

1 MINUTES OF THE SPECIAL MEETING
2 OF THE EMERALD ISLE BOARD OF COMMISSIONERS
3 MONDAY, DECEMBER 19, 2005
4 5:00 PM – EMERALD ISLE TOWN HALL
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7 The special meeting of the Emerald Isle Board of Commissioners was called to
8 order by Mayor Art Schools at 5:05 pm.
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10 Present for the meeting: Mayor Art Schools, Commissioners Pete Allen, Nita
11 Hedreen, Floyd Messer, John Wootten, and Maripat Wright.
12

13 Also present: Town Manager Frank Rush and Town Clerk Rhonda Ferebee.
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15 **PUBLIC COMMENT**
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17 A public comment period was provided but there were no members of the public
18 in attendance.
19

20 **PAY AND CLASSIFICATION STUDY / PERSONNEL STUDY**
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- 22 a. Discussion
23 b. Potential Adoption – Salary Grades (as revised by Town Manager)
24 c. Potential Adoption – Resolution Authorizing New Personnel Policy –
25 (05-12-19/R1)
26

27 (A copy of the report - *Differences between the MAPS Group's*
28 *Recommendations and the Town Manager's Recommendations* is attached
29 *to and incorporated into these minutes*).
30

31 The Board discussed in great detail all aspects of the Pay and Classification
32 Study as revised by the Town Manager.
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34 The Board during their discussion and review with Town Manager Rush also
35 made the following changes to the new Personnel Policy:
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- 37 • Page 10, Article III, Section 2, Administration and Maintenance - changed
38 sentence in the first paragraph to read:
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40 ***“As needed, the Town Manager shall recommend a cost of living or***
41 ***market adjustment to the salary plan. When cost of living or market***
42 ***adjustments are approved by the Commissioners, the salary plan***
43 ***shall be adjusted.”***
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- Page 11, Article III, Section 5, Probationary Pay Increases – changed sentence in paragraph to read:

“Employees hired or promoted may receive a salary increase within the range...”

- Page 14, Article III, Section 17, Longevity Benefits – changed to read:

“Longevity Bonus”

- Page 35, Article VIII, Section 8, Reinstatement – changed to read:

“An employee who is separated because of reduction in force may be reinstated....”

Motion was made by Commissioner Wootten to adopt the salary grades as presented in the MAPS booklet and revised by the Town Manager. The Board voted unanimously 5-0 in favor. Motion carried.

Motion was made by Commissioner Messer to adopt the Resolution Authorizing New Personnel Policy subject to the four additional changes reviewed. The Board voted unanimously 5-0 in favor. Motion carried.

Note: A copy of Resolution 05-12-19/R1 is incorporated herein by reference and hereby made a part of these minutes.)

ADJOURN

Motion was made by Commissioner Messer to adjourn the meeting. The meeting was adjourned at 6:40 pm.

Respectfully submitted:

Rhonda C. Ferebee
Town Clerk