

The City Council of the City of Elizabeth City held its monthly work session on the above date and time in the City Council Chambers of the Municipal Administration Building with Mayor C. L. Foster presiding. Council members in attendance were: J. M. Baker, M. E. Brooks, L. A. Hummer, B. S. Meggs, E. K. Rivers, D. K. Stallings, J. A. Stimatz and J. B. Walton. Staff members attending were: City Manager R. C. Olson, City Attorney W. H. Morgan, Deputy City Clerk V. D. White, Public Utilities Director P. Fredette, Parks and Recreation Director J. D. Overman, Inspections Director S. E. Ward, Planning Director J. C. Brooks, Finance Director S. E. Blanchard, Fire Chief W. C. Pritchard, Electric Superintendent K. F. Clow and Interim Police Chief G. F. Koch.

Mayor Foster called the meeting to order and welcomed those attending. He gave the invocation after which City Attorney W. H. Morgan led the Pledge of Allegiance to the Flag of the United States of America.

1} APPROVAL OF THE AGENDA:

Mayor Foster called for action regarding the prepared agenda.

A motion was made by Councilwoman J. M. Baker, seconded by Councilman D. K. Stallings to approve the agenda as presented. Those voting in favor of the motion were: Baker, Stallings, Brooks, Hummer, Meggs, Rivers, Stimatz and Walton. Against: None. Motion carried.

2} UPDATE ON CITY'S WEATHERIZATION PROGRAM:

Mayor Foster recognized Mr. Dennis Gordon and Mr. Rickey Albertson for comments.

Mr. Gordon reported that to date fifty-five homes have been monitored to decrease energy use, address health and safety concerns, increase durability and increase comfort for the occupants. There are a number of measures erotized that you actually look into when you go in to weatherize a home. Such as we look at air sealing, attic insulation, dense pack walls, floor insulation, seal and insulate ducts and compact florescent lamps. We equate weather stripping, caulking, glass patching and insulation for plugging as general heat waste. In our area we are required to put in R-38 or R-30 insulation in the attics. You must seal any bypasses or penetration that exists in that area. You want to make sure

that there is adequate insulation in the walls as well. You can achieve up to 27% heat lost if you don't have insulation in your walls. You have to make sure that you seal up the floors and that you seal any ducts that are in the system. You can receive anywhere from 10-30% heat lost if your ducts leak. It is very important that you have those ducts properly sealed. He reviewed the seasonal energy consumption numbers as well as a heating source bar graph. He showed pictures that showed areas of heat lost.

Mr. Albertson stated that the pictures that were just shown are from some of the customers that are coming to members of Council saying that their bills are so high. They do not understand the relationship between their utility bill and the lost of heat. These are the things that we are seeing when they come to you and complain. When we go to inspect the house we find all of these problems that the person does know see or know about.

Councilman Brooks asked if it took as much to heat the house as it does to cool it with adequate insulation.

Mr. Gordon said that you need to keep in mind your insulation is what keeps your thermal boundary sealed. That keeps the hot or cold air from coming into your condition space.

Mr. Brooks asked the City Manager if there were more people coming in complaining about high electric bills during the winter months or the summer months.

Mr. Olson said that he thinks basically it is the winter months because everyone needs the heat to keep their house warm. A lot of people don't have air condition in Elizabeth City and if they do it may be in one room. We have far more complaints about energy issues during the winter months of December, January and February.

Mr. Brooks said then the winter months to keep warm and the summer months to keep cool then it should have the same affect. Most of the complaints that he hears are in the winter months.

Mr. Gordon said that 91% of the houses that we looked at used heat pumps. One of the biggest things that the customer doesn't understand is how their system works. You have to know and understand how the system works. He explained how a heat pump system works.

Councilman Stimatz stated that 62% of the homes in Elizabeth City are rental properties and the renters do not have the control over the heating/cooling equipment that is in there. It is very easy for a landlord to put in the electric

base board heaters. They are cheaper and then he doesn't have to bear the cost.

Mr. Brooks said that if he has a kerosene heater and he is not using electric base board heat his electric shouldn't be different. He can say this because he was using kerosene heat before he had his system put in and during the winter months his bill jumped also. What he is saying is that he wasn't using electric and he didn't have a system in his house. He thinks that is the case with most of the citizens out there. He does not know why it is not talked about more because he knows they are going to wonder why we are not addressing it. He doesn't know what else is going on inside their homes, but he does know that if someone has an extra high electric bill those are the homes that we need to audit. Those that fluctuate \$20 or \$30 a month they might not even complain that much because they expect an increase. The ones that he sees have jumped to almost double. He thinks those are the ones that need an audit. He has a problem when they are using an alternate heat and yet their bill still goes up.

Mr. Gordon said that there would still have to be some factors going on within that home. The heating is just one element of it. There are some other issues that have to exist in that home that requires base load. You have to look at base load. Your meter is only going to read what is fed. There has to be something else going on off of base load that is feeding the meter. It has to be.

Mr. Stimatz said that your electric water heater works harder in the winter than in the summer especially if you don't have good insulation. In the summer you tend to cook out more and eat lighter and less hot meals. In the winter you are cooking hotter meals and if you have an electric stove and electric oven there is a big jump in your electric bill. That is what the audit will tell you.

Councilwoman Meggs said that she would like to say that she knows of one that had the audit done and they told them what to do and they are doing it. She thinks that it is great that those that have the high bills can have someone go out and tell them where it is that they are losing all of their heat.

Councilman Rivers said that his addressing of the high electric bills has nothing to do with the energy audit. That is why he is not saying nothing as he is waiting until we talk about the electric rates and the actual use. If that would be the case we are talking about four months ago when everybody had these outrageous electric bills we will need more energy audits. Each person with a \$500 or higher bill needs an energy audit. He concurs that the energy audit is a great tool but he thinks that we are going to fall into who is going to bear the expense. The City passed tougher restriction codes two years ago and now bills have gone up because people are required to add additional insulation. That being said the person renting at \$450 now has to pay \$500. You pay for what

you get. That is the reason why he is not addressing the energy auditors. He enjoyed the presentation but his question is going to be more to our 7:00 meeting.

Mayor Foster thanked Mr. Gordon and Mr. Albertson for their presentation. He asked Mr. Olson if he had any further comments.

Mr. Olson stated that this was part of what we put in place two years ago. We put in \$100,000 in the electric fund for an initiative for weatherization. Beside what Mr. Gordon is doing we do have that corporate arrangement with OIC where we go in and actually rehab a structure utilizing them and their contractors. We spent roughly \$3500 per home and we have done roughly 55 homes since we started the program. We are not just going out and finding what the problems are but we are also providing funding sources and everything else based on income needs to actually go in there and fix the homes and address some of the concerns that he finds in his energy audit.

4} CITY'S HIRING PRACTICES:

Mayor Foster called Mr. Keith Rivers to come to the podium.

Mr. Rivers said that this evening he would like to see if we can bring some closure to the affirmative action plan. He hopes that everyone has reviewed the Affirmative Action Plan and the statistics that Mr. Olson provided. He knows that you can all see the disparities in the salary range and the hiring procedures.

Councilman Walton said that he has seen the figures but he has not seen the plan.

Councilman Rivers said that we need copies for Council so that they will have a copy of the regulations that he thinks that we are not even acting on things that we have presented in our own charter.

Mr. Olson said that he would be glad to make copies but he thinks that the information that we have here is the transitional plan that was done back in the late 70's and not our existing plan which has been adopted by the City Council. What you have there if he is not mistaken is the transitional document to bring us in compliance rules and regulations that came about in the late 70's. We came up with a transitional plan which was formally adopted and subsequently to that over the last thirty years we have basically adopted numerous city council affirmative action statements. Not so much as the Plan but more like a statement which he thinks you were provided a copy.

Mr. Rivers said that is correct and that is the one that you update every year.

Mr. Olson said that we just did that back in December and we formally adopted it for the Hugh Cale Grant for Year Three and Year Four. He thinks just in February for Year Five of that Grant. There are two separate plans here and he does not want to confuse anyone. One is what he calls the transitional document and that is when the City is required to adopt an affirmative action plan. Former City Manager Tommy Combs did that document establishing certain guidelines and stuff for us to follow and then we have what has migrated into an Affirmative Action Statement which has been reinforced on a yearly basis by members of City Council.

Mr. Stimatz asked what rules apply? What rules are we working under for Affirmative Action? He likes to do things right and he would like to know which is the right one. A document adopted in the 70's is no longer a guiding document.

Mr. Olson said that he would agree with Mr. Stimatz on that document. Like he said it was a transitional document. He does not know if Mr. Rivers would agree or not with that but it was very common back in the late 70's for municipalities and other local units of government to come up with what he calls a transitional document and over the years because of court rulings and everything else we have basically broadened it to very broad policy statements. He thinks that plan has targets in it where we would like to be and there has been some legal issues concerning targets and quota and other stuff so we have been advised over the years since he has been in this profession to basically to come up with a very broad reaching statement that affects our hiring practices here in the City.

Mr. Rivers said that the update is about a page long. The update is fine as long as the program has been adhered to. The reason that the program was written in the first place is because of the misappropriate numbers of females, minorities that were not being hired. Thirty-one years later, if you will look at your data we are right back where we were. There is no way the statement is doing any good. It is not a program. A statement is not an action. This is called the Affirmation Action Program. This is what is going to insure that equal opportunity exists. This is the foundation and like he said, thirty-one years later we are still talking about the same thing. If he may, this is what Mr. Olson was talking about with these older statistics but we provided new data with this and Under Title Seven, it just says right here: "the statistics indicating minority and females substantially under representing certain job categories establish a base appearance of unlawful action". Then it says that we are held accountable for the present effects of past discriminatory acts. All he is trying to do is to come up with a solution which in the plan there was a plan that was written that after we review it and it is a great plan. After talking with some of the organizations that were named in the plan, it hasn't been followed. Just simple things. If

people ought to recruit for positions. Data is supposed to be provided. That position is supposed to go out to the different organizations and in this case it was OIC, Elizabeth City State University, College of the Albemarle, the Coast Guard. These were the different organizations that those types of things were supposed to go out to as far as recruiting. Then a breakdown to maintain a record of applicants by sex and race for each vacancy, documented reasons for selection of applicants were closely reviewed by the Human Resources services, manpower, training programs and OIC. This is what is written in the recruitment procedures. None of this has been done.

Mr. Stimatz said that he is at a disadvantage because he does not see our HR Director here. He would love to have a good discussion on this issue but he does not have enough information in front of him to do that well. Are we legally bound to follow that document? Have we moved on to something else? He thinks in his own mind given who our HR Director is and on top of her performance issue she does a lot of those things and to say that the plan has failed is not necessary true. We have found in several positions that he has watched before he even got on Council, it is not always easy to get people to apply or to accept the position. Even no matter how much you liked them. It is not that we didn't try but that people didn't come to us for whatever reasons. So, he wouldn't say that it has failed. A good question to ask is how are we doing against this old plan? There has to be good stuff in it he is sure. If you have a problem you need to fix it. He would love to have this discussion at another work session as he thinks that it is important but he would like more information on it as well as having the HR Director here.

Councilman Walton stated that you know some people can talk like things are fundamental way of life. We can make a statement that instead of generalizing we can put it in a mission statement but still you only get the nuts and bolts of things and it still may not be happening. Himself he would like to see some more material himself. Even this pay scale can be put into a graph. Graphs tell you a lot. If you look at this there is one person that is getting paid a hundred plus thousands dollars. You need to put them in categories. How many are making \$90,000 down to \$80,000. How many can be making from \$80,000 down to \$70,000 and then you get down to that \$30,000 and that is where the low to moderate income comes in. That is when you get a real broad range. If we have been fulfilling what he thinks that paper was set up to do, it wouldn't look the way it does. We may have to institute the plan back again because we are not doing what we should be doing. Even in the last Legislative Session he talked about that a while back. He talked about revaluation and anybody making under \$36,000 should have a decrease in their tax valuation. It was there. They talked about it. For all the people that talk about things that means that it is important and something is not happening correctly. We can sit here with blind eyes and say it is not happening but it is. First we have to be concerned about

it. If no one is concerned about it then nothing will change. We need to bring back some graphs.

Mr. Rivers said that Mr. Walton just shed a little light on the breakdown. Positions that pay \$60,000 and up in Elizabeth City and there are twelve positions. Of the twelve one is held by African-Americans. In positions paying \$50,000-\$59,000 there are ten positions. Eight are held by Caucasians and two by African-Americans. In positions paying \$49,000 to \$40,000 there are 30 positions. Twenty-one held by Caucasians and nine by African Americans. Positions paying \$39,000 to \$30,000 there are 105 positions. 68 held by Caucasians and 37 held by African Americans. In jobs paying \$29,000 to \$20,000 there are 110 positions. 46 are held by Caucasians and 64 by African Americans. Out of those 64 positions 20 of them pay between \$20,000 to \$22,000. Positions that are \$19,000 and under which are part time jobs and so forth, there are 13 positions by Caucasians and 6 by African Americans. You are talking about a City that has 56% African American population and a 40.2% Caucasian and the other 3.8% is made up by different nationalities. So, there is a problem and when you think of affirmative action you are not talking about taking food from one person's mouth and putting it in another person's mouth. When you look at the NFA and the NBA, the team with the worse records is the first pick in the draft. What they are trying to do is to make the NFL stronger. If the bottom team can beat the top team then the NFL is stronger because everybody now cheers for their team. That is the same thing that you want to do in the City of Elizabeth City. He was reading the City Council's mission statement and it says to create an attractive community that will promote opportunity. Opportunity is the key word for a good quality of life. We know that in this City the average income per capita is about \$13,334. We are right there on the poverty line. You have got to give people hope. When we were talking about not the data that is kept so much by Human Resources but data that is sent out to the different organizations. In other words if you are recruiting for a teacher's position, if you only recruit at Chapel Hill, NC State, Wake Forest, Duke University, changes are you are going to end up with a white teacher. If you recruit at Elizabeth City State University you will end up with an African American teacher. Now, if you recruit there and you recruit at North Carolina State then you hire the best qualified person. If you have that documentation and you send that to the NAACP then what you say is that we sent it out there and we did everything we could do. We sent it out to the different non-profits who can go out and recruit then we hired the most qualified candidate. The question is what plan are we going to get together and the type of resolution that we are going to make to insure that we level the playing field so that we can provide that attractive opportunity that we want to make people want to come to Elizabeth City. They can make college graduates from COA and Elizabeth City State want to stay in Elizabeth City. He loves Elizabeth City. Right now, we have some serious issues and it is in the hiring practices. It starts with the people that set

the example. Look at Council, it is four and four but the work force does not look the same.

Councilman Walton said that at our very next meeting, he would like to see that Mission Statement. In that Mission Statement does it say we hire minorities and females or is it broader than that and says we only hire humans.

Mr. Olson said that it is a very broad statement. Ours is protected class and protected class is not African Americans and it is females also. One thing that is a little misleading in Mr. Rivers statement is if you look at his Management Team he has four women and six men on it. Those are the ones that are getting the higher salaries. He thinks that we need to look at it in very broad terms and not specifically, "in race related issues" but let's look at those individuals that fall within the protected class under EEOC.

Mr. Rivers said that females are doing a whole lot better than African Americans and other minorities in the City. He believes that there is one Hispanic.

Councilman Rivers said that he would like to say whether we have a statement or a plan, when you are in a crisis you need a plan. A statement is not doing this City Council any good. A statement says that this is what we hope. We need a plan. A plan is what we are shooting for. He thinks from listening to what you said when you said, females and minorities are under represented in certain job categories..... That is what was passed by City Council. If he sits here now and he says that it appears to him that he doesn't see what he sees when he looks around this council and we need to address it with a plan. He is not for a statement. He is for a plan. If we put a plan in action then we are going too actively and make the playing field level. When we go to our voting booths and all that we want is that we have a plan that will make the playing field fair to all of us. He has young people in his Ward and when they come to a City Council Meeting they want to see black, white so that way they will feel that they have the opportunity to hold the top position. This statistics that was read all he can do is go out and tell them that their best chance is to be under \$30,000. He can't sit and feel good about this Council knowing that we are only lumping African Americans in the bottom half of the pay scale. We need a plan and this needs to be brought back up in thirty days. We need to see results. We are one out of ten in the \$60,000 categories. There are twelve positions and one African American. One out of twelve and you can sit around and say what you want to say but statistics don't lie. When you break it down it says how we want to put it, you can justify it and you can sit back but one out of twelve does not represent what the City of Elizabeth City has to offer in terms of equal opportunity. Since he has been on Council for eight years, he has seen numbers that were higher than one and two. He has seen things where it is across the board. No one is asking for favoritism but it is just that we need to show that we

are going about trying to give fair representation and recruit top qualified candidates. He is ashamed of the one out of twelve. It doesn't make any sense.

Councilwoman Baker said that the one out of twelve doesn't make sense. Just looking at it in general but to look at the whole numbers and see where those twelve numbers came from. Did you recruit for the twelve positions to all the same minorities and females? Did you recruit to areas where you would likely find candidates of minorities and female's status? We brought this up before especially when we were hiring our public works director and how difficult it was to find qualified black candidates. We did and she asked Katherine specifically because she has dealt with affirmative action. You have to file reports to the federal agencies. She assumes that we do the same things through this company. You have to be accountable for providing the opportunity for some of these to apply. That is the key word which he said and that is opportunity. If you are providing equal opportunity to blacks, whites, minorities, females we are alright. As long as you giving them the opportunity, you can't force them to apply. You can't force them to be qualified. But, you can force yourself to provide the opportunity to all.

Councilman Brooks said that he thinks that we should go back to what the intent was with the affirmative action and not just the City but nationwide. When it came out of the Civil Rights Groups in the 60's, you had a lot of blacks that were qualified for positions. They applied for the jobs and they wouldn't even get an interview. That is when they came up with the Affirmative Action Plan. The Affirmative Action Plan said that you must interview so many minorities. That kicked in but then minorities were not getting the jobs. They were being interviewed but they weren't getting the jobs although they were qualified. We need to get the look of what the Civil Rights Movement was all about. Now, he is glad that Jean brought it up. Just like when we recruited Mr. Paul Fredette. It is ok to say that we have to recruit in certain areas. Well, we went to New Hampshire that is 97.6% white. You are not going to find many black engineers there. His issue was and just because Washington DC is so black that they call it Chocolate City. You jumped over Washington DC and we jumped over New Jersey, New York, we jumped across all of those states to find a public utility director. Now, during that process he was aggravated because during the course of looking for a Public Utility Director, in certain places where you know there is a high accumulation of the black population. Atlanta, Chicago, Detroit, DC and he was looking at the newscast on C-Span and they were talking about just as many blacks that have engineering degrees as any other degree. His problem is where do we look. What happened is when we look at minorities, look at the make-up of department heads. You say you have one black department head and eleven whites. What happened was that during the Reagan Administration what they did was to add female to the term minority. We know that high concentration of black males you are going to have more

females as far as applying for the job. That is the history of affirmative action. Yes, we should have an affirmative action to have the look of what we have on council. This is a great make-up. If we can get our work force to look like this we would be setting a standard. It is great and you can't beat it with a stick. He thinks that we can do better. He is not saying that we still don't have to hire the most qualified; we still have to do that. Don't hinder us in that. Put yourself in the position to be qualified. He thinks that the intent of the affirmative action was that blacks were not getting interviews although they were qualified. Then when they got the chance to get an interview, they weren't hired. That is where that quota thing came in. They said ok you have to hire this many blacks because there was still discrimination in the workplace. He thinks that they are staying away from that word, discrimination but that is what is happening. Even in the military, they had a pyramid and most of the ones with the high paychecks were basically whites. White males to be exactly. It eliminates black females and white females. He would like to have the statistics of those guys giving their lives for our country over in Iraq. He guarantees that most of those are minorities or whites that came from a poor economic background. That is what we are trying to eliminate here and those are the statistics that Keith is putting out if you are at the bottom of the totem pole, you are talking about small retirement even with 30 years and that becomes an issue. He thinks that we have enough intelligence and education on this Council that we can say ok, let's put a plan in action and work the plan. You can put it down in writing as pretty as you want to if you have nobody to work the plan it is just words on paper. That is what we are trying to get at. It is not a race thing but we are trying to make sure our kids when they graduate from high school or the university they will want to say that they want to go into city government. Say that they want to stay in Elizabeth City because we have a good mix. He thinks that is the point that we are trying to make. It is not a race issue and it comes to a fairness issue. He would bet the same if at this time the majority white and blacks were in a position that it would be the same thing. He would voice it in the same direction because we have to get beyond the fact a Japanese Firm said one time and he was in that conference and somebody had taped them and the Japanese Firm stated that the blacks are like jelly beans at the bottom of the jar. That kind of irritated him. The overall view of most blacks is that they feel that they have to be twice as good to get the same position and have more education. You know that is not fair. He shouldn't need a Master Degree to get the same job you got with a high school diploma or a two year degree. That is not fair. So basically we are not talking black and white but we are talking fairness.

Mr. Rivers said that sometimes he thinks everyone forgets that affirmative action wasn't set just in line for African Americans. Everyday you walk down your sidewalks and you see a dip in the sidewalk that is so handicaps can be there. He doesn't believe that your building director will past a building unless you have a handicap bathroom. That was in the 1964 Civil Rights Act. Females were

very misappropriated. The numbers speak for themselves. 72% of the people that actually benefited from Affirmative Action are white females because black females didn't have any rights anyway. Affirmative Action is across the board. If you are an African American they are governed by the same. Anytime you receive federal money and you are a predominantly black university you have to have the same number of minorities. So, it works across the board. As Mr. Brooks said, it is a fairness issue. Remember the Affirmative Action Program is the action to insure that equal opportunity is taking place. You can write a statement that says we do not discriminate against race, religion or gender but if you look at these statistics in Elizabeth City they show you that yes you cannot just say that you are not going to hire you because you are black, but the statistics are the start off word. It is a fairness issue and it is an issue that this City is growing. He loves Elizabeth City and he doesn't plan on leaving Elizabeth City. He moved back home to be in Elizabeth City. He wants it to be the best possible City that it can be. But, if there is an issue it is by his election as President of the NAACP and after he comes out of their Executive Board Meeting it is his job to bring it forth. He is not bringing it forth as an African American issue because NAACP is not just an African American organization. It is an organization that stands for civil rights. That is everybody rights. He hopes that he can get your membership too. That is what they want. They want to come up with a plan that everybody is comfortable too and we can take it back to the churches and say this is what our City Council and the NAACP and many other non-profits came up with as a solution to make sure that this is written in 1976 – 31 years later we are arguing the same issue. Something has to give and we need to find a solution. We need some healing and that is why he is here. If you will look at it the Affirmative Action Policy in this plan and that is the one that they updated every year and that is because to receive the money you have to update it. The annual reports are not being sent out. The Plan that they wrote will work right now as we have reviewed it and there is nothing in there that will not work right now. It is a solid plan. Maybe just a few minor tweaks here and there, but it is a solid plan and we just need to put it in action. Maybe we can do another meeting after the review.

Councilman Rivers said that he thinks that we definitely need to get that Plan to all Council members and we need this on the next work session so that way if we can get that out prior to the work session so that way Council will have time to look at it and see if that will work with NAACP and we need to make sure that the Plan is implemented and brought back so that way we can let it be the updated Plan. The statistics are not there and he thinks we need this as soon as our next work session so that we can get this in place.

Mr. Walton asked if we could include in that package Human Resources can put in paragraphs or bar grafts to show where we are with our pay scale now.

Mr. Stimatz said that he agrees with Johnnie. A quick look at this, shows that out of those making \$25,000 in this City, 191 of them are men and only 44 are women. He is not even sure of what the male and female ratio is in the City.

Mr. Rivers said that when he received the data that portion jumped out at him so greatly. Then as he looked down at females he saw that they were very much not represented fairly. The question here is where are you recruiting? If the playing field is level and you are doing everything that you can do to balance and if African Americans and females just don't apply that is ok when you can pull out your sheet and say, well we went to OIC, we sent out to River City Development and we recruited at Elizabeth City State and North Carolina A&T but these are the list of applicants that came in and applied. There is nothing else you can do. You can lead a horse to water but you can't make him drink. All he is asking for is a level playing field. That is what Affirmative Action is all about. The reason the Affirmative Action was created was because equal opportunity was not being adhered to. It was put down in words such as a statement and that is why the City Council in 1976 said that statistics and they used the work appearance. That is all they are talking about here. A level coming up with a nice resolution that is going to work for the City, the City Council and the people of the City that levels the playing field.

Mayor Foster stated that he appreciates Mr. Rivers and at this time he called upon the City Manager for final comments.

Mr. Olson said that we will get that information back to Council at the next work session. Katherine is here now and we will make sure that you get a copy of everything that you need so that we can further these discussions.

5} PROPOERTY VALUATION COMPARISON BY WARDS:

City Manager Olson stated that he is still trying to find out the information that has been requested. He believes the material in your package includes everything.

Councilman Walton said that is not what he wanted. Sarah, he thought that we were on the same wave when talking about what he wanted to be presented about revaluation. Then he asked you to let Rich help you with it. Did he make a mistake because this is definitely not what he wanted? He keeps giving broad things and he wants to be more specific. He wants the residents and commercial properties. This is not what he wants. He wants to see how it is going to affect households on an individual basis.

Ms. Blanchard said that she could get that information.

Mr. Walton said to do it by herself this time.

Councilman Rivers asked how does the tax neutral balance out. He looks here and sees the entire City at 26%.

Mr. Olson said that basically what the revenue neutral number was that we cannot raise anymore in taxes which is roughly \$4.1 million than what we did the previous year. What ever that equated to in a cents per hundred is what it was. It was not a complete rollback 50-50 or anything else. It was just a percentage.

Mr. Rivers said then you think within those numbers there might be new parcels that came on in the undeveloped land.

Mr. Olson said that it does not include new improvements.

Mr. Stimatz stated on the slide that you prepared it is confusing because you show \$3.3 million in total taxes accessed before we changed the rate and it is \$4.9 million after which is \$850,000 different. It is supposed to be revenue neutral. Some wards taxes after the amount of taxes paid is going to go up. Some are going to have to go down. There is no way around it. There are going to be winners and losers in actual tax dollars paid.

Mr. Olson said that he would clarify those numbers.

6} SALARY INCREASE FOR MAYOR AND CITY COUNCIL:

Councilman Rivers asked what was the salary that the Commissioners received. He was wondering if we could get that information for the next work session. He recognizes that we are the only city of this size within our jurisdiction. It would be doing an injustice to ourselves if we compared us to Wilson or larger cities. Let's compare to Currituck County, Camden County and Pasquotank County and bring it back to us at our next budget session.

Councilwoman Meggs said that we can wait until the next budget session but she would like to put her two cents in now. She feels that we need to do the budget and see what we are going to have to do before we give ourselves a raise. We still have to face some other people too.

Mayor Pro Tem Hummer said that she would like to add to that. We are looking at a tax increase and an electric rate increase and she doesn't feel that council should ask for a raise at this time.

Councilman Brooks said that he thinks that we do. When he first got on Council he had 400 minutes on his cell phone. Now he has 1400 minutes. Those

minutes are not for his wife or kids. When someone calls him with a problem and he is on his cell phone, he can't tell them that they are burning up his minutes. He has to talk to them as long as they want to vent. That alone makes him think an increase is necessary.

Councilman Rivers said that when he asked for this information it is not to say that the City Council is going to get a raise this year, but he believes every time it always starts off and we made sure that we looked out for our city employees by using other towns and we hear that Currituck had raised their officials salary. He thinks that we need to do the same and we can make sure that we are in line with other cities. We need to have an idea if we are in the middle of the playing field. He concurs with Councilman Brooks in everything is going up so that is why we always need to make sure that the information is. We did that for our employees and we need to do that for everyone else across the board. That is not saying that we are going to give ourselves a raise. We know that we have the budget coming up. That is the reason that he asked for the information to be brought back to us at our budget meeting.

8} COMMITTEE REPORTS:

Mayor Foster stated that he would call on each member of Council for them to make a report on their respective committee.

Albemarle Economic Development Commission

Mayor Pro Tem Hummer said that they do not have a meeting until Wednesday Likewise Councilwoman Meggs and Councilman Brooks had nothing to report.

9} ADJOURNMENT:

Mayor Foster advised that since we do not have time to continue the committee reports he would entertain a motion to adjourn.

A motion was made by Councilman J. A. Stimatz, seconded by Councilman D. K. Stallings to adjourn. Those voting in favor of the motion were: Stimatz, Stallings, Baker, Brooks, Hummer, Meggs, Rivers and Walton. Against: None. Motion carried.

Mayor Foster adjourned the meeting at 7:00 p.m.

Dianne S. Pierce-Tamplen, MMC
City Clerk

Charles L. Foster
Mayor