

MINUTES OF THE RECESSED MEETING
OF THE LAKE LURE TOWN COUNCIL

May 20, 1988

A recessed regular meeting of the Lake Lure Town Council was held in the Conference Room of the Lake Lure Town Hall at 9:30 a.m. on Friday, May 20, 1988.

The following members of the Council were present: Mayor L. C. Michelon, Commissioners Alex Karr, Hugo Moirano, Frankie Queen, and Bill Wildman. Also attending the meeting was Paul Wilson, Town Manager.

Mayor Gene Michelon passed out the unfinished items from the previous recessed meeting held on Wednesday, May 18th.

The first item on the agenda was a discussion with Mr. Dave Hyder, a representative of the Department of Transportation.

Specifically, the Council called his attention to four potential areas of involvement on the part of the Department of Transportation.

The first was a by-pass or a third lane around the new post office, which at the present time is hazardous, as the road and entrances are designed.

The second item has to do with erosion of Highway 64/74 at the intersection of 9 and 64/74.

The third item had to do with the dangerous curve coming into Fairfield Mountains, which in the past has been turned down by the Department of Transportation.

Finally, Mayor Michelon asked Mr. Hyder if he would investigate the approximate cost of paving Boy's Camp Road from the Lake Lure Village Resort to where it would tie into Fairfield's property. This is for future, probable planning.

Mr. Hyder will get back to the Council in the near future with definitive suggestions and proposals for each item.

The second major topic discussed involved personnel policy and anticipated changes which would be made as a

result of a special study of wage and salary programs, merit increases, and fringe benefit cost.

After considerable discussion, Mr. Bill Bush was authorized to carry out the overall study, and report back to the Council before the end of June, 1988, at least on the first portion of his study which would deal with wage and salary review and probable raises which might be considered at this time.

The second level of his study would go into the full benefit program and the merit rating system that might be adopted along with performance review programs.

A motion was made by Commissioner Alex Karr and seconded by Frankie Queen to authorize an expenditure of no more than \$2,000, for the special study to be conducted by Mr. Bush.

While on this subject the Mayor suggested that it was time to have the Board of Commissioners travel expenses raised to \$75 a month maximum, and to have them simply submit one overall mileage figure to the Finance Officer to indicate that the \$75 was in fact earned. Included in this proposal were the Town Manager and the Manager of Public Works. Both of them are using their vehicles for extensive Town travel, and do not now have an expense allotment.

The Mayor's travel expenses remain the same.

The motion was made by Frankie Queen and seconded by Mr. Bill Wildman that the proposal for a change in travel expense allotment be approved. The motion was carried unanimously.

The next item dealt with the health insurance cost being incurred by the Town with regard to its personnel. Apparently, the current program is escalating too fast in cost and there is a feeling that some cap on costs must be introduced. To provide employees with the best possible protection; and at the same time, to control health care costs, it was considered appropriate that the Health Plus Plan be substituted for the current plan in effect. After considerable discussion, it was agreed that the Health Plus Plan be adopted, and that any savings realized from the adoption of the plan be returned to the employees in the form of better life insurance and/or increased wages and salaries. The motion was made by Mr. Bill Wildman that the Health Plus Plan be adopted. It was seconded by Commissioner Alex Karr, and all Commissioners voted in favor of the motion.

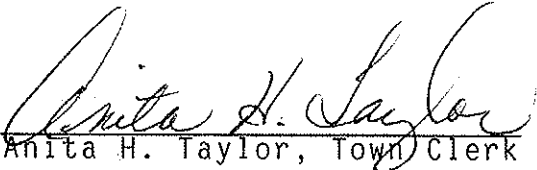
The Finance Officer was instructed by the Council to put together the necessary figures to determine how wage and salary increases would be handled in this fiscal year and the 1988 - 1989 fiscal year, bearing in mind the savings from the insurance program and additional monies that the Town might contribute to come up with an equitable compensation program until the merit system devised by Mr. Bill Bush was available.

The remainder of the meeting was centered around the forthcoming budget, and it was the decision of the Commission that this was an ongoing type of workshop and could not be completed within the time-span of this particular meeting.

The motion to adjourn was made by Commissioner Karr at approximately 2:45. It was seconded by Commissioner Queen, and the motion passed unanimously.

The next meeting will be the regular meeting to be held on Tuesday, May 24th.

ATTEST:


Anita H. Taylor, Town Clerk


L. C. Michelin, Mayor