

CITY COUNCIL OF THE CITY OF ASHEBORO, NORTH CAROLINA

**NOTICE OF A SPECIAL MEETING AT 5:30 P.M.
ON THURSDAY, JANUARY 28, 2016**

**CITY OF ASHEBORO PUBLIC WORKS FACILITY
1312 NORTH FAYETTEVILLE STREET
ASHEBORO, NORTH CAROLINA 27203**

Notice is hereby given of a special meeting of the Asheboro City Council that will begin at 5:30 p.m. on Thursday, January 28, 2016, in the main conference room at the City of Asheboro Public Works Facility, 1312 North Fayetteville Street, Asheboro, North Carolina 27203. During this special meeting, the following agenda items will be brought before the governing board:

1. A staff report and recommendations pertaining to the proposed Great Oak Regional Landfill will be presented for consideration.
2. The human resources director will provide an overview of potential revisions to the City of Asheboro Employee Policies and Procedures Manual.
3. Mayor Smith and the Council Members will participate in an on-site tour of the employee health clinic at the public works facility and make first-hand observations of the renovations currently underway at the clinic.

This special meeting notice is issued on the 21st day of January, 2016.

/s/ David H. Smith

David H. Smith, Mayor
City of Asheboro, North Carolina

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**SPECIAL MEETING
ASHEBORO CITY COUNCIL
CITY OF ASHEBORO PUBLIC WORKS FACILITY CONFERENCE ROOM
1312 NORTH FAYETTEVILLE STREET
THURSDAY, JANUARY 28, 2016
5:30 p.m.**

This being the time and place for a special meeting of the Asheboro City Council, a meeting was held with the following elected officials and city management team members present:

- David H. Smith) – Mayor Presiding
- Clark R. Bell)
- Edward J. Burks)
- Linda H. Carter)
- Walker B. Moffitt) – Council Members Present
- Jane H. Redding)
- Katie L. Snuggs)
- Charles A. Swiers)

- John N. Ogburn, III, City Manager
- Holly H. Doerr, CMC, NCCMC, City Clerk/Paralegal
- Stacy R. Griffin, Human Resources Director
- David J. Hutchins, Public Works Director
- Michael L. Leonard, P.E., City Engineer
- Deborah P. Reaves, Finance Director
- Michael D. Rhoney, P.E., Water Resources Director
- Jonathan M. Sermon, Recreation Services Superintendent
- Jeffrey C. Sugg, City Attorney

1. Call to order.

Mayor Smith called the meeting to order for the transaction of business, and business was transacted as stated below. Prior to considering the presentations scheduled for the meeting, Mayor Smith welcomed Randolph County Manager Hal Johnson, Randolph County Public Works Director Paxton Arthurs, and representation from Waste Management Inc.

2. Discussion of proposed changes impacting the personnel committee and the city pay plan.

Human Resources Director Stacy Griffin utilized a visual presentation and highlighted for the council members certain proposed changes impacting the city's Employee Policies and Procedures Manual, more specifically the elimination of the personnel committee and the implementation of a new pay plan. These proposed changes will be presented for further review and action at the council's regular February meeting.

In essence, after the results of an employee-wide survey and input from city employees, Ms. Griffin recommended that the city's personnel committee be dissolved. Employee input will continue to be sought via alternative channels such as focus groups and committees tasked with working on specific issues and/or policies.

Additionally, Ms. Griffin highlighted that a proposed new pay plan should be implemented in order to alleviate unintended compensative consequences that create an asymmetrical system. Additionally, the proposed plan should be easier to communicate and allows for the opportunity to build in a performance pay component.

Prior to full implementation of the new plan on July 1, 2016, Ms. Griffin proposed a transitional period from March 1, 2016 through June 30, 2016. In essence, the overall timeline for implementation of the new plan can be summarized as follows:

- On July 1, 2016, the new pay plan will be fully implemented.
- During July 1, 2016 through June 30, 2017, all employees will be educated on the performance based pay aspect of the plan.
- July 1, 2017 will be the beginning of the fiscal year where the city will include funds in the budget earmarked for performance based pay.

No formal action was taken by the council. The final proposed changes will be presented for council's review as part of a package of employee policies and procedures manual amendments to be considered during the council's regular meeting in February 2016.

A copy of the visual presentation utilized by Ms. Griffin is on file in the city clerk's office.

3. Report and recommendations pertaining to the proposed Great Oak Regional Landfill.

Mr. Leonard reported that the city has received a request from the County of Randolph and Waste Management, Inc. to extend water and sanitary sewer to the proposed site for the Great Oak Landfill as well as a request for the city to accept leachate from the landfill for treatment at the city's wastewater treatment plant. This would require an extension of the city's water and sewer system in the form of 7,887 linear feet of 6-inch ductile iron water main along with 13,373 linear feet of 4-inch ductile iron sanitary sewer force main with the addition of a pump station, all of which would be maintained by the city upon completion of the proposed landfill project.

During his presentation, Mr. Leonard summarized the cost estimates for the extension of water and sewer to the proposed site. The cost estimate for the proposed water main extension is approximately \$572,980.10, while the estimated cost for the sanitary sewer extension is approximately \$1,341,183.80.

With the aforementioned cost estimates, Mr. Leonard highlighted that the city would save approximately \$184,950.00 annually by hauling solid waste to the proposed landfill as opposed to hauling to Uwharrie Environmental located in Montgomery County.

In regards to the proposed landfill leachate, Mr. Rhoney summarized the estimated leachate generation as follows:

Leachate Revenue:

- Billed at ½ of the current inside rate - \$1.39/100 cubic feet
- First year – approximately \$14,600/year on leachate
- Tenth year – approximately \$410,000/year

