosquito Control Program. Councilmember Rainer seconded the motion, and it was approved by the following vote:

Ayes: Parker, Rainer, Griswold, Leak, DeBerry

Nays: None

(Resolution No. R-2007-02 on file in the City Clerk's Office)

## **DISPOSITION OF RECORDS**

The City Manager explained that this item is for informational purposes. The documents listed below are of no further value to the City and are eligible for destruction in compliance with the Records Retention and Disposition Schedule and the North Carolina Department of Archives and History:

Budget 1999-2000	Time Sheets 2001-2002
Payroll Time Sheets 07/2000-06/2001	Light & Water Invoices 1999-2000
Utility Allocations/ Gas tax returns & reimbursements FY 2000	Munis A/P Reports Nov 2001- Feb.2002
Invoices 2002-2003 A-Z	A/P Reports Mar 2002- June 2002
A/P Check copies 1998-1999	L&W Paid Receipts 2000-2002
Invoices 2001-2002 A-Z	Bank Statements 2002-2003
Bank Reconciliations July 01-02	DCR 2001
Taxes Payments & interest reports 1988-1992	Fixed Assets 1998-1999
Tax Levy details liens 1988-1993	Invoices 2001 A-Z
Fixed Assets 7 Tax Reports 1999	Invoices 2002-2003 A-Z
Employee Deductions 401, child support 1996-1997	DCR 2002
Void checks 2001	Health Dental Enrollment Forms July 2000- June 2001
Sales & Use Tax Refund 1998-2001	Child Support July 2000- June 2001
Gas Refunds 1999-2000	Retirement July 2000- June 2001
NCMMT wires 2000	Garnishments July 2000- June 2001
Water Billing Journals 2002	Payroll Deductions 2001-2002
Billing Journals Stat. 2000	DCR 2003
Invoices 2003-2004 A-Z	Cash Receipts July 2000
	Rental uniforms June 2001
	Phone Records July 2000- June 2001

DCR 2002  
P/R Bank Statements 2001-2002  
A/P Disbursements 2002, 2003  
GOG (Gas, oil, grease) 2002-2003  
S & U Tax 2002-2003  
PW invoices 1999-2003  
PO Proofs 2000  
December Capital Reports 2000  
EOY Payroll 2001  
Vendor invoices 1999-2000 A-Z  
DCR's 1998-1999  
Petty Cash 1989-1999 Books  
Bank statements June 2000- July 2001  
L&W Utility Billing- January-June 2003  
L&W General Journals 2001  
Check Register July-October 2003  
PO Reports 2000  
S&U Refund Claims 2000  
L&W General Entries 2003  
Payroll Bank Statement July 2002- June 2003

Payroll Journals July 1999  
Payroll Journals July-June 2001  
Payroll Journals July-June 2002  
Payroll Journals Jan-June 2003  
Payroll Deductions 1996-2001  
Petty Cash/Rentals 2002  
Payroll Reports 1999  
Financial Reports 1999-2000  
DCR 2001  
NC & IRS Reports EFTP's and 941 2000-  
June 2002  
August 2001 Posting  
Tax Liens, MV 1991-1994  
Rental Claims 1995-1998  
A/P Disbursements 2001-2002  
• Return checks and work orders 1999  
• Return checks 2002  
• Charge cards daily slips 2003  
Employment Applications – 1999-2004

## **AWARD OF PIGGYBACK BID TO PURCHASE AUTOMATIC METER READING DEVICES**

The City Manager stated that in Council's agenda packet is a letter from Diane Chavis, Supervisor, Customer Services Department, requesting that Council accept the piggyback bid based on the City of Goldsboro's formal bid for Firefly Automatic Meter Reading devices.

He then stated that the bid is well within compliance with all specifications and is within the City's budgeted amount of \$293,300.00. The request is to award to Datamatic, LTD of Plano, Texas the contract to purchase automatic reading devices in the amount of \$251,648.00.

Upon question by Councilmember Parker, Ms. Chavis stated that 2000 water meter reading devices and 300 electric meter reading devices would be purchased.

Councilmember Parker stated that the City should purchase an amount of devices up to the amount that was budgeted since the City is getting a good price, and this would step up the implementation of the use of the automatic devices.

Upon question by Councilmember Leak, Ms. Chavis stated that she had the phase-in to automatic meter readers spread out over 5 years.

Councilmember Griswold expressed concern that there seems to be a trend developing for piggybacking bids instead of the City bidding out items. She added that this should be discussed at the Council retreat.

Upon question by Councilmember Parker, Ms. Chavis stated that the general trend for prices of the meter reading devices was upward.

Motion was made by Councilmember Parker, seconded by Councilmember Griswold, and unanimously carried to award to Datamatic, LTD of Plano, Texas the contract to purchase automatic reading devices in the quantity determined by the Light and Water Department to fully expend the budgeted amount of \$293,300.00.

## **AUTHORIZE CITY MANAGER TO EXECUTE AGREEMENT BETWEEN THE CITY OF LAURINBURG AND MELROSE SOUTH PYROTECHNICS, INC. FOR A FIREWORKS DISPLAY**

The City Manager explained that this is the same company that has provided the fireworks display for the City for the past few years. He stated that the company has agreed to conduct the same type display as in previous years for a total contract price of \$10,000.00. He then stated that the fireworks display would be held Wednesday, July 4, 2007.

Following a brief discussion, the City Manager stated that he would ask Scotland County to participate in the funding of this event.

Motion was made by Councilmember Griswold, seconded by Councilmember Leak, and unanimously carried to authorize the City Manager to execute an agreement between the City of Laurinburg and Melrose South Pyrotechnics, Inc. for a fireworks display on July 4, 2007 at a cost of \$10,000.00.

## **AGREEMENT BETWEEN THE CITY OF LAURINBURG AND THE SCOTLAND COUNTY BOARD OF ELECTIONS**

The City Manager stated that according to the State Board of Elections, there must be an agreement between the County Board of Elections and each municipality to conduct the municipality's elections. He explained that there does not appear to be a formal agreement on file with either the County or City to have the County conduct the municipal elections. He then stated that the Scotland County Board of Elections has submitted an agreement for review and consideration. He also explained that the Scotland County Board of Elections has also included a projected budget in order to conduct the 2007 municipal election. This will be included in the proposed 2007-2008 budget during budget preparations.

The Assistant City Attorney stated that he made a few minor changes/corrections to the proposed agreement, but that nothing was substantive.

Motion was made by Councilmember Griswold, seconded by Councilmember Parker, and unanimously carried to approve the proposed agreement, as amended by the Assistant City Attorney, between the City of Laurinburg and the Scotland County Board of Elections to conduct municipal elections.

Motion was then made by Councilmember Parker, seconded by Councilmember Griswold, and unanimously carried to authorize the Mayor to execute the said agreement, as amended and approved.

## **LETTER OF SUPPORT OF SCOTLAND COUNTY'S APPLICATION TO THE CLEAN WATER MANAGEMENT TRUST FUND**

The City Manager explained that the City, along with Scotland County, Robeson County, Hoke County, the Laurinburg-Maxton Airport Commission, and the Town of Raeford met recently to discuss the existing 7 mgd (million gallons per day) water and sewer plants at the recently closed WestPoint plant in Wagram. He then explained that part of the discussion centered on issues involving the plants and their possible use as infrastructure assets for the region. He stated that with water and sewer capacity at a premium and with Base Realignment Commission (BRAC) expansion, these assets could possibly be beneficial to the region. He further explained that this grant with the Clean Water Management Trust would get funding to do an engineering analysis of the facility to see if the idea is feasible and to determine what the cost would be to make such an idea a reality.

It was consensus among Council to send a letter to Scotland County supporting the application to the Clean Water Management Trust Fund.

## **LOCAL LAW ENFORCEMENT SEPARATION ALLOWANCE ELIGIBILITY FOR RETIRING LAURINBURG POLICE CHIEF ROBERT MALLOY**

The City Manager explained that when Jack Poe retired from the Laurinburg Police Department in 2003, legal counsel advised that Council is required to approve the payment of the Law Enforcement "Special Separation Allowance" to eligible retirees. Police Chief Robert Malloy will retire effective February 28, 2007 and meets all eligibility requirements for the special separation allowance.

Motion was made by Councilmember Rainer, seconded by Councilmember Parker, and unanimously carried to approve the local law enforcement separation allowance for Chief Robert Malloy.

## **AMENDMENT OF CONTRACT BETWEEN THE CITY OF LAURINBURG AND HAROLD W. SMITH**

The City Manager explained that due to issues with the Local Government Employees' Retirement System, before a retired employee can begin contract service with the City after retirement, a 30-day waiting period must occur. He added that the original consultant agreement with Mr. Harold W. Smith would be dissolved and the City would enter into another contract with Mr. Smith with an effective date of March 5, 2007.

The Assistant City Attorney explained that there are two agreements. He explained that the first agreement rescinds the original agreement between the City of Laurinburg and Harold W. Smith, and the second consultant agreement becomes effective March 5, 2007. He also explained that Council's motion needs to address both agreements and to authorize the Mayor to execute all documents.

Motion was made by Councilmember Parker, seconded by Councilmember Griswold, and unanimously carried to dissolve the existing consultant agreement between the City of Laurinburg and Harold W. Smith, approve the second agreement effective March 5, 2007, and to authorize the Mayor to execute all documents.

## **CITY OF LAURINBURG REORGANIZATION**

The City Manager explained that with the retirement of Harold Smith as Public Works Director for the City, the City has had the opportunity to internally reorganize the Public Works Department. He stated that Mr. Smith has worked with the supervisors in the Department for years so that they can independently manage their own departments. He stated that the responsibilities would be allocated as follows:

Harold Haywood – General Services Director

- Sanitation/Recycling
- Garage/Fleet Maintenance
- Animal Control
- Administration

Ronald Pierce – Electrical Services Director

- Electrical Distribution
- Fiber Optic/Broadband
- IT

Stacey McQuage – Public Utilities Director

- Water/Sewer Distribution
- Streets

He further explained that Diane Chavis would now be responsible for all meter reading duties and consumer billing. He then stated that each position received a 5% base pay increase and that Ms. Chavis received a 2.5% increase, all due to increased responsibilities of their positions. He further stated that Mr. Haywood, Mr. Pierce, and Mr. McQuage are now members of the City's Management Team.

Councilmember Leak expressed concern about increasing the salary to be effective immediately with the Pay and Classification study not yet finalized.

Bob Bell stated that he had spoken with Dr. Condrey and that he will be forwarding the payroll information on these positions for review. Mr. Bell stated that Dr. Condrey indicated that, if the information showed that these positions were at or above the recommendation in the pay plan, there probably would not be any recommended adjustments for these positions.



A discussion ensued concerning the probation period for the new members of the management team.

The City Manager explained that the new management members have been attending management team meeting for the past three to four months. He stated that, because the reorganized positions will report directly to him, he is very comfortable in conducting their evaluations. He also explained that he was been working with them directly for the past year and that Harold Smith had also updated him on their performances. He then explained that one reason for the flattening of the organization was the recommendation of Mr. Smith. He stated that he is very satisfied in their job performances and that he sees no changes in positions or salaries following the probation period.

Councilmember Griswold expressed interest in knowing whether these changes were financially driven or whether the reorganization was a desire to spread responsibilities and not have so much responsibility on one person. She also expressed concern that the City now has three positions filling one Public Works Director and that long term these positions on a salary scale could cost the City more money.

A discussion ensued concerning the pay and classification plan study and the increases given to the employees in their new roles.

The City Manager stated that, in the City's Personnel Policy, if there is a promotion given to an employee then there is a 5% increase in pay awarded to that individual.

The City Manager stated that the decision to reorganize was financial as well as to spread the responsibilities. He explained that he does not see any exponential salary increases for these positions just because they are now management team members. He further explained that he feels that the new pay and classification plan study will indicate that these employees are at their base level for their positions and that they will receive only nominal increases if they are employed twenty years.

Councilmember Griswold stated that, if pay and classification studies are conducted every five years, then the salary potential for these employees would result in having three public works directors.

Councilmember Parker stated that he would like to discuss this topic at the annual retreat.

Following further discussion, Councilmember Rainer asked that the Council be provided dollar figures that the City is going to save this budget year with the Public Works Director's retirement. He stated he feels that the City will save money this year and that it would take some astronomical pay raises to absorb that gain over a period of time.

## **LAURINBURG BOARD OF ADJUSTMENT**

Mayor Slaughter explained that she does not have the name of anyone to appoint to the Laurinburg Board of Adjustment, but she does have two citizens in mind that she has not been able to reach. She added that she will continue to try, and if Council knows of anyone that would be good for the Board to let her know.

## **PUBLIC COMMENT PERIOD**

There was no one present to comment.

## **RECESS**

Motion was made by Councilmember DeBerry, seconded by Councilmember Leak, and unanimously carried to recess the meeting until Monday, February 26, 2007 in the upstairs council room of the Municipal Building located at 303 West Church St. for the 2007 Annual Planning Retreat and 5-Year Strategic Plan and 10-Year Financial Analysis.

The meeting was recessed at 8:26 p.m.

---

Ann B. Slaughter, Mayor

---

Dolores A. Hammond, City Clerk