



Work Session - Minutes Monday, April 21, 2025

COUNCIL PRESENT:

Mayor Mulhollem
Mayor Pro Tem Castleberry
Council Member Bruton
Council Member Buzzelli
Council Member Jackson
Council Member Wilson

STAFF PRESENT:

Bryan Chadwick, Town Administrator
Marcus Burrell, Town Attorney
Jason Kress, Town Planner
Chris Allen, Parks & Recreation Director
Jenny Martin, Human Resources Officer/Town Clerk

COUNCIL ABSENT:

None

STAFF ABSENT:

Kim P. Batten, Assist. Town Admin./Finance Officer (listened remotely)

1 WELCOME/CALL TO ORDER:

a) Invocation

Mayor Mulhollem called the meeting to order at 6:33 p.m. in the Jeffrey D. Barnes Council Chambers located at 14094 Buffalo Road, Archer Lodge, NC and declared a quorum present. Council Member Jackson offered the invocation.

b) Pledge of Allegiance

Mayor Mulhollem led in the Pledge of Allegiance to the US Flag.

2 PLANNING DISCUSSIONS CONTINUED:

a) Discussion on the following items:

- Mr. Chadwick shared that he attended the Mayor's Association meeting regarding updated sewer system information. He provided information that was presented at the meeting. Mr. Chadwick shared that since this discussion was held at the Mayor's Association meeting and that in his opinion, it is only fair for him to present the same information to Council. Discussion followed. The general consensus of the discussion determined now is not the best time for the Town to move forward. Mayor Mulhollem expressed his desire for the Town to have an open line of communication with the Town of Clayton in case there is a need to move forward in the future.
- Mr. Chadwick mentioned the proposed State Land Use changes and Mr. Kress explained the requested changes. Mr. Kress shared that he is going to be meeting with the APA and Chad Meadows for updates regarding land use changes. Mr. Kress shared that the legislative changes have the potential to limit the municipality's authority. Discussion followed. Mr. Kress shared that several other towns are speaking out against the proposed changes. Council Member Bruton requested contact information for representatives. Mayor Mulhollem

led discussion for a resolution or Mayor Proclamation in regard to proposed State Land Use changes.

- Bryan Chadwick discussed and clarified the current benefits staff receive as it was brought to his attention there had been misinformation shared. Mr. Chadwick explained the current work environment as well as his desire for an improvement of staff morale. Mr. Chadwick presented his recommended benefits for the budget. He encouraged the Council to prepare themselves to make a decision on the recommendations soon as he will need the information to update the proposed budget. His recommendations included:
 - 6% contribution to 401K - 2% one time increase to current employees to offset the loss as contributions are currently at 8%.
 - Explained the difference between the 80/20 and 70/30 premium.

Discussion followed. Council Member Bruton and Council Member Buzzelli questioned the recommendation by Mr. Chadwick and proposed other potential changes that included reducing the contribution to 4-5% and whether to have an offset for the percentage change in contribution. Council Member Wilson, Council Member Jackson, Mayor Pro Tem Castleberry, and Mayor Mulhollem shared that they were in support of Mr. Chadwick's recommendations. Discussion followed. Council Member Buzzelli proposed a 2% merit-based increase based on meeting performance goals instead of a 2% blanket increase to all current staff. Discussion followed regarding the clear expectations for staff and who would set the performance goals in order for staff to receive the benefits. Parks and Recreation Director, Chris Allen, explained the complexity of merit-based increases and the need for staff goals to be clear and set in advance to ensure that they are able to meet expectations. Discussion followed.

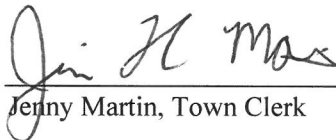
- Bryan Chadwick mentioned that he is still waiting on the property tax reevaluation as well as the fire tax. Discussion followed.
- Special Meeting to be scheduled for Monday, April 28, 2025, at 6:30 pm in Jeffrey D. Barnes Council Chambers. Public comment period will be added to the agenda.

3 ADJOURNMENT:

- a) **With no further business, Mayor Mulhollem adjourned the meeting at 8:14 pm.**
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Matthew B. Mulhollem, Mayor


Jenny Martin, Town Clerk

