



**VILLAGE COUNCIL
AGENDA FOR WORK SESSION OF JANUARY 9, 2018
ASSEMBLY HALL
395 MAGNOLIA ROAD
PINEHURST, NORTH CAROLINA**

IMMEDIATELY FOLLOWING REGULAR MEETING

The Pinehurst Village Council held a Work Session at 5:45 p.m., Tuesday, January 9, 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 4 attendees, including 4 staff and 0 press.

1. **Call to Order.**
Mayor Nancy Roy Fiorillo called the meeting to order.
2. **Review, update, and affirm the Partners and Collaborators List for the Village of Pinehurst.**
This item was covered at the Strategic Planning Retreat follow up meeting held earlier today.
3. **Other Work Session Business.**
 - Manager Jeff Sanborn explained staff has worked on a draft incentive reward/bonus program. He explained staff's work on this program and its purpose to reward employees for extraordinary performance on corporate Village initiatives each fiscal year. Mr. Sanborn explained staff is seeking additional funding for this incentive program. He noted the level of these awards that the entire Village staff could receive if we achieve the high level of performance that we set using the overall score of the corporate scorecard. Council held a discussion about this proposed program and determined to continue this discussion at the January 23 meeting.
 - Manager Jeff Sanborn also explained the 5 year plan includes adding an additional staff member, the Performance Management Director, to Administration in FY 2020. Mr. Sanborn explained the need to consider moving this earlier one year to seek to hire for that new position in FY 2019. He explained staff would bring a formal action to approve the change and add it to the pay and classification plan to proceed with advertising for the position.
 - Manager Jeff Sanborn explained we have four firms to line up interviews with Council for the Comprehensive Plan and between January 16 and February 2. He said staff will be in touch soon to determine everyone's availability.
4. **Motion to Adjourn.**
Upon a motion by Councilmember Bouldry, seconded by Councilmember Davis Council approved to adjourn the Work Session by a vote of 5-0 at 6:10pm.

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