

**TOWN OF CAROLINA SHORES**  
**Human Resources Committee**  
**Special Called**  
**Meeting Minutes**  
**January 31, 2019**  
**10:00 a.m.**

At 10:00 a.m., Mayor Dunn called the Special Called Meeting of the Human Resources Committee to order.

**Present:**

Mayor Joyce Dunn  
Commissioner Bill Brennan  
Commissioner Greg Davis

**Also Present:** Jon Mendenhall, Town Administrator and Nicole Hewett, Town Clerk

**Absent:** None

**Approval of Minutes:**

COMMISSIONER DAVIS MADE A MOTION TO APPROVE THE HUMAN RESOURCES COMMITTEE SPECIAL CALLED MEETING MINUTES OF DECEMBER 12, 2018 AND CLOSED SESSION MEETING MINUTES OF JULY 12, 2018, NOVEMBER 27, 2018 AND DECEMBER 12, 2018. COMMISSIONER BRENNAN SECONDED THE MOTION. MAYOR DUNN CALLED FOR A VOTE AND MOTION CARRIED BY UNANIMOUS VOTE.

**Discussion on Allocation of Vacation Time:**

Mayor Dunn said she was the one that asked for this to be placed on the agenda and she will explain as to what is happening that they haven't discussed as a group. Mayor Dunn said the policy is changing in a way that says that if you previously worked for another municipality, prior to coming to work for us, as we know it your credit for retirement comes with you, so you continue accruing that. Mayor Dunn said what is being changed is that you also bring with you any leave credit that you have from the other place. Mayor Dunn said that would mean if she worked ten years for Brunswick County and came here; she doesn't start leave accrual as a new person, she starts as is she has been here for ten years. Mayor Dunn said she thought it was something that they needed to discuss. Mayor Dunn said her biggest concern is that it creates unique, privileged level of employee here in a very small group of people. Mayor Dunn said she doesn't think it is a very good policy and thinks that it is a policy that needs to be discussed before it is implemented. Commissioner Davis said in his background when you went from school district to school district you brought it with you. Mayor Dunn said you brought your credit, not your money. Mayor Dunn said presumably you took your payout. Commissioner Davis said no, it came with you and Mayor Dunn said you could bring the money as well. Commissioner Davis said yes. Commissioner Brennan asked how other towns handle this. Mayor Dunn said it is her understanding that none of the municipalities do it but the County does it. Commissioner Davis said again in his background, it always came with you. Commissioner Davis said your years came with you, your accrued time, whatever status you had that came with you. Commissioner

Davis said if you wanted to hire someone with ten years of experience, you brought it with you. Commissioner Davis said that has just been his experience. Commissioner Brennan said he has no experience in the public sector, all his experience has been in the private sector. Commissioner Brennan said it was a matter of negotiating, you just didn't bring these things with you. Commissioner Brennan said maybe you came to a new job because you wanted more money or whatever. Commissioner Davis said in the private sector you maybe negotiated and Commissioner Brennan said yes. Commissioner Davis said when his wife left one hospital, retired at one and went to work for another for five more years, she got to bring her experience but she started over on everything because she has accepted her retirement. Commissioner Davis said so that changed. Mayor Dunn said she understands bring your experience but we take that into account when we hire them and Commissioner Davis said correct. Mayor Dunn said we pay them from the start for their value. Commissioner Brennan said so we're saying that no other towns are doing this so why should would be doing it, he doesn't know. Mayor Dunn asked Mr. Mendenhall how many people this effects. Mr. Mendenhall said he would have to go back and look at the implementation. Mr. Mendenhall said you have to be aware of a couple of things. Mr. Mendenhall said your previously discussed this and previously said that you want to be like the County when you did the medical for retiree's. Mayor Dunn said in her mind they didn't necessarily say they want to be like the County in anything else. Mayor Dunn said her concern is that this is a serious policy change and it shouldn't occur without discussion at the Board level. Mr. Mendenhall said we did discuss this in the Ordinance. Mayor Dunn said that is an interpretation of the Ordinance. Mayor Dunn said she went through the Ordinance very carefully and line by line and there is one sentence in there that would allow you to do that and it was only if you took very wide construction to that sentence. Mr. Mendenhall said let's look at the sentence. Commissioner Davis asked how many employees worked someplace else and Mr. Mendenhall said everyone worked someplace else. Commissioner Davis said from another government entity and Mr. Mendenhall said four or five. Mayor Dunn said that it is her understanding that there are four that would fall under this. Commissioner Davis said he knew Jon came from someplace else. Mr. Mendenhall said you have Sandy, Chris, Sara and Harold. Mr. Mendenhall read Section 23.90 Transfer of Creditable Service from the Ordinance: "The Town shall allow employees to transfer years of credible service from other North Carolina units, as documented in LGERS or associated North Carolina systems, for the purpose of any calculation or computation of time in service except otherwise specified." Mayor Dunn said when we discussed this, she doesn't believe they were discussing it in that context. Mayor Dunn said and if we did discuss it, how come it wasn't implemented months ago when the Board approved the Ordinance. Mr. Mendenhall said there are a lot of things that haven't been implemented. Mr. Mendenhall discussed a memo that was written in November with implementation to occur for the first of the calendar year and to his knowledge, it has not all been completed yet. Mayor Dunn said could we get a list from you as to what has not been implemented. Mr. Mendenhall said he could get a copy of the memo to them today and Mayor Dunn said that would be great. Mayor Dunn said in the interest of transparency, she feels it should be discussed in an open session, so that it is clear. Commissioner Davis said he remembers them discussing doing what the County does. The Committee reviewed the memo. Mayor Dunn said she thinks its good information but when it comes to the employees, she thinks what she was looking for is a periodic update to the Board of Commissioners that says something like after our discussion, here are the five changes that we are going to make and here is where I stand on making them. Mayor Dunn said hearing from you on a regular basis and what you are thinking. Mayor Dunn said so her concern was that they didn't have open discussion of that specific thing on whether it happens or not. Mayor Dunn said if she received this memo as a general employee, she doesn't think she would know what it meant in regards to the creditable service. Mr. Mendenhall said we talked about it at multiple staff meetings. Mr. Mendenhall said there

was one staff person who thought that interpretation was incorrect. Mr. Mendenhall said all the other staff members asked how to do it. Mr. Mendenhall said they went to LGERS and printed out their chart for service years and submitted it. Mayor Dunn said she doesn't know how she would feel if she was an employee who has been here just as long and another employee was told they were going to get double the leave I get. Mr. Mendenhall said that is a policy question of the Board. Mayor Dunn said that is a concern and probably why other towns don't do it because of the friction among employees. Mr. Mendenhall said he isn't sure that other towns don't do it. Mr. Mendenhall said it's a common practice. Commissioner Davis said he knows it is a common practice in the school district. Commissioner Davis said he doesn't know about towns. Commissioner Brennan said we don't have to worry about school districts here. Mr. Mendenhall said you do have to worry about already adopting it and it being effective for three months. Mayor Dunn said she wished Mr. Mendenhall had come to them months ago and said I just want to be clear, this is what I'm doing so it's not a surprise when you send it to the employees. Commissioner Davis said the problem is every time we re-write Ordinances, there are always going to be parts of the Ordinance that we didn't discuss. Commissioner Davis said an example of that would be Pork Chop the pig. Commissioner Davis said we wrote all those Ordinances and we didn't think that needed to be discussed. Commissioner Davis said when we adopted this Ordinance, we're the ones that adopted it. Mayor Dunn said she agrees. Commissioner Davis said that was on us to make sure we understood what we were adopting. Mayor Dunn said in a document like that, there are always going to be sentences here and there. Commissioner Davis said we adopted it. Mayor Dunn said we adopted it at the time saying very clearly that we don't want to be debating it anymore, lets just get it on the books. Commissioner Brennan said well that is kind of a bad thing to do. Commissioner Davis said we did discuss this stuff. Commissioner Davis said at one point, we stopped the discussion and passed it. Commissioner Davis said that is on us. Mayor Dunn said she agrees. Mayor Dunn said she doesn't care if Mr. Mendenhall wants to come to us and say here's what he's about to do based on this Ordinance but to do it and then have us discuss it creates a really bad situation with the employees. Mayor Dunn said she thinks this is a big enough change, an important change for the employees that she would've just like to have discussed it before it happened. Commissioner Brennan said there is always going to be a language issue. Commissioner Brennan said take it to the extreme, you're talking Supreme Court because of how people interpret words on a page. Commissioner Brennan said as tight as you try and make it, there are always going to be the other things that come up. Commissioner Davis said so basically, it's an issue of how much vacation time one gets. Mayor Dunn said she would like something like this to go into the weekly report and say this is what I'm working on right now and give the Board the opportunity to hear that specific change is about to occur before it actually occurs. Commissioner Brennan said he thought they talked about vacation specifically and Commissioner Davis said they did. Mayor Dunn said she doesn't recall bringing with you years of service. Commissioner Davis said he does remember that. Mayor Dunn said yes, bringing stuff with you but not vacation. Commissioner Davis said what else do you bring with you, your years of experience and accrued time. Mayor Dunn said by definition also and you brought all these things with you and a job opens up that might desirable to several people, you would have to give this job to the person that brought the years with them regardless of whether or not you thought he/she was the best person. Commissioner Brennan said no, no, no, no it is not seniority. Commissioner Davis said it doesn't carry seniority. Mayor Dunn said Sandy for example has more or double than the seniority of our staff that he had in October. Mayor Dunn said he came equal to everybody else except for being paid for his skill level. Mayor Dunn said now if you say who has been here the longest, this effects the annual performance. Commissioner Davis and Commissioner Brennan said no, no it doesn't. Commissioner Davis said we still judge them on their years of service here. Mayor Dunn said that is not what we would be doing. Commissioner Davis said that doesn't change performance. Commissioner Brennan said

it is just for fringes, that is all it is for. Commissioner Davis said it is just for fringes; we don't hire by seniority. Commissioner Davis said we don't move people by seniority, so it has nothing to do with how many years you have been here or how many years you have somewhere else. Commissioner Davis said it just has to do with accrual of vacation time. Mayor Dunn asked about longevity. Commissioner Davis said longevity specifically says years of service here. Mr. Mendenhall said it does say with the Town. Commissioner Davis said longevity has nothing to do with this. Commissioner Davis said you bring your years, your level of salary, you bring your vacation and your retirement. Commissioner Davis said he thought they discussed this but he's not sure if they discussed whether other towns do it but that can be easily looked at. Mayor Dunn said she remembers talking about doing things like the County but she forgets what the specific topic was. Commissioner Davis said we talked about that all the time, what does the County do. Commissioner Davis said it doesn't affect raises, performance levels, transfers as we don't transfer by seniority. Commissioner Davis said we don't grant jobs by seniority. Commissioner Brennan said we don't hire by seniority. Mayor Dunn said the only person effected by this in Maintenance would be Chris. Commissioner Davis said he brought some years. Commissioner Davis said what are we talking about as far as difference, ten days or fifteen days. Mr. Mendenhall said it's the difference between 12 days and 15 days. Mr. Mendenhall said or 12 days and 18 days. Mr. Mendenhall said you are talking about six days. Commissioner Davis said a year for the four people that transferred. Commissioner Davis said one employee was against this. Mr. Mendenhall said that is correct. Commissioner Davis said no other employees that you discussed this with in the meeting and no problems with this and Mr. Mendenhall said that is correct. Mayor Dunn said and people in those meetings who were unaffected, you were there, Niki, right. Mrs. Hewett said she has been here for nine years and didn't have any prior experience. Mrs. Hewett said personally that does not bother her. Mrs. Hewett said shame on me for not jumping into government earlier in life but kudos to those that have. Commissioner Davis said let's say that we are in that position now. Commissioner Davis said let's say we need to hire a new Inspector. Commissioner Davis said first of all they are hard to come by. Commissioner Davis said you are not going to get somebody coming out of no man's land. Commissioner Davis said let's say that you hire somebody that has 20 years of experience. Commissioner Davis said the first thing we are going to say is that we have to pay them at this level, that is a lot more than the days they get paid in vacation. Commissioner Davis said if you are willing to take the job here and all of a sudden that person has to start back at zero years of vacation, he/she is not coming. Mayor Dunn said people come in with that assumption. Commissioner Davis said no they don't. Mayor Dunn said she has never gone to a job with that expectation. Commissioner Davis said in the private sector maybe but not in the governmental sector. Mayor Dunn said no, she has worked in US government. Commissioner Davis said let's say you went from the County government to the State government in Virginia, would that go with you. Mayor Dunn said no but you do take some things with you. Mayor Dunn said she thinks the policy itself is up to debate. Mayor Dunn said she just wants to be informed before its implemented. Mayor Dunn said we could've come in here today and say oh you're right, that's not what we intended at all and then we have a riot from employees that have already been told this. Commissioner Davis said we are going to have to be a lot more cognizant before we okay Ordinances. Commissioner Davis said knowing that we passed the Ordinance, its on us. Mayor Dunn said we were debating some stuff. Commissioner Davis said he understands but we passed it and Jon's job is to implement it. Commissioner Davis said he is going to defend Jon a little. Commissioner Davis said he doesn't think Jon's job is to tell us as you implement, we told you to implement it, the Ordinance says implement it and we didn't say tell us as you implement it. Commissioner Davis said we said implement it. Mr. Mendenhall said there is a lot that goes on, on a day-to-day basis. Mr. Mendenhall said there is code compliance, stormwater, roads, permits and there is a lot going on. Commissioner Davis said we never asked you to inform us as you implement things. Commissioner Davis said we've told

you what to implement or what not to implement. Commissioner Davis said we've never told you to tell us on a daily basis, so why would we expect that as we passed the Ordinance. Commissioner Davis said we knew when it was going to take effect. Mayor Dunn said okay, she just wanted to bring it up for us to discuss. Commissioner Davis said he agrees with you and he is going to go back to the pig thing, maybe we need to not be so quick to pass an Ordinance. Commissioner Davis said he has sat for hours and hours at those meetings and he understands that but maybe we need to be a little more cognizant when we think about what we are doing. Mayor Dunn said all that she is saying is that it is a big document that has a lot of the same sentences and she would want from the Town Administrator that if he is going to implement something that will significantly affect employees, then give us heads up. Commissioner Davis said he wasn't expecting that, he was just expecting it to be implemented and then he would let me know if there was a problem with the implementation. Commissioner Brennan said which is where we are. Mr. Mendenhall and Commissioner Davis said it has not been implemented. Commissioner Davis said that is why he asked if any other employees have a problem with this. Commissioner Davis said just like Niki just said, it's on her, she didn't work for another town. Commissioner Davis said if another person worked for another town, they brought their days or vacation with them and he understands that. Mayor Dunn said she thinks there is only one situation where it is going to be a problem because in most cases, the people who would be affected by it is the person that would go back to a bigger staff and say oh by the way I'm getting this and you're not. Mr. Mendenhall said he will be very clear with you, none of Maintenance had a problem with this. Mr. Mendenhall said the problem with this was in the Finance Department and that's why it hasn't been implemented yet, even though it was instructed. Mayor Dunn said was it the issue of the leave or the administrative part of making it happen. Mr. Mendenhall said the issue was that the staff in that department felt like it wasn't appropriate and they were going to appeal it to another authority and get it changed. Commissioner Brennan said it was not appropriate in what manner. Mrs. Hewett said before we go any further, if she may, if you are going to talk about someone's specific job performance, competence, it's probably best suited for Closed Session. Mayor Dunn said correct. Mrs. Hewett said although there is no public, this is still an open meeting and Commissioner Davis said no problem. Commissioner Brennan said his question was what is the specific problem that the Finance Department has. Mr. Mendenhall said the Finance Department didn't like it. Mayor Dunn said difficulty with the policy or implementing it because there is a difference. Mayor Dunn said that is something they need to understand. Mayor Dunn said there is a difference in saying I don't like this policy or saying this is going to be very difficult administratively and we need to understand that. Mr. Mendenhall said there is a difference in treating one employee and their perceived grievance to a policy different than the grievance procedure in the Ordinance. Mr. Mendenhall said you are treating one class, you are talking about treating classes of employees differently. Mr. Mendenhall said if one employee is allowed to short change the Ordinance adopted by this Board, you have four or five other people that could similarly agree. Commissioner Davis said we are the one's that passed the Ordinance, it should be implemented. Commissioner Davis said if it's not to be implemented, then we are the one's to not implement it. Commissioner Davis said no one else gets to say. Commissioner Brennan said the Executive Branch has the authority to do the bidding of the Legislative Branch. Commissioner Brennan said that's the way it is. Commissioner Brennan said they may not like it just as our Executive Branch in our Federal Government doesn't like some of the things that our Legislators pass as law, they have to do it. Commissioner Davis said you don't get to pick and choose and Commissioner Brennan agreed. Commissioner Davis said are we willing to sit here and say we are willing to change the Ordinance, cause he's not. Commissioner Brennan said he's not. Mayor Dunn said she doesn't have a problem with that and Commissioner Davis said then let's implement it. Mayor Dunn said okay.

## **Discussion on Staffing:**

Mayor Dunn said this is kind of a policy issue. Mayor Dunn said we have a number of people that work for the Town on an ad-hoc basis such as during a hurricane or a disaster. Mayor Dunn said during the rest of the year there is not a whole lot of ad hoc things for them to do. Mayor Dunn said normally they are treated as casual labor. Commissioner Davis said okay. Mayor Dunn said now the question is coming up and she wants to be very clear. Mayor Dunn said she is not going to say to Jon that there are no secrets and if somebody comes to her and tells her something, she will give them one of two answers. Mayor Dunn said she will say this is either a policy issue that she can take to the Board or she will say this is a personnel issue and you need to go discuss it with your supervisor. Mayor Dunn said she thinks in this case, it is a policy issue by adding a number of people to the payroll who rarely ever work for the Town. Mayor Dunn said by doing this, we are in essence creating a bunch of new positions. Mayor Dunn said we haven't allocated for a bunch of new positions and this is putting us in a bad PR situation in the public. Mayor Dunn said if they come to us and say how many employees do you have or want a list, instead of saying now we have 19 or 20, we say we have 25, 26 or 27. Mayor Dunn said there is going to be a lot of discussion as to why the Town has all those employees. Commissioner Davis said you are talking about the people that we hire during the storm and Mayor Dunn said yes. Commissioner Davis said so they only work as needed and Mr. Mendenhall said that is correct. Mayor Dunn said as needed is very rare. Mr. Mendenhall said for instance this past couple of weeks we have been trying to bring them in one or two at a time to get them flagger certified so they can work and flag traffic. Mr. Mendenhall said basically they will follow our crews to stop people and not have people running in the back of an excavator that is pushing debris. Mr. Mendenhall said we talked about this and he can't remember which meeting he would have to go back in the minutes and look. Mr. Mendenhall said we talked about it at the December staff meeting, there was a heated debate about it. Mr. Mendenhall said the issue is putting it on contract services like 1099 basis or putting them on regular-temporary employee basis. Mr. Mendenhall said it was decided not at a staff level but when we talked about it here in the Board room, due to insurance liability in order to let them drive our vehicles and if they get hurt on the job, we need some type of insurance coverage and they need to be considered regular employees. Mr. Mendenhall said they need to show their driver's license because we are asking them to drive our vehicles. Mr. Mendenhall said a lot of folks would probably walk away if you consider them as an independent contractor. Commissioner Davis said if we hired them as independent contractors, they could not drive our vehicles correct. Mr. Mendenhall said they would not be covered by our insurance. Commissioner Davis said they are on-call ad hoc but they need to be able to drive our vehicles and covered under our Workers Comp and Mr. Mendenhall said that is correct. Mayor Dunn said they are not covered under Workers Comp unless they are on the payroll and Commissioner Davis said correct. Commissioner Davis said on our list of personnel are their positions listed. Mr. Mendenhall said we don't list the EMA's vs. the other. Mr. Mendenhall said they are not in the salary plan. Mr. Mendenhall said they are a non-graded position at \$10.00 per hour. Mr. Mendenhall said when we do our Annual Report to the People, we don't list them because they fluctuate. Mr. Mendenhall said the problem comes that if we have a pool of 5 and 3 of them are on a cruise, 1 is having an elective surgery, that only leaves us one EMA worker. Commissioner Davis said what is the problem having them listed as an employee and Mr. Mendenhall said it is a lot of time. Mr. Mendenhall said there is some expense as we make them get a drug test and background check. Commissioner Brennan said that puts us between a rock and a hard place. Commissioner Davis said we want them to be able to drive our vehicles when needed. Commissioner Brennan said so that answers that question. Commissioner Davis said it does. Commissioner Brennan said he just went through his with his son and explained the situation. Commissioner Davis said the only way around this then is for

them to not be able to drive our vehicles which means we would constantly be trying to figure out getting them somewhere and dropping them off and picking this one up. Commissioner Brennan said which the last thing you want to do in an emergency. Mayor Dunn said they do come and go and you generally know who the steady core people are that stick around right and Mr. Mendenhall said correct. Mayor Dunn said then we as a Board create that type of position and you say how many of those are you going to have. Mayor Dunn said if you're going through the training and then they leave after working once, we've wasted our money. Mayor Dunn said maybe pick a certain number of core people that at that time, you always want to have trained. Commissioner Davis said we just add them to the list of types of employees. Mr. Mendenhall said we already have a job description, you all have already approved it. Mayor Dunn said maybe we don't create a spot for them. Mayor Dunn said what about the Baptist Men who don't want to be on the payroll. Commissioner Davis said they don't drive our vehicles and they don't collect Workers Comp. Mayor Dunn said they haven't been hurt yet. Commissioner Davis said the Baptist Men are volunteers. Mayor Dunn said that's not the church group you have been hiring during some of the hurricanes and Commissioner Davis said no. Mr. Mendenhall said we had them on stand-by during hurricane. Mr. Mendenhall said they did not drive our vehicles. Commissioner Brennan said they did not slip and fall. Commissioner Davis said as long as there is Workers Comp involved and they are driving our vehicles, we have to list them. Commissioner Davis said about the PR nightmare we should say we have 19 permanent employees and we also have 6 employees that are on call during disasters and that's how you answer that instead of saying we have 25 employees. Mayor Dunn said we always want to have a core group that are trained, insured and ready to go. Mayor Dunn said anybody else you would get, would have to come as casual labor. Mayor Dunn said that way you aren't wasting money. Commissioner Davis said this doesn't cost us anything other than the drug testing and background check and some training. Commissioner Davis said it doesn't cost us to put them on an Employees List and it just takes a little time. Mayor Dunn said she doesn't think that is an issue and Commissioner Davis said him either. Mayor Dunn asked Mr. Mendenhall how many does he think he would like to have as designated and always keep those spots filled. Commissioner Brennan said how about 6. Commissioner Brennan said he would like an even number because during an emergency, you don't want people going out there alone. Commissioner Davis asked how many we have right now. Mr. Mendenhall said we have probably between 15-20. Mr. Mendenhall said some won't come because they will be on vacation, we have that quite a bit. Mayor Dunn said some will get interested in something else before another disaster. Commissioner Davis said some might be gone. Mr. Mendenhall said so we will pull the list out and maybe a quarter will show because the others are elsewhere. Mr. Mendenhall said we have a real problem right now with debris monitoring. Mr. Mendenhall said Greg was burned out during Florence, we can't do that again, we need a suitable number. Commissioner Davis said we need to have more than one guy. Mayor Dunn asked about counting the loads of debris. Mr. Mendenhall said you would be surprised about the amount of tickets there are for the debris. Commissioner Davis asked what do you think would be an optimal number and Mr. Mendenhall said 24 or more. Commissioner Davis said 24. Mr. Mendenhall said you will never get it. Mayor Dunn said do we want to spend the money to train 24 people only to have half of them gone by the time you need them. Mr. Mendenhall said he think you would probably have 15 and then when you cull that list it, will be down. Mr. Mendenhall said you will never reach maximum. Commissioner Davis said if we already have 15 people, are those 15 people already drug tested. Mr. Mendenhall said most of them but some of them we did not put them on the payroll because we did a 1099 for them. Commissioner Davis said how about 18 people and Mr. Mendenhall said that sounds good. Mayor Dunn said she thinks they need a policy that if we don't have any casual labor and you want to work for us, you have to go on payroll. Mr. Mendenhall said which goes back to what you all agreed to in open session and he believes they made a motion on it this past fall. Mr. Mendenhall said we already talked

about it. Commissioner Davis said we did make a motion on that, that we didn't want temporary employees on 1099. Mayor Dunn said how does that work when you get people like the Baptist Men and they don't like being on the payroll. Mr. Mendenhall said we don't pay them at all, they are volunteers. Mayor Dunn said she signed checks for them. Mr. Mendenhall said for the Baptist Men and Mayor Dunn said they were a faith group. Mr. Mendenhall said that was a different group. Mr. Mendenhall said the Baptist Men are an association. Mr. Mendenhall said if you need people for a short period of time, you could probably get half a dozen or so from over there. Mayor Dunn said you should probably have a conversation with the church and say our policy going forward is it will be like this and how many people there are. Commissioner Davis said the one group from the church, we don't let them drive our vehicles and those would be temporary employees /1099. Mayor Dunn said you are still at risk if one of them gets hurt. Commissioner Davis said correct but you still pay Workers Comp. Mr. Mendenhall said you might be able to get them but you would have to have that conversation. Mayor Dunn asked what the cost of Workers Comp would be to add more people because it would probably be a significant cost. Mr. Mendenhall said he didn't know. Commissioner Brennan said that it is not a lot of money. Commissioner Davis said it is like .20 cents for every hour worked. Commissioner Davis said we are talking about people that for six months don't work. Mayor Dunn asked what they decided for a round number of people. Commissioner Davis and Commissioner Brennan said 18. Mayor Dunn said okay.

**Closed Session Pursuant to N.C.G.S. 143-318.11(a)(6) Personnel:**

COMMISSIONER BRENNAN MADE A MOTION TO GO INTO CLOSED SESSION PURSUANT TO N.C.G.S. 143-318.11(a)(6) PERSONNEL. COMMISSIONER DAVIS SECONDED THE MOTION. MAYOR DUNN CALLED FOR A VOTE AND MOTION CARRIED BY UNANIMOUS VOTE.

COMMISSIONER DAVIS MADE A MOTION TO COME OUT OF CLOSED SESSION AND GO BACK INTO REGULAR SESSION. COMMISSIONER BRENNAN SECONDED THE MOTION. MAYOR DUNN CALLED FOR A VOTE AND MOTION CARRIED BY UNANIMOUS VOTE.

Mayor Dunn said no decisions were made and no votes were taken.

**Adjourn:**

COMMISSIONER BRENNAN MADE A MOTION TO ADJOURN THE HUMAN RESOURCES COMMITTEE SPECIAL CALLED MEETING OF JANUARY 31, 2019. COMMISSIONER DAVIS SECONDED THE MOTION. MAYOR DUNN CALLED FOR A VOTE AND MOTION CARRIED BY UNANIMOUS VOTE.

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Mayor

Submitted by:  
Nicole L. Hewett, Town Clerk