

**ERWIN BOARD OF COMMISSIONERS
CONTINUATION OF RETREAT MINUTES
MARCH 7, 2013
ERWIN, NORTH CAROLINA**

The Board of Commissioners for the Town of Erwin with Mayor Patsy Carson presiding held its Continuation of Retreat in the Town Hall Board Room on Thursday, March 7, 2013 at 6 P.M. in Erwin, North Carolina.

Board Members present were: Commissioners Billy Turnage, Frank Taylor and Frankie Ballard.

Board Members absent were: Commissioners Ricky Blackmon, Randy Baker and Norma Ennis.

Interim Town Manager Pete Connet, Town Clerk Cynthia Patterson, Finance Director Debbie Chestnut, Planner Kathy Blake, were present.

Mayor Patsy Carson called the meeting to order at 6 P.M.

Commissioner Taylor gave the invocation.

DISCUSS REVISED PERSONNEL POLICY

Interim Town Manager Pete Connet informed the Board that the previous Manager had begun working with the MAPS Group in reference to the Holiday Pay issue in the Police Department also the revision of the Personnel Policy itself. A copy was given to the Board to see what has been changed following the changes of new Federal and State Laws that have been passed from the Labor Standards Act, Family Medical Leave and other practices that are now in existence that were not 10 to 15 years ago when this policy was first done.

Pat Thomas with the MAPS Group informed the Board that she had taken the policy that was adopted in 1999 and made changes and updates.

One of the recommendations is in the Police Department, that the officers working holidays would get the credit for the hours worked on the holidays. For example, if they worked 12 hours on a holiday, they would get 12 hours. The officers that did not work on a holiday would get 8.4 hours holiday credit for time off some other time. This would be for all holidays not just Christmas Day.

Commissioner Ballard recommended paying holiday pay in the period that the holiday falls rather than accumulating holiday hours to be used at a later time.

The Board also discussed the Retirement Benefits for new employees. Ms. Thomas advised the Board that she could put new language for the Retirement Benefits in the proposed Personnel Policy at which the Board could adopt.

MINUTES CONTINUED FROM MARCH 7, 2013

Mr. Connet advised the Board that this would be continued until the April's Board meeting and will have new language to the Board and make the effective date as of July 1st.

ADJOURNMENT

Commissioner Ballard made a motion adjourn at 6:45pm and was seconded by Commissioner Taylor. The Board voted unanimously.

**MINUTES RECORDED AND TYPED BY CYNTHIA B PATTERSON
TOWN CLERK**

Patsy M. Carson, Mayor

Cynthia B. Patterson, Town Clerk