

TOWN OF BURNSVILLE  
Special Meeting  
May 22, 2014

On May 22, 2014, the Town Council, with members Mayor Theresa Coletta and Judy Buchanan present, held a special meeting at the Town Hall. Also in attendance were staff members Brian Buchanan, Jeanne Martin and George Nero; and Town Attorney Heather Hockaday. The Mayor called the meeting to order, stating that the purpose of the meeting was to meet with several department heads to discuss the process for review of the town's personnel policy.

The mayor clarified that the directive she left with the committee was to use the policies she provided at the first meeting as resources for the development of our own policy, with legal review at the end of the process.

It was explained that the town attorney was asked for advice when a legal consultant warned at a NCLM conference that changing personnel policies should be approached with extreme cautious, particularly when it involved employee benefits. The consultant advised that the governmental unit needed to be certain whether their existing policy was adopted by resolution or ordinance, and whether the employees were vested under NC law.

Heather Hockaday explained that our current policy was adopted by ordinance, and employees are vested in in their jobs. Further research will be necessary, however, to determine the vesting status of benefits. Meanwhile, Ms. Hockaday advised that new hires could be told that the personnel policy is currently undergoing review, and they will given short-term contracts in the interim that stipulate they are at-will employees. Ms. Hockaday agreed to draft a contract for this purpose.

As review of the personnel policy continues, it was generally agreed that legal assistance may be needed from Ms. Hockaday, and she asked for a list of specific policies that needed work.

There being no further business, the meeting adjourned.

  
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Jeanne Martin, Town Clerk

  
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Theresa Coletta, Mayor