

Stoneville Town Council
Special Meeting Minutes – Work Session
November 12, 2024
6:00 PM – Council Chambers

Special Meeting – Work Session

Present were Mayor Kathy Stanley-Galvan, Council members Curt Bennett, Henry Thornton, Lee Shelton, and Daisy Smith. Also present were Town Administrator Barbara Hollerand, Town Clerk Deleia Hutcherson, and Town Attorney Eugene Russell. Councilman Farmer was unable to attend the meeting.

Welcome: Mayor Galvan welcomed everyone and called the meeting to order at 6:00 p.m. She turned the meeting over to Town Administrator, Barbara Hollerand.

Barbara thanked everyone for their participation in multiple work sessions and noted this would be the final session for the year. She emphasized that work sessions are intended to facilitate discussions without immediate decisions and to guide future agendas.

Topics for Discussion:

Fund Balance Policy – Staff presented the concept of adopting a fund balance policy to ensure financial stability. The current fund balance is growing and exceeds 50% of expenditures. Recommendations included setting a policy with a target balance of 60-75% for financial stability while enabling investment in priority projects like infrastructure improvements. Staff will draft a policy for the Council to review at a future meeting.

Banking Services – Current banking arrangements with Fidelity were discussed. Staff proposed exploring alternatives closer to the town for logistical efficiency. They also discussed transitioning significant funds to NC Capital Management for better returns on investments. The Council agreed by consensus that other financial institutions should be considered for operational efficiency. Staff will look at alternatives closer to town, such as First Bank, First National, and First Citizens. The Council will review proposals at a future meeting.

2025 Meeting Calendar – Staff provided a proposed meeting calendar for 2025 and suggested changing the meeting time from 7:00 p.m. to 6:00 p.m. There was also discussion about alternate dates for some months with scheduling conflicts. The Council agreed by consensus that staff move forward with the proposed dates and 6:00 p.m. meeting time for approval at the next regular meeting.

2025 Holiday Schedule – Staff proposed adding Juneteenth to the town holiday schedule to align with national observances and the growing trend among municipalities. Council members expressed support and advised staff to move forward and adjust the holiday calendar to include Juneteenth. The proposed calendar will be submitted for approval at the next regular meeting.

Employee Holiday Bonus – Staff presented a proposed holiday bonus schedule for the Council to review. After some discussion, the Council agreed by consensus for staff to move forward with the proposed holiday bonus schedule and submit it for approval at the next regular meeting.

There was also discussion about employee retention, morale, and compensation. Pay inequities, especially in the police department, were highlighted as areas needing immediate attention. Staff highlighted the need to address pay discrepancies throughout the organization and discussed the need for a comprehensive pay study to ensure fairness and alignment with regional standards. Ms. Hollerand stated that competitive wages and staff support are key factors in retaining skilled employees.

The Council agreed by consensus for staff to move forward in conducting a comprehensive pay study and salary review for all positions. There was also discussion about morale-boosting initiatives and addressing workload and staffing concerns.

Updates:

CPN Institute Workshop – Ms. Hollerand reminded the Council of the dates for the meeting and encouraged them to invite relevant participants.

After-Hours Park Use – Ms. Hollerand stated a local coach expressed interest in using the ball field lights for one-on-one training sessions. He agreed to cover associated costs as per the town’s fee schedule. The Council agreed by consensus to allow the use of the lights provided guidelines are followed.

Parks and Recreation – There was discussion of conducting a community survey to gauge interest and gather input for revamping the Parks and Recreation Committee. The survey will identify participants interested in shaping the program.

AIA Items – Ms. Hollerand stated that the upcoming December agenda will include items related to LKC Engineering’s grant projects, including resolutions and grant ordinances and the items will likely appear under the consent agenda.

Ducks – Ms. Hollerand stated that the current ordinance does not allow livestock, including ducks, within town limits. This was further reviewed due to a resident claiming he received prior approval for ducks but could not provide verification. The Council deliberated options such as maintaining the ordinance, revising it, or allowing ducks temporarily until other arrangements can be made. The Council agreed by Consensus to continue this discussion at a future meeting.

Mayor Galvan thanked everyone for coming out to the meeting

Motion to adjourn the meeting made by Councilman Thornton. Councilwoman Smith seconded.
Motion carried.

Meeting adjourned at 8:05 p.m.


Mayor, Kathy Stanley Galvan


Town Clerk, Deleia Hutcherson

