

Stoneville Town Council
Special Meeting Minutes – Work Session
February 18, 2025
6:00 PM – Council Chambers

Special Meeting – Work Session

Present were Mayor Kathy Stanley-Galvan, Council members Curt Bennett, Henry Thornton, Johnny Farmer, and Daisy Smith. Also present were Interim Town Administrator Scott Buffkin, Finance Officer Shannon Tucker, Town Clerk Deleia Hutcherson, and Town Attorney Eugene Russell. Councilman Shelton 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 the Interim Town Administrator, Scott Buffkin.

Interim Town Administrator Scott Buffkin provided introductory remarks, emphasizing that the session was for discussion only, with no formal actions to be taken. He explained the meeting's purpose was to receive briefings, ask questions, and engage in discussion.

Topics for Discussion:

1. Utility Rate Study - Presented by Bobby Cavanaugh and Justin Shaw of NC Rural Water Association. The discussion covered the following:

- The role of the Rural Water Association in assisting municipalities with water, sewer, mapping, and energy efficiency.
- Review of utility rate structures based on audit data.
- Consideration of three proposed rate adjustment options.
- Emphasis on the need to balance rates to ensure financial sustainability.
- Discussion of discrepancies in past budget allocations.
- Council members raised concerns regarding the timing of rate review materials and the need for prior review.

It was the consensus of the Council to table this item and discuss it further at upcoming budget meetings.

2. Fund Balance Policy - Interim Town Administrator, Scott Buffkin provided an overview of the Local Government Commission (LGC) and the School of Government recommendations on maintaining a minimum fund balance. Concerns were raised about how fund balance allocations should be structured to avoid misuse. There was discussion on historical fund balance trends and previous financial challenges faced by the town. It was the consensus of the Council to set the minimum fund balance at 60% as presented by Staff and formally consider this item for approval at the March 4th Council meeting.

3. Employee Salary Structure for Police Officer - Discussion was led by the Interim Town Administrator. It was the consensus of the Council to increase the starting pay for Police Officers from \$37,390 to \$44,444 as presented by Staff and formally consider this item for approval at the March 4th Council meeting.

Byron Curry, Public Works Director, also spoke. The topics included the following:

- Review of pay scales and comparison with other municipalities.

- o Specific discussion regarding Public Works Department compensation and the request for adjustments in salary scales.
- o Consideration of a comprehensive salary review to assess equity across all town departments.
- o Proposal to formally review all employee positions and determine necessary salary adjustments based on experience, education, and certifications
- o Request for salary study to ensure the town’s competitiveness while remaining fiscally responsible.

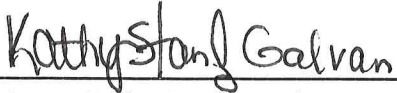
The Council made a request that the Interim Administrator compile an employee salary study and present it to the Council at an upcoming work session for further discussion.

- 4. Compensatory Time for FLSA Exempt (Salaried) Employees** – The Interim Administrator presented a proposed amendment to the Personnel Policy for Compensatory Time off for Exempt Employees. The proposal reads as follows: Exempt employee compensatory bonus time-off may be approved by the Council on a case-by-case basis for up to an additional ninety (90) hours for a total accumulation not to exceed one hundred fifty (150) hours. It was the consensus of the Council to amend the policy as presented by Staff and formally consider this item for approval at the March 4th Council meeting.
- 5. Bow Hunting Regulations** – The Interim Administrator informed the Council that the request had been made to revisit the town’s ordinance on bow hunting, which currently requires a minimum of five contiguous acres and consider reducing to a minimum of two acres. The Council discussed this item and a consensus was reached to maintain the current ordinance.
- 6. Parking Signs and Regulations** - Council members reviewed concerns regarding the placement and enforcement of no-parking signs in certain areas of town. Legal enforceability was questioned, as the ordinances must specify exact no-parking zones. Council members suggested updating the municipal code to properly define and list no-parking areas.

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 9:15 p.m.



Mayor, Kathy Stanley-Galvan



Town Clerk, Deleia Hutcherson

