

**Minutes  
Finance Committee  
November 9, 2015  
6:00 PM  
5th Committee meeting**

**Members present were Chairman Dale Black, Committee members Terry Merritt and Larry Goodson. Finance Director Holly Abercrombie and City Administrator Trey Eubanks were also present.**

1. Call to order.- Chairman Black
2. Public Comment- None
3. Reading and approval of minutes- Councilman Merritt made a motion to accept the October 5<sup>th</sup> minutes with Councilman Goodson seconding. The vote was unanimous (3-0).
4. Reports or communications from city officers
  - a. Budget report- The current fiscal year looks pretty good. Revenues are slow this time of year. Councilman Merritt said he had sent Holly a list of questions which she answered for him. Councilman Goodson asked for a few minutes of Holly's time on Wednesday, but it is a holiday. He will call her on a later date.

The meeting with the auditor will be Thursday at 4:00 p.m. Draft financial statements will be sent to council.

5. Unfinished business.
  - a. Department head residency requirement- Councilman Goodson said he would like to read this again and asked if it could stay in committee another month. Councilman Merritt said he would be glad to answer any questions. Councilman Merritt had a third draft in the packet this time. The first page following the title page, there was a statement regarding reasonable reimbursement. It was included in the attorney's draft. The second sentence did not show up in the lawyer's draft. There is a residency requirement policy and an exception resolution. Those are two separate items to show an exception if there is a compelling reason for not residing in Mauldin. The next page is the draft policy from the labor attorney. Councilman Merritt said he wanted the reimbursement part added. This says if an employee

accept reimbursement for moving expenses, he or she must move into the City of Mauldin.

There is a legal opinion attached saying residency requirements are valid. The policy we are looking at is fairly common and has been upheld by courts. Then is the letter from Trey to Kevin asking about the exception. Kevin said that exceptions are also legal and warns us to limit exceptions. If you accept everything, it is a rule, not an exception. After that is the research on residency requirements. Councilman Merritt said there are two groups that do not like residency requirements, HR and unions. In a 2000-2001 study, over 40% of jurisdictions have residency requirements. The cons cited were high cost of living, but that doesn't apply to us. Some have high crime rates and poor schools, we don't. The residents are more invested in the city. Councilman Merritt said he is still researching this item and does not have a problem holding this in committee.

Councilman Goodson made a motion to hold this item in committee. Councilman Merritt seconded the motion. The vote was unanimous (3-0). Councilman Merritt said he would like the one statement added into the attorney's version. Chairman Black asked that we reference the research, but not keep copying it and providing to council over and over.

## 6. New business.

- a. Health insurance 2016- This year we are not looking at a rate increase. We started out at a 9% increase, but ended up with no increase due to our positive claims activity. Scott Ogburn also looked at our other coverages and was able to keep the dental, vision and life insurance premiums the same as this year as well. We did budget for a 20% increase. Chairman Black asked if the employee would still be covered 100% and if the percentages for dependent coverage would stay the same. Trey answered yes to both questions.

Councilman Merritt said he is disappointed that city employees do not pay anything for their sports center memberships. He said most health

professionals say that a free ride does not provide skin in the game. If they pay for it, they are involved in their own wellness or fitness program. He would ask for \$10 a month. Councilman Merritt said this will generate revenue for the sports center, which we continue to lose.

Councilman Goodson made a motion to send this item to council with Councilman Merritt seconding. The vote was unanimous (3-0).

- b. Standing committee rules- Councilman Merritt said we need to follow our standing committee rules. If we get them clear, we need to adhere to our own rules. Several items need to be clarified. He would like added on page 2, Finance and Policy, matters relating to personnel, cities, and intergovernmental relations. On Building Codes, a comment that Mr. Matney made for residential and commercial planning- make sure that doesn't get confused with economic planning. Economic Development- Mr. Matney suggested economic development, planning, cultural affairs, and marketing and branding. What is a cultural affair?

Councilman Matney said he meant the Office of Cultural Affairs. Mr. McLeer markets the city in Columbia and Washington. He works with the Metropolitan Arts Council. Inclusion of the arts in economic development. The majority of his job is as an economic development tool.

Councilman Merritt continued. Parks and maintenance of parks should go back to Recreation. We are losing our PW Director and lost someone who was knowledgeable on the maintenance of our fields. Maintenance of the fields needs to be done the next three or four months and he would like the management to come back to Recreation. Councilman Goodson asked about the employees and salaries. Would they be moved to Recreation? They said this has been structured as it is since he has been here. There is good communication between PW and Rec. You don't need duplication of staff and equipment if it stays in Public Works. Mowing is done on rights-of-way by Public Works. That being said, Recreation fields and facilities need to

be addressed now. We are more efficient by keeping it under one department.

Councilman Merritt said as long as they don't get into a rope pulling contest and work together to do what needs to be done, that is fine. He would also like us to work with Greenville Recreation District to find out what kind of equipment they have.

Councilman Goodson made a motion to hold this item in committee.

Councilman Merritt seconded the motion and the vote was unanimous (3-0).

- c. Open door policy- We had a special meeting in September with the labor attorney and this policy is a result of that. Trey said this promotes a positive employment relationship and outlines the manner in which employees can weigh in on and discuss matters. Councilman Merritt would like this inserted into the personnel manual. This could be inserted into page 2 of Article 1. Trey said he will make a recommendation. This will also be given to the employees and have them sign that they received a copy.

Councilman Merritt made a motion to send this to full council with a recommendation to adopt. Councilman Goodson seconded the motion and the vote was unanimous (3-0).

- d. Municipal Election Commission Vacancies- Mr. Cannon and Ms. Campbell's terms are expiring. Mr. Cannon has expressed interest in continuing to serve. Councilman Merritt said we could wait to make the appointments until January when the new council member is sworn in. Trey said it is ok to lapse. There will not be an election between now and then. There will be ample opportunity to work on this.

Councilman Goodson made a motion to table this until December's committee meeting. Councilman Merritt seconded the motion and the vote was unanimous (3-0).

7. Public Comment- Leo Joyce said we might want to think about appointing a fourth person as a standby. Cindy had to call me to ask for Dennis Cannon's number. Ms. Campbell has not shown up to any election certification. Could a city employee do it?

Mayor- Under Building Codes- code enforcement is listed, but most of the enforcement is done under public safety. Do they do some code enforcement in Building Codes?

Trey- The Building Official enforces building codes. We have a code enforcement officer that addresses zoning issues. There are a couple of different ones. Building Codes has building codes enforcement. Zoning enforcement is in public safety.

Joel Ann Chandler: When will the Butler Road corridor study be talked about?

Trey Eubanks: At the council meeting on Monday night.

8. Committee concerns.- Chairman Black asked for the current travel policy.

Councilman Merritt said there has been a vast improvement in documentation for credit cards. He would still like for attendees and purpose of meeting be documented as well.

9. Adjournment. – Chairman Black adjourned the meeting.

Respectfully Submitted,

Cindy Miller

Municipal Clerk

**NOTICE:** A majority or quorum of City Council may attend a committee meeting