

**CITY OF NEW BERN
BOARD OF ALDERMEN SPECIAL MEETING – RETREAT
NOVEMBER 03, 2022 – 12:30 P.M.
CITY HALL COURTROOM
300 POLLOCK STREET**

Board Members in Attendance: Mayor Jeffrey Odham; Aldermen Rick Prill, Hazel Royal, Robert Aster, Johnnie Ray Kinsey, Barbara Best (arrived at 12:35 p.m.), and Robert Brinson. Absent: None. A quorum was present.

Also in Attendance: Foster Hughes, City Manager; Marvin Williams, Assistant City Manager; and Brenda Blanco, City Clerk.

Alderman Royal opened the meeting with prayer.

General Discussion and Overview of Retreat

After Mr. Hughes provided an overview of the agenda and items to be discussed, the following general discussion took place:

- Board input was sought on the weekly and monthly reports. Being new to the Board, Alderman Royal felt the reports were meaningful. Alderman Kinsey asked to see the reports shortened, stating there is no need to list items that are part of someone's normal job duties. Alderman Brinson agreed, stating he would like to see more information on topics and projects. Alderman Aster said the reports were mighty long, and he felt they could be condensed quite a bit. There is no reason to show how many invoices are keyed, the number of permits issued, number of street leaks, etc. Alderman Brinson felt weekly reports were more beneficial than the monthly since the monthly reports reflect information that is a month behind. Mayor Odham reflected upon the original request and purpose of the weekly reports. He felt it would be sufficient to have a one-page report with the top one or two items for each department.
- Work sessions have been requested by Alderman Prill, as he feels it would be helpful to have meetings to talk about items that will be on upcoming agendas. Alderman Best said she was not in favor of an additional monthly meeting and pointed out Board members could reach out to the Manager or Department Heads for updates or additional information. Mayor Odham said Alderman Prill had indicated a regular meeting is not conducive to a back-and-forth general conversation; however, the Board should keep in mind that if an additional meeting of the full Board is held, that too is a regular meeting that is open to the public.

Being new to the Board, Alderman Royal welcomed the opportunity to participate in a setting where members could be brought up to speed. She expressed a need for the Board to engage and felt work sessions could be held quarterly or bimonthly. She reminded everyone that their votes impact the entire City and not just the ward they represent. Instead of adding an additional meeting, Alderman Brinson suggested making the new business item more robust and to use it as an

opportunity to share information among the Board. Alderman Aster recalled that was the reason for implementing the new business item, and he was in favor of utilizing that section for discussions.

Previously, the Board held work sessions once every two months but decided to eliminate those and call for a session as needed. Mayor Odham felt it may be a struggle to have enough topics for monthly work sessions. In relation to Alderman Best's earlier comment, three Board members can have a discussion with staff at any time. He suggested everyone think about the conversation and be ready to discuss it further under new business at next Tuesday's meeting. Alderman Best commented that staff has a heavy workload and not enough time during the day to address issues, and an additional meeting would be more work on them.

- A for-sale sign will be placed on the Talbot's lot tomorrow. The Board was asked about their desire to set a minimum bid. It was the consensus of the Board not to accept any offers below \$750,000, except for Alderman Prill who was opposed to the sale of the property.
- The City has been working with the New Bern Preservation Foundation ("NBPF") on the Tisdale house. NBPF received approximately 8-10 applications for the house, 2 of which are seriously being reviewed. The previous Board gave direction to obtain an appraisal on the City's property on Rhem Avenue. The appraisal returned at \$45,000. An item will be on the November 22nd agenda to consider the sale of the re-platted parcel to NBPF.

Citywide Project Updates

There are 58 projects underway at a total estimated cost of \$29,943,581. A link will be posted to the City's website next week to allow citizens to find information on current projects. A sample of the online dashboard was demonstrated.

- **Public Utilities**

Electric

Charlie Bauschard, Director of Public Utilities, shared a PowerPoint presentation to provide a brief review of the department, challenges, and emerging efforts. Supply chains are showing signs of rapid inflation and uncertainty of availability and delivery of goods and services. The labor market is still very, very competitive. Nationally, there is a shortage of transformers. Delivery of transformers was previously two weeks, but is now being quoted at two to four years. The cost estimates for the Southeast Substation have doubled from the original estimate of \$10 million to \$20 million. Mr. Bauschard is looking for ways to trim the cost. The purpose of the new substation is to add capacity for reliability, resiliency, and future growth.

A video-monitoring system has been added to the Customer Service & Payment Services ("CAPS") office. A question to consider is whether to close the operation to walk-in payments. If chosen, additional drive-thru lanes and drop boxes could be added. Customers also have an option to make payments at other locations. Appointments would be required for those who need customer assistance. From

the City's standpoint, the office was closed during COVID and that worked quite well. Some customers did complain about the number of people that were backlogged in the parking lot. Mr. Bauschard felt that could be addressed with additional drive-thru lanes. The benefit of closing the office to cash payments would be a safety factor.

Streetlighting is very difficult to administrator, but improvements have been made each year. During the next budget season, there will be a suggestion for rate changes that will better reflect the type of lights utilized.

Water Resources

Jordan Hughes, City Engineer, echoed Mr. Bauschard's comments about the challenges with supplies. As ARP projects take off, there will be a greater demand and strain on supplies and labor. He reviewed six major projects that are in process or projects that will be presented to the Board in months to come, including purpose and estimated cost:

- Relocation of water and sewer infrastructure for NCDOT's James City work;
- Township 7 Sewer Improvements and Relocation of New Bern Sewer Lift Station No. 10;
- Northwest Sewer Interceptor Rehabilitation – Phase II;
- Water & Sewer Rehabilitation on Pre-1960's Infrastructure;
- West New Bern Water System Improvements; and
- Southeast Water System Improvements.

• **Public Works**

George Chiles, Interim Director of Public Works, showed a PowerPoint to provide information on ARPA and capital projects in each ward. A correction to the list of Ward 1 projects was pointed out; the traffic control device will be placed at Middle and Broad Streets, not Middle and Pollock. He also reviewed citywide sidewalk and street resurfacing/paving projects for FY2022-23. In the Duffyfield area, a portion of Washington, Raleigh, Myrtle, and Main Streets will be repaved. Approximately 1,500 feet of Bosch Boulevard will also be repaved. Sidewalk improvements are planned for Lowe's Boulevard around Madison Avenue and Garden Center Lane. In anticipation of the new Stanley White Recreation Center ("SWRC"), plans are also in place for sidewalk improvements along a portion of K Street from Main to Pavie. Additionally, the north end of Henderson Park will be tied into Main Street.

Alderman Brinson announced he would be recommending some of Ward 6's ARP funds are utilized for improvements to the College Park drainage and the Pinehurst Drive pump station.

Alderman Prill questioned what percentage of stormwater and drainage projects would be addressed using ARPA funds. Mr. Chiles said the focus has been on addressing known deficiencies that have been identified, not historic drainage areas. Alderman Best asked about the recommendations for North Hills' drainage

issue. Mr. Chiles stated additional meetings would be held to look at phased approaches and funding options.

(Alderman Kinsey momentarily stepped out of the room at 1:47 p.m.)

- **Parks and Recreation**

Kari Warren, Interim Director of Parks and Recreation, provided an overview of major projects that have or will be undertaken in the following areas:

- Henderson Park;

(Alderman Kinsey returned to the room at 1:52 p.m.)

- Lawson Creek Park;
- New Bern Memorial Cemetery;
- Pleasant Hill Park Community Center;
- riverwalk replacement by the convention center; and
- Stanley White Recreation Center.

She utilized PowerPoint slides to list the improvements and anticipated costs for each of these areas.

- **General Administration**

- The Project Manager has indicated the elevator is still projected for completion in May of 2023. The project is 45% complete, and the contractor is currently working on the interior to frame walls, the restrooms, and dry in the roof area.
- The staircase reinforcement has been achieved, and a plaster contractor will be here in about two weeks to repair the walls around the stairs.
- The brick repointing of City Hall will take approximately six months. FEMA has funded about \$200,000 of the project, and the remaining \$200,000 has been budgeted in this year.
- Beginning December 01, 2022, City3TV can be streamed on ROKU televisions.

Financial Update

Kim Ostrom, Director of Finance, reviewed the cash-on-hand balances for each of the enterprise funds as of September 30, 2022. The drop in the electric fund's cash on hand is due to the MetroNet project. Three million dollars was pulled out of fund balance to cover the expenses related to the MetroNet installation. The sewer fund has been consistently below the policy's threshold, but has been able to maintain its position. If there is concern about that, the Board can consider revising the benchmark, reducing the expenses, or increasing rates. Jordan Hughes explained that even though the sewer fund is adding money to its bank, the cost to operate continues to increase. The benchmarks created in 2014 were based on revenue bond financing. He felt it would be a good idea to look at the benchmark at some point in the future.

The general fund cash on hand was also reviewed, including the impact of outstanding fund balances for three hurricanes. Details were provided for outstanding FEMA reimbursements, and notation was made of reimbursement requests not yet submitted as of September 30th.

Debt was reviewed by funds, as well as debt service for the next 15 years. The Water Fund encompasses \$16.5 million in debt, Electric Fund almost \$3.9 million, Sewer Fund almost \$2.5 million, and General Fund about \$13.9 million. The summary did not include debt service for the SWRC project since debt has not yet been secured.

ARPA project allocations were reviewed by ward. The only two wards with remaining ARPA funds are Wards 3 and 6. The School of Government has recommended that a project fund amendment be approved regarding revenue replacement. This item will be placed on the November 22nd agenda. The amendment will allow funds to be spent down for salaries and benefits, after which the project fund would be closed. The funds are then committed in the General Fund for ARPA projects. The purpose of this is to lift all restrictions and administrative burdens and allow the City to spend the funds on anything it has authority to do so.

Recess

Alderman Aster made a motion to take a 10-minute recess, seconded by Alderman Kinsey. The motion carried unanimously 7-0, time being 2:26 p.m. The meeting resumed at 2:38 p.m.

Discuss Public Safety

Bobby Boyd, Fire Chief, reviewed the Fire Department's vision, goals, accomplishments, current projects, and needs. One of the major needs is a fire station in the Highway 43 corridor. Alderman Aster asked whether Weyerhaeuser had formally committed to donate land for a station, and Chief Boyd replied only a verbal commitment had been received. The City Manager stated he would speak with Jordan Hughes about securing a formal commitment from Weyerhaeuser. Statistical data was provided for calls, mutual aid, station responses, and fire prevention.

In preparation of the upcoming budget, Alderman Aster suggested the Board consider and prepare for the needs of the department. He cautioned about the response time to the West New Bern area. Mr. Hughes pointed out the current budget provides funding for planning of a new station. This topic can be further discussed at a future work session or during the upcoming budget retreat. Mayor Odham stated he would support the purchase of three quick-response vehicles today, putting one at each station. These vehicles would help with wear and tear on the fire engines. Pros and cons were discussed about implementing and operating quick-response vehicles. Chief Boyd was in favor of the quick-response vehicles, but felt personnel needed to be increased to operate the vehicles. Mayor Odham asked for a report of overlapping costs by station to include frequency, duration, and call type.

Police Chief Patrick Gallagher displayed a presentation looking at the number of calls received year to date by district. Gun violence was reviewed for the previous five years. One of the three homicides that occurred in 2022 was justifiable and not considered murder. While homicides have decreased, aggravated assaults will probably reflect an increase for 2022. The Duffyfield area is likely to have the most gun violence. Deployment strategies have been designed to focus on “hot spot” areas.

Chief Gallagher provided brief details on a shots-fired incident that occurred the prior evening. The incident was detected because an officer patrolling a “hot spot” heard gunshots and observed a vehicle fleeing at a high rate of speed. Following the incident, three adults were arrested, and a 17-year-old will likely be arrested. Of the major incidents that occurred in October, three of the five have been solved. TIP411 is a program that has been helpful to the department.

Alderman Kinsey asked what the department needed from the Board. In response, Chief Gallagher said a program to retain and recruit officers is being discussed with the Manager and Assistant City Manager.

Alderman Prill said residents of Ward 1 have a heightened sense of insecurity and questioned how the department could address that. Chief Gallagher said obviously the department wants to reduce crime, but also reduce the fear of crime. He felt being transparent, bringing closure, and having officers visible within the community would help. Staff is meeting next week to discuss the best way to deliver a workshop or public safety awareness program to the community.

Discuss Downtown Parking

The possibility of designating parallel parking spaces for handicap parking was discussed. An option is to designate spaces at the end of a block. Curb cuts are already in place, but signage would need to be installed. It will cost approximately \$300 per space to properly sign and paint the spaces. If the Board wants to pursue this, the Board will be provided with a budget amendment for the Municipal Service District (“MSD”). Once the spaces are put in place, they cannot be changed. As a start, it was proposed one space be implemented per block. Alderman Prill indicated he had no problem with pursuing the designated parking. Alderman Brinson was not opposed to placing handicap spaces around City Hall, but felt designation of off-street parking should be considered. At a future meeting, the City Manager will present options to the Board.

The City has three off-street parking lots where it leases spaces. Over the last three years, the Pollock and Craven Street lots have had 100% occupancy, and the Hancock lot has around 74% occupancy. Annual revenue from the three lots is around \$25,000. Kiosks are trending everywhere, and the option of testing a kiosk in one of the lots was discussed. Revenue from parking tickets is \$29,472 for this year, \$22,000 for 2021, and \$21,000 for 2020. Kiosks cost approximately \$6,000 - \$8,000 per unit and around \$1,200 to \$1,500 for ongoing annual expenses. If the kiosks are implemented, they would be funded by the MSD and revenues would be given to the MSD. Regardless of whether kiosks are implemented, downtown parking fees are currently very minimal and need to be reviewed.

Mayor Odham said he was on the Parking Committee five years ago. The Committee was compromised of downtown residents, downtown businesses, and other interested parties, and the thought at that time was that the parking was too cheap. The Committee suggested increasing the parking rates and kiosk the lot across from City Hall. Because the City is leasing parking spaces for a minimum cost, premium parking lots are basically removed from inventory. Current leases expire December 31, 2022. Alderman Prill asked the City Manager to provide for each of the three lots the stats on how many leases are residential versus business, and Alderman Royal asked for the revenue information to be included. Mayor Odham noted if after-hours paid parking is implemented, then after-hours enforcement would be needed.

Review of Proposed Memorial Marker Policy

Mr. Hughes expressed a need to clarify who could approve markers and the placement of other items on city property. He reviewed recommendations presented in a proposed policy. If the policy is not adopted, then all requests would be brought before the Board.

Alderman Aster voiced concerns about the park at the Firemen's Museum and a need to address the naming of rooms. Mr. Hughes confirmed the museum's park would not be exempt from the policy, and he suggested an additional policy may be needed for the naming of rooms or public facilities.

Alderman Kinsey was troubled about placing plaques in parks and opening the City up to situations that may not go over well with the public. He said he could not agree to putting plaques in parks. Alderman Best somewhat agreed with Alderman Kinsey and elaborated to express concern about taking up park space with monuments. She commented many of the monuments and markers are free advertisements. She also questioned who would vet requests that honor or memorialize a person to ensure that the person was in good standing and not a racist, for example. Alderman Royal said the City did not want to find itself erecting anything that it needed to later take down. She pointed out her admiration of or desire to honor a person may not be what is best for the City. She asked for the Board to have the final decision on requests. Alderman Brinson felt the policy should say no 90% more than it says yes.

Mayor Odham recommended the Board review the policy, make recommendations, and let the Manager revise the draft policy. He asked the Board to provide feedback to the Manager by the end of November so this could be on the December agenda.

Stating the areas are public, tax-paying spaces, Alderman Best questioned whether the public should be involved. Mayor Odham, Alderman Aster, and Alderman Kinsey said their thoughts were not to allow anything unless it was initiated by the City. However, with respect to naming of buildings and rooms, Alderman Aster restated his opinion that a policy was needed for these scenarios. He recalled the City has previously refrained from naming buildings when requested by the public. Alderman Prill said the easiest approach was to say no when dealing with public property. After additional discussion, it was decided the policy is "no"; if someone wants an exception, they will need to petition the Board. Mr. Hughes stated the topic would be brought back to the Board for them to

consider updating an ordinance or something else so there is reference to the Board's decision.

Discuss Salary Study

The study was started in February 2022 with the assistance of the Piedmont Triad Council of Governments, and information was received mid to late summer. By then, the study was already outdated because surrounding cities and counties were upgrading their pay, and the consultant had to perform additional research. When comparing New Bern to its benchmarks, on average the City is 10% below the market. There are some outlier positions that are more "out of whack" than the average 10%. Those positions include sworn police officers, some electric utility positions, building inspectors, and a few others. The last study of New Bern's salaries was conducted in 2017.

If implemented fully, the total cost would be \$1,784,000 over the next six months and \$3.6 million over the course of a year. Another option is to consider an incremental increase. A 5% increase would result in \$827,000 over the next six months and almost \$1.7 million over the course of a year. A 7.5% increase would cost \$1.2 million over six months and just under \$2.5 million over the course of a year. If the 5% or 7.5% increase is implemented, the City will always be behind in the market. When the City sees other benchmarks paying more, it must respond to recruit and retain employees. The average starting pay for an employee is \$29,000, and the average salary of all employees is around \$50,000.

If the Board wants to fund the alignment, monies would be used from the general and enterprise fund balances. Going forward, the cost would be absorbed in the budget. Mr. Hughes pointed out the property tax revaluation is coming up, and staff will know more about that after January 31st. Sales tax revenue is still strong, as are projections. Mr. Hughes said the City would have to address salaries, which means it may need to tighten its belt and potentially look at cutting budgets or capital items. If the City does not have staff, it cannot operate equipment, etc. As soon as the City implemented a 5% cost-of-living-adjustment ("COLA") and up to a 2% merit increase in the current budget, others were giving their employees more than that.

Alderman Aster asked how many employees were found to be underpaid, and Mr. Hughes responded all 460. Alderman Aster said that was indication that the City needed to do something, as it could not continue to lose police officers to cities 30 miles down the road that are paying higher salaries. Mr. Hughes stated an increase was given in the middle of the year to keep the city's linemen. Sonya Hayes, Director of Human Resources, stated the positions out of whack are not specifically the upper management positions. The pay plan's minimum, mid, and maximum salaries are on average 10% lower than the market indicates they should be. There's also a need to look at compression issues that may be created with adjusting the pay scale.

Alderman Aster said he was in favor of full implementation through July 1st and then review the following year during the next budget process. He commented the City's employees are its number one asset and stated the City must quit training staff only to lose them to some other organization. Mayor Odham estimated full implementation would

equate to 10 cents on the tax rate. If it were necessary, that would mean an increase in the tax rate from 48 cents to 58 cents. Alderman Aster reminded the Mayor about the impending property revaluation. Home values in Craven County are going to increase quite a bit, which may be a way to pay for the increase. Alderman Aster asked Mr. Hughes for his recommendation to retain employees. Mr. Hughes wanted to do all he could to retain employees, but said full implementation would be tough. He suggested at least a 5-7.5% incremental increase followed by an additional increase once the City knows its financial position during the budget process.

Alderman Aster asked if employees would be privy to the study information, and Mayor Odham indicated they were watching the meeting. Alderman Aster clarified that he was asking if employees would be told what the consultant recommended for their current salary. Mrs. Hayes said employees would know before staff would present a new pay plan for the Board's approval. Alderman Aster then asked what employees should be told when they realize they are only getting a percentage of the recommended increase. Mayor Odham felt the quality of life should be considered, stating he would rather be a police officer in New Bern than in Kinston. Other options, such as sign-on bonuses, were discussed. Mayor Odham said Rocky Mount was advertising a \$5,000 sign-on bonus for police officers, which he was informed had increased to \$10,000. However, Rocky Mountly offers 11 paid holidays compared to New Bern's 12 paid holidays. There are values to extra vacation days.

Mayor Odham suggested a 5% increase now and a 5% one-time bonus while waiting to see what the market does. He did not think the inflation would continue to rise and felt this would buy the City time. The full increase would equate a 10-cent increase on the tax rate. Mrs. Hayes cautioned that even with a 5% increase across the board, the pay plan still must be reviewed. If the pay plan is not adjusted, it will still be below the market average and will hurt the City from a recruitment perspective.

After Alderman Kinsey asked for Mrs. Hayes' recommendation, and she stated her recommendation was for the City to do what it could do and what it was comfortable doing. She expressed a need to be able to sustain going forward. She said the City needed to do something for its employees who have been waiting patiently, and there is difficulty in recruiting for some of the positions. Mrs. Hayes said the City needed to get in line with other municipalities or even put itself a hair ahead. Mr. Hughes said he would be comfortable with a 5% or 7.5% increase. He noted there would be a difference in the amount based on the employee's salary, so he suggested a flat amount for all. Alderman Aster was bothered that an employee could be given a 5% increase, but still be 7.5% below the state or benchmark averages. He said that employee would still be looking for another job. Alderman Kinsey voiced agreement with a 7.5% increase.

(Alderman Kinsey momentarily stepped out of the room at 4:27 p.m.)

Mayor Odham said there are other things that could be considered, like take-home vehicles as a benefit. Mr. Hughes said he was looking at that as well as flex time for some employees and positions, but cautioned these options would not be available for all departments. Mr. Hughes commented the City has some highly dedicated employees.

(Alderman Kinsey returned to the room at 4:30 p.m.)

Alderman Prill said what he was hearing is the numbers presented are preliminary and require more scrubbing. Thus, he's uncomfortable making a decision until staff makes a more in-depth analysis. More focus needs to be on the positions that are outliers and not an across-the-board increase. He wanted to see more information. Mr. Hughes said the numbers had been well vetted. Mrs. Hayes felt overall the information presented was an accurate assessment.

Alderman Aster said he had a problem with a straight 7.5% increase across the Board, especially when employees pull the salary survey up and can see they were due a 15% increase. Thus, he endorsed the full increase recommended by the consultant. Mrs. Hayes said the consultant looked at the classification pay plan as well as each individual employee's salary. Mayor Odham asked for a copy of the salary study and employees' tenure since it is public record, stating he would be amenable to the redaction of names.

(Alderman Royal momentarily stepped out of the room at 4:42 p.m.)

Alderman Best said the City paid for the salary study and should follow the recommendation made by the consultant. She, too, was for the employees and felt the City needed to do something to get everyone up to the market value and then later address the pay scale.

Alderman Prill asked about the study performed five years ago. Mrs. Hayes said it was not at the extent of the current study. Most positions were where they needed to be; none needed to be moved three scales. Mr. Hughes reflected upon the change in the Consumer Price Index ("CPI"), especially over the last two years. Alderman Aster said the last study may have changed someone's step and grade, but did not result in a raise. Indicating he was not sure if it was a viable option, Alderman Prill asked if it would make sense to take a long-term approach and make implementations over five years.

(Alderman Royal returned to the room at 4:47 p.m.)

In response, Mrs. Hayes said the City would always be behind if it stretched out the changes over five years. Other municipalities are being creative with additional benefits and increased salaries. Not moving the pay plan up will create recruitment issues, and the City will not remain competitive.

(Alderman Aster momentarily stepped out of the room at 4:48 p.m.)

Mayor Odham asked if employees are hired at the minimum pay. According to Mr. Hughes, Department Heads could hire up to 15% above the minimum pay range. Anything above that required the City Manager's approval.

Mayor Odham acknowledged there was a problem that needed to be addressed, and he expressed a desire to review the survey in detail with staff. He invited two other Board

members to sit in with him, and others schedule a separate meeting to review the data as well. He stated he wanted to do what was right, but also sustainable. He wanted to avoid the scenario of having a Board opposed to a tax increase, but facing a decision about letting employees go or cutting services. He also wanted employees to know that the Board hears the salary recommendations, but wants to be smart about its decision and not do something that will require an increase in health insurance deductibles or loss of other benefits.

(Alderman Aster returned to the room at 4:52 p.m.)

The goal is to have this item on the December 13th agenda. Alderman Aster announced he had just received an email indicating the Town of Beaufort, North Carolina, annually pays \$9,000 more for a firefighter than the City of New Bern. Alderman Prill asked if the consultant also looked at benefits, and Mrs. Hayes said they were tasked with looking at salaries only. Mr. Hughes noted the City's benefits are comparable to other area local governments.

Alderman Aster

An update was requested on the amphitheater and Cedar Grove's tombstone repairs. Mr. Hughes said there was no update on the amphitheater, but the Questors are working on the tombstone repairs.

Alderman Prill

The preliminary agenda had a couple of items that were not on the final agenda: MSD and strategic plan. He asked about the anticipated discussion for those topics. Mr. Hughes said the City Attorney needed to be in attendance for the MSD discussion, but he was not available. Discussing a strategic plan can take a whole meeting, as it will look at the next three to five years. Four departments have their own strategic plan, but the City does not have an overall plan. Alderman Prill said this just confirms his earlier comments that the Board needs to meet more often to have work sessions.

Alderman Brinson

Agreeing with Alderman Prill, Alderman Brinson noted the Board did not discuss the extraterritorial jurisdiction or ethics training. Mr. Hughes said previous direction was given to schedule the training when the City Attorney could be present. The goal is to have this in January.

Mayor Odham

There is only one meeting in the month of December. If the Board wants to have another work session in December, the City Clerk could poll the Board on its availability. Alderman Best asked what other concerns Board members feel they need to discuss? Mayor Odham suggested the Board members send to the Manager a list of items they want to discuss. After the list is received, the City Clerk can poll the Board. He noted he would not be available the week of December 5th.

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Adjourn

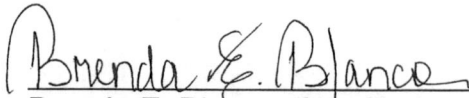
Alderman Aster made a motion to adjourn, seconded by Alderman Kinsey. The motion carried unanimously 7-0, time being 5:02 p.m.

The attached documents are incorporated herewith and are hereby made a part of these minutes.

NOTE: For additional details and information on the Board of Aldermen meetings, please visit the City of New Bern's website at www.newbernnc.gov. Video and audio recordings of the meeting have been archived.

Minutes approved: November 22, 2022



Jeffrey T. Odham, Mayor

Brenda E. Blanco, City Clerk