

**MINUTE BOOK XXV, PAGES 93-94
CONTINUED MEETING OF JULY 30, 2016
AUGUST 03, 2016**

The special meeting held by the Town of Troutman Town Council on July 30, 2016 at the Town of Troutman Town Hall, 400 North Eastway Drive, Troutman, North Carolina was reconvened on August 03, 2016 at 4:30 p.m. with Mayor Ronald N. Wyatt presiding.

Council Present: Teross Young, Judy Jablonski, James Troutman, Sally Williams

Council members Absent: Paul Henkel

Staff Present: Steve Shealy, Finance Director; Gary Thomas, Town Attorney; Kimberly Davis, Town Clerk

Press Present: Debbie Page, SVL Free News
Nina Mastandrea, Statesville Record and Landmark

CALL TO ORDER

Upon motion by Council member Young, seconded by Council member Jablonski, and unanimously carried, special meeting of July 30, 2016 was reconvened.

CONTINUED DISCUSSION

Mayor Wyatt stated that Qualifying Profiles Inc. performed a background check on applicant Michael Ellis for the position of Town Manager stating that the check came back very positive. Two items pertaining to the civil search are not complete at this time.

Mayor Wyatt stated that an employment agreement has been drafted and previously emailed to Council members and Town Attorney Gary Thomas for review that since has resulted in several revisions/corrections to be made. The agreement along with the proposed revisions and grammar corrections were discussed in detail. Major revisions proposed are highlighted below. (Drafted agreement is copied in full and attached to these minutes).

- Performance Evaluation-Year ending June 30, 2017 (quarterly check in, and end of year review) Fiscal year beginning July 1, 2017 (semi-annually check in, and end of year review).
- Fringe Benefits-No cash payment for any paid leave days earned and not used at the end of the agreement year.
- Sick Days-No cash payment for any sick days earned and not used as of the date of termination or expiration of the agreement.
- Duration and Termination of Agreement-Term of the agreement was revised from 5 years to 3 years. In the case of involuntary termination, maximum severance was revised from 5 months to 6 months. In the event of termination or resignation, the requirement of a 90 day written notice was revised to a 30 day written notice. A provision in regards to "in the event

of death” of the Town Manager was included stating that accumulated, unused paid leave for the contract year then in effect shall be paid in one lump sum to his estate.

- Compensation-Base annual salary was revised from \$80,000 to \$75,000.
- Residency-Revised last sentence requiring documentation establishing residence within the city limits to be presented to the Town Finance Officer to avoid reduction in salary.

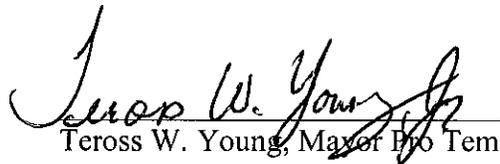
Motion was made by Council member Troutman, seconded by Council member Williams, to proceed in presenting a corrected copy of the proposal to Michael Ellis for the position of Town Manager, and then amended with the following motion:

Upon motion by Council member Troutman, seconded by Council member Williams, approved Mayor Wyatt to proceed in extending corrected copy of proposal to Michael Ellis for the position of Town Manager.

CONTINUANCE

Upon motion by Council member Williams, seconded by Council member Jablonski, and unanimously carried, August 03, 2016 Continued Meeting of July 30, 2016 was continued to Monday, August 08, 2016 at 8:30 am.

Meeting was concluded at 6:34 pm.


Teross W. Young, Mayor Pro Tem


Kimberly H. Davis, Town Clerk

