

**TOWN OF WALLACE
COUNCIL RETREAT
February 18, 2022**

The following Governing Body members were present:

Jason Wells, Mayor
Council Member/ Mayor Pro-tem Wannetta Carlton
Council Member Frank Brinkley
Council Member Jeff Carter
Council Member Jason Davis
Council Member Francisco Rivas-Diaz

The following member of the Governing Body was absent:
NONE

Also present were:

Larry Bergman, Town Manager	Gage King, Airport Manager
Jackie Nicholson, Town Clerk	David Morgan, Police Captain
David Bizzell, Parks & Recreation Director	Sharon Robison, Library Director
Brent Dean, Public Services Director	Rob Taylor, Finance Director
Chuck Farris, Fire Chief	

Mayor Jason Wells called the meeting to order.

Town Manager Larry Bergman began the meeting with a briefing of GS 159 which regulates the process for municipal government budgeting and provided a tentative budget calendar.

Financial Health and Economic Outlook

Finance Director Rob Taylor presented highlights from the 2021 Financial Audit and discussed some changes from previous audit reports. He continued to the 2022-23 budget, ongoing capital project and items of note in the current budget. Mr. Taylor also talked about the overall economic outlook, inflation, changes to interest rates, ARRA funds, employment and other items that can affect the budget.

Strategic Planning

Manager Bergman and all those in attendance participated in a Strategic Planning Exercise reviewing some of the previous work and digging a little deeper and developing possible strategies and next steps.

Capital Improvement Plan

Finance Director Taylor presented a draft Capital Improvement Plan including all ongoing projects as well as others that have been mentioned and/or thought of during the process. Mr. Taylor said 46 projects were identified and each project has a separate worksheet. He briefed the Council by fund on the costs, description, timeline, ranking, operating costs or savings (if known) and source of funding (if known).

Financial Policy Discussion

Finance Director Taylor discussed the financial policies related to System Development Fees, Debt Level as a percentage of the budget, per capita and per appraised property value, Utility Rates and Fund Balance Unassigned.

Town Pay Plan Discussion

Manager Bergman said that an analysis of the Town's job classifications compared to the NCLM (North Carolina League of Municipalities) 2021 Salary Survey and the average Town employee is 8% below the average wage in our population group although some are above and some are way below the average. He indicated that the Council could take no immediate action and wait until further along in the budget process or an adjustment could be made now. The Council discussed it and decided to increase all non-sworn employees pay by 5% and to evaluate the employees that are significantly below the average wage.

Council Member Francisco-Rivas Diaz made a motion to increase pay rates for all non-sworn employees by 5% that was seconded by Council Member Wannetta Carlton and approved unanimously.

There being no further discussion, the meeting adjourned.

Respectfully submitted,

Jason Wells, Mayor

Jacqueline Nicholson, MMC, NCCMC
Town Clerk