



MINUTES

**Town of Weaverville
State of North Carolina**

**Town Council Workshop
Tuesday, February 15, 2022**

The Town Council for the Town of Weaverville met for its regularly monthly workshop on Tuesday, February 15, 2022, at 6:00 p.m. in Council Chambers within Town Hall at 30 South Main Street, Weaverville, NC with remote access via zoom.

Councilmembers present were: Vice Mayor Jeff McKenna, and Councilmembers Doug Jackson, John Chase, Catherine Cordell and Michele Wood. Councilmembers present remotely were: Mayor Fitzsimmons and Councilmember Nagle

Staff members present were: Town Manager Selena Coffey, Town Attorney Jennifer Jackson, Clerk/Planning Director James Eller, Finance Officer Tonya Dozier, Police Chief Ron Davis, Fire Chief Ted Williams, Public Works Director Dale Pennell, Water Superintendent Trent Duncan.

1. Call to Order

Mayor Patrick Fitzsimmons called the meeting to order at 6:00 p.m.

2. Final Presentation of the Compensation Study

David Hill of the Piedmont Triad Regional Council presented the compensation study to Town Council. Said presentation included the focus of study which was competitive market positioning, employee recruitment and employee retention; a general overview of competitive market positioning, employee recruitment and employee retention; and pay and classification study implementation options including an emphasis on option III. Mr. Hill then answered various questions from Council.

3. Town Manager's Proposal for Implementation of Compensation Study

Ms. Coffey provided further information on option III for implementation including the number of employees who would receive increases, 29; positions of those who would receive and increase; average salary of affected employees; a \$81,000 figure for cost of implementation of option III of the plan. Ms. Coffey also noted that the living wage in Buncombe County was set to increase nearly \$2 to \$17.70 per hour. The Town Manager noted that the Town Manager and Town Attorney positions were not included in the implementation but should be dealt with separately.

4. Town Council Discussion and Direction

Town Council discussed the various aspects of the plan and implementation of the plan. Consensus was achieved to have the Town Manager budget for the implementation of the plan in the upcoming budget process. Mayor Fitzsimmons recognized and summarized the comments of Council which included a focus on the bottom salary levels and bring them up to the new living wage as soon as possible; maintaining the merit based pay increase program; and continued study of pay plans of similarly situated jurisdictions excluding the outliers both high and low.

5. Adjournment.

Councilmember Jackson motioned to adjourn the meeting. Vice Mayor McKenna seconded the motion. In a majority vote of 6-1, with Councilmember Nagle cast a dissenting vote, the motion passed and the meeting was adjourned at 7:00pm.



James Eller, Town Clerk