



**VILLAGE COUNCIL
AGENDA FOR REGULAR MEETING OF JANUARY 23, 2018
ASSEMBLY HALL
395 MAGNOLIA ROAD
PINEHURST, NORTH CAROLINA
4:30 PM**

The Pinehurst Village Council held a Regular Meeting at 4:30 p.m., Tuesday, January 23, 2018 in the Assembly Hall of Pinehurst Village Hall, 395 Magnolia Road, Pinehurst, North Carolina. The following were in attendance:

Ms. Nancy Roy Fiorillo, Mayor
Mr. John Bouldry, Treasurer
Mr. John R. Cashion, Mayor Pro Tem
Ms. Judy Davis, Councilmember
Mr. Kevin Drum, Councilmember
Mr. Jeffrey M. Sanborn, Village Manager
Ms. Lauren M. Craig, Village Clerk

And approximately 41 attendees, including 6 staff and 1 press.

1. Call to Order.

Mayor Nancy Roy Fiorillo called the meeting to order.

2. Invocation and Pledge of Allegiance.

Pastor Rod Stone from Community Presbyterian Church gave the invocation and Mayor Fiorillo led everyone in the Pledge of Allegiance.

3. Reports:

Manager

- Jeff Sanborn provided a report on the most recent snow event and how the Village responded. He noted the Village dedicated 850 man hours to this event. He noted 9500 gallons of brine was used, 87 tons of salt and sand was put out on the roads in the aftermath of the storm and 2600 pounds of ice melt was used on sidewalks. He explained the lingering challenge is the cul-de-sac clearing due to capacity and equipment.
- Reminder to the public that the Council has decided to have a Regular Meeting followed by a Work Session at both meetings for the month. He reminded the public that all are welcome to stay for the work session discussions as they are also public meetings.

Council

- Mayor Fiorillo said the Sandhills Bridge Players Association had a three day tournament here last weekend and on the busiest day there were no fewer than 160 people playing bridge in this room and they appreciated the ability to rent Assembly Hall for that.
- Councilmember Drum thanked the staff for their work on the snow removal.
- Councilmember Davis asked a few people to apply to the HPC and the P&Z but she suggests that we post the opportunities so people can see the open positions and any special criteria that are needed for the volunteer positions. She also had a meeting with Katrin Franklin with the Pinehurst Business Partners as the liaison to the Council. She will be meeting with the Beautification Committee next week and several Councilmembers will be attending the Essentials of Municipal Government course.

4. Honor George Hillier for his service on the Risk Management Committee for the Village of Pinehurst.

Mayor Nancy Fiorillo presented a resolution honoring George Hillier for his service on the Risk Management Committee for the Village of Pinehurst. Mr. Hillier thanked the other members on the committee and the Village staff.

5. Motion to Approve Consent Agenda.

All items listed below are considered routine or have been discussed at length in previous meetings and will be enacted by one motion. No separate discussion will be held unless requested by a member of the Village Council.

- A. Budget Amendments Report
 - B. Public Safety Reports
 - Police Department
 - Fire Department
 - C. Approval of Draft Village Council Meeting Minutes.
 - 01-09 Strategic Planning Retreat Follow Up
 - 01-09 Regular Meeting
 - 01-09 Work Session
- End of Consent Agenda.**

Upon a motion by Councilmember Cashion, seconded by Councilmember Bouldry, Council unanimously approved the Consent Agenda by a vote of 5-0.

6. Discuss and consider appointing John Taylor and Mark Parson to the Historic Preservation Commission and appointing Bob Farren as the Chairman.

Manager Jeff Sanborn explained the Historic Preservation Commission has the need to fill two vacancies and appoint a new Chairman. John Taylor and Mark Parson are being proposed to fill the two vacancies and Bob Farren is being proposed as the Chairman. Council held a discussion with the candidates about their interest in serving on this committee, what the Historic District means to them, and about what they believe the Commission's role is in the community. Upon a motion by Councilmember Cashion, seconded by Councilmember Bouldry, Council unanimously approved Resolution 18-04 appointing members and a Chairman to the Historic Preservation Commission for the Village of Pinehurst by a vote of 5-0.

7. Discuss and consider appointing Joel Shriberg to the Planning and Zoning Board and Board of Adjustment.

Assistant Manager Jeff Sanborn explained the need for Council to consider appointing Joel Shriberg to the Planning and Zoning Board and the Board of Adjustment for the Village of Pinehurst. He explained that Mr. Shriberg served on these boards previously and has been off both boards since January 30, 2017. Council held a discussion with Mr. Shriberg regarding his interest. Upon a motion by Councilmember Bouldry, seconded by Councilmember Cashion, Council unanimously approved Resolution 18-03 appointing Joel Shriberg to the Planning and Zoning Board and the Board of Adjustment for the Village of Pinehurst by a vote of 5-0.

8. Consider recommended changes to Fees and Charges Schedule.

Financial Services Director John Frye explained the Village's Fees and Charges Policy calls for periodic review of all fees and charges and staff is recommending a few changes based on that review. He explained the proposed items for consideration are in the areas of Planning, Public Services, and Parks & Recreation. Upon review of the changes, Mr. Frye also explained these fee changes would become effective July 1, 2018 if approved. Council held a discussion about several fees listed in the schedule. Upon a motion by Councilmember Davis, seconded by Councilmember Drum, Council unanimously approved Resolution 18-02 amending the Fees and Charges Schedule for the Village of Pinehurst which will become effective July 1, 2018 by a vote of 5-0.

9. Review and approve the FY 2019 Balanced Scorecard, FY 2019 Areas of Focus, and the FY 2019-2023 Initiative Action Plans.

Assistant Village Manager Natalie Hawkins explained the need for Council to discuss several items related to the development of the FY 2019 Strategic Operating Plan based on Council, Board Chairs, and Senior Leadership discussions at the December 14, 2017 Strategic Planning Retreat and the January 9, 2018 Retreat Follow Up Meeting. Council reviewed the proposed FY 2019 Balance Scorecard and the Key Performance Indicators for each objective. The group also reviewed the recommended Areas of Focus: ensure quality residential development, ensure quality business development, maintain high quality streets, and provide recreation programs and events for all ages. Ms. Hawkins noted as we identify opportunities for improvements they will be defined as evaluations, projects, or Initiative Action Plans. Council also discussed the proposed Initiative Action Plans (IAPs) for FY 2019-2023. Councilmember Davis shared that Council discussed at the retreat follow-up the need to meet quarterly to continue reviewing and discussing the direction of the Village. Upon a motion by Councilmember Bouldry, seconded by Councilmember Cashion, Council unanimously approved the FY 2019 Balanced Scorecard and Areas of Focus as presented by a vote of 5-0.

10. Discuss and consider approval of an Incentive Reward Program.

Assistant Village Manager Natalie Hawkins explained at the January 9 Work Session, staff shared a draft Incentive Reward Program for Village employees. She explained the Senior Leadership Team has created this draft program and provided a memo outlining the details and benefits of the proposal. Ms. Hawkins explained survey data from annual employee surveys which initiated the need to evaluate the need to create a reward and recognition program. Ms. Hawkins explained the Incentive Program

description which would be tied to the overall organization Balanced Scorecard performance. Ms. Hawkins shared the financial incentive amounts for the proposed rewards. Council held a discussion about this proposal. Council determined for Senior Leadership Team to meet with Councilmember Bouldry and Councilmember Davis to make a few changes to the program. The next resolution could include specifications about a trial period.

11. Discuss and consider changes to the Position Classification and Pay Plan.

Manager Jeff Sanborn explained at the January 9 Work Session, staff shared the request to consider changes to the Position Classification and Pay Plan to accelerate the position request for Performance Management Director to FY 2019 so recruitment can begin prior to July 1, 2018. Angie Kantor, Director of Human Resources, explained the process from the staff recruitment side. Council held a discussion about this request. Mr. Sanborn explained it is his policy to grow and develop internal employees but also to always recruit externally so everyone goes through the same competitive process for all new positions. Councilmember Bouldry suggested the addition of "change management" to be added to the job description for this new position. Upon a motion by Councilmember Bouldry, seconded by Councilmember Cashion, Council unanimously approved Resolution 18-06 amending the policy on administration of the Position Classification and Pay Plan for the Village of Pinehurst to include the Performance Management Director position by a vote of 5-0.

12. Discuss and consider changes to the Pinehurst Municipal Code as it pertains to solid waste.

Assistant Village Manager Jeff Batton explained staff has discovered a minor change is needed to our solid waste code as it relates to the use of carts. He said the proposed change would alter the language in the code to align with what the actual intent and practice is regarding the requirement for all materials to be placed in the cart unless overflow is temporarily allowed to be placed adjacent to the carts. Upon a motion by Councilmember Davis, seconded by Councilmember Drum, Council unanimously approved Ordinance 18-01 amending Section 50.03 for Solid Waste containers for the Village of Pinehurst by a vote of 5-0.

13. Other Business.

Mayor Fiorillo received a call about the discussion on the recall election and Council suggested scheduling this for a future meeting with Mike Newman in attendance as well.

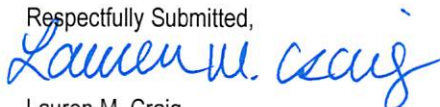
14. Comments from Attendees.

- John Root said he is frustrated about seeing stories of Pinehurst and not congratulating us for good things that have been done. He said the decision about the sidewalk did not have a good explanation. He said spending the money for street repaving and he said his perceptions of the streets is that the cuts by Moore Co. could be improved. He also said incentives need to be drawn up correctly because it would be difficult to do this based on a group or department.
- John Taylor said with respect to the BSC, the Village may want to go through a target setting exercise. He said he is not in opposition to the Community Center but he wants to know what alternative uses there would be for those funds. He said he is a big fan of incentive compensation and does not have experience with government plans but did not support using the business survey, which is not statistically valid, in an incentive program. He said the lower you set the goals, the greater likelihood you'd be compensated. He said the purpose of the BSC was never to drive compensation so be careful creating a formula out of them to drive financial reward.
- Lynn Goldhammer asked about the sidewalk issues on the BSC and whether they are looking to score the improvement of existing sidewalks or increasing the number of sidewalks and she doesn't think it is a good fit for the BSC. She also said she wrote a letter to the editor about the explosion of litter in the area and this is a big issue. She said \$250-\$500 doesn't make that much difference on one person but the total is significant.
- Jeanne Casinella said we have talked a lot about priorities and said governments should look at the security of the community as a top issue. She said as we grow, we are growing by being surrounded by crime. She said crime is happening in Pinehurst and Police Departments across the area are hiring more Police Officers because there is a need for it and quickly. She said quality home building is not happening and they do not enhance the community.
- Collette Kolinsky said she brought up this topic yesterday and Senate Law 25 applies that the legislature passed that you cannot dictate the colors and structures of houses. She said there is nothing attached to this that applies to clear cutting. She also said rental properties can be regulated and several cities in North Carolina are doing this.

15. Motion to Adjourn.

Upon a motion by Councilmember Drum, seconded by Councilmember Davis, Council approved to adjourn the Regular Meeting by a vote of 5-0 at 7:00pm.

Respectfully Submitted,



Lauren M. Craig
Village Clerk

Vision: The Village of Pinehurst is a charming, vibrant community which reflects our rich history and traditions.

Mission: Promote, enhance, and sustain the quality of life for residents, businesses, and visitors.

Values: Service, Initiative, Teamwork, and Improvement