

MINUTES
KITTY HAWK TOWN COUNCIL
Recessed Meeting
Monday, April 26, 2021
Kitty Hawk Town Hall, 9 AM

Agenda

1. Call to Order
2. Draft FY 21-22 Budget Presentation/Discussion
 - a.) Amendment to the Personnel Policy, Article XI, Section 9 – Petty Leave to Vacation Leave
 - b.) Expansion of Career Ladder/Reclassification of Police and Fire Positions
 - c.) Redesignation of Code Enforcement Officer/Fire Inspector Position
3. Adjourn

COUNCILMEMBERS PRESENT:

Mayor Gary Perry, Mayor Pro Tem Craig Garriss, Councilman David Hines, Councilwoman Lynne McClean and Councilman Jeff Pruitt

STAFF MEMBERS PRESENT:

Town Manager Andy Stewart, Town Clerk Lynn Morris, Planning Director Rob Testerman, Management Assistant Melody Clopton, Finance Officer Liliana Noble, Police Chief Joel Johnson, Fire Chief Mike Talley and Public Works Director Willie Midgett

Manager Stewart read aloud and reviewed his Fiscal Year 21-22 Budget Message. He then reviewed some accomplishments of the past year.

Stewart: *We have received \$145,000 in grant funding for the Kitty Hawk Park Connector Trail Project that is currently under construction. I recommend you go by and take a look. I am thinking mid-June we will have it open and you will be receiving an invitation for some sort of ceremony in the park.*

We have also received \$90,000 in grant funding for ditch and stream debris removal, \$6,000 for sediment sampling through NCDEQ and \$1.4 million for beach renourishment. We have received quite a bit of grant funding. The fire department has demolished the old training building. Council has approved the purchase of a fire truck to replace a 30-year-old pumper truck. We were able to work out an agreement with the Sheriff's Office for traffic control which was a savings for the town. Everybody on council was instrumental in pushing that through the Tourism Board.

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Perry: *Let me interrupt you and say we can thank Dare County Commissioner Bateman and Jeff Pruitt for getting the traffic control. It was a dead deal after I tried to push and push it. They got on board and found a way to do it. They deserve the credit.*

Stewart: *It has been a good thing for our police department and we are able to focus on other areas in the busy season. We have maintained full operations of town services during the pandemic. We had some limitations at first with employees, but we have always maintained the phones in all the departments. We are proud about that. Our employees stepped up to the plate. And then we received \$55,000 as part of the federal government covid CARES Act. It paid for a portion of the police department's payroll. Did anybody work overtime as a result of that?*

Johnson: *No.*

Stewart: *We started out the year with no step increase and no adjustments based on the uncertainty, but the council came back in October and made those adjustments and they were both retroactive.*

Perry: *You brought up the bridge closing last year and the uncertainty that brought for budgeting. The manner in which it was done really cannot be done that way anymore. If it gets closed for some reason like a storm or something, then it is going to be closed for everybody. It will not be closed for a set or subset. I want to make sure everybody understands that. There were two lawsuits brought for closing the bridge and one of them was settled. One is still out there, and I would like to know what the status of it is because it includes us even though this town did not agree with that policy from the get-go. Check with the county manager.*

Stewart: *Will do.*

Hines: *To add to that. People have trip insurance on vacation rentals so if the bridge is shut down the town will still get some portion of the revenue from the occupancy tax through trip insurance.*

Perry: *If the insurance company's pay up.*

Hines: *The ones in Hatteras did not but that has been fixed.*

Perry: *That is good to know. Thank you.*

a.) Amendment to the Personnel Policy, Article XI, Section 9 – Petty Leave to Vacation Leave

Clopton: *Good morning, I am here to talk about proposed changes to the Personnel Policy and the Compensation Plan. Our first item for consideration is discontinuing petty leave and adding the hour to vacation. In addition to sick and vacation leave our employees accrue something called petty leave. It is one hour per month and it is supposed to be used to handle personal business that cannot be conducted on the weekends or in the evenings or so forth. One of the things I think about*

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is banking. It is limited and is only accrued one hour each month per quarter. At the end of the quarter petty leave is forfeited and it goes away and then it starts over.

Our proposal is to eliminate the petty leave accrual and add that hour to the employee's vacation accrual. The reason for this is number one it is extremely underutilized. Many people do not use it. The process to forfeit petty leave is manual so everybody who does not use it, someone, probably me, goes in and forfeits it individually at the end of every quarter. Adding the one hour of vacation would be useful to our employees because when vacation is unused it goes to sick time and then sick time is added to retirement to be used for years of service. When you retire, the more sick time you have, the more it counts towards years of service that you have. The town would not be paying out more in vacation or anything because anything in excess goes to sick time. Also adding one hour of vacation brings the town more in line with what other neighboring municipalities do. I included a chart in your package. Does anybody have any questions?

McClellan: *I have a couple of questions. What do you mean underutilized?*

Clopton: *Not used.*

McClellan: *No one is going to the dentist, no one is doing banking? Or they are doing it and not asking?*

Clopton: *Some people are using it but mostly they use sick or their vacation leave. For example, public safety, the way their schedule works, they just do it on their days off. They work a more fluctuating schedule.*

McClellan: *I understand that with the fire and the police. Who I am trying to wrap my head around ... in my years of working in the business world, I have been salaried, hourly and a combination. Salaried people can take an extra half hour for lunch and it is unnoticed but if an hourly person takes an extra half hour for lunch it is noticed.*

Clopton: *Correct.*

McClellan: *Who is benefiting from this? And why are we just moving it into vacation?*

Clopton: *I think when we discontinue something it is good to have an alternative.*

McClellan: *If no one is using it why do we need an alternative, for something that is not being used? It just sounds like everybody is getting more vacation.*

Clopton: *It does bring us more in line with what the other towns are ... we are substantially lower than what the other towns are doing. To me it is a win/win.*

McClellan: *Does anybody else see what I am wondering about?*

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Hines: *I see what you are looking at and I think the proposed change falls in line.*

Garriss: *It is the right thing to do.*

Perry: *When I first came on council, I went through the personnel manual and saw a lot of things I had never seen, heard or been privy to in my working career. So, I asked the questions. Here is the problem. Once it is put in the record book it kind of becomes an entitlement and that is a little bit more difficult to get rid of because it has been in there a long period of time. In a sense I do agree with you that it does not make sense, but it never made sense from day one to have something called petty leave when a department head or manager can tell an employee to go for something, go do it, take however many hours you need, just do not abuse it. That is the way I have been used to it all my life. You just do not have it written as an entitlement. But in this case, back during a certain era, it became an entitlement. That is where we are. I hope that helps you understand my thinking on it.*

McLean: *I understand your thinking on it, but I say we are giving a benefit of an hour of vacation to take care of something that no one is accounting for to begin with.*

Clopton: *Most of the people that do not use it are in public safety which is the majority of our employees. Salaried employees do not use it either. We get it but we do not use it.*

McClean: *Why not give it to the hourly employees and not the salaried employees since the salaried employees can work things out.*

Clopton: *That is fine. You do not have to give it to salaried employees but all our public safety employees are hourly as well and they are not ...*

McClean: *The public safety employees are the ones that are really impacted and a lot of them do not get prime time business hours off.*

Clopton: *I would disagree with that but ... public safety work their schedules so they have days off during the week and they rotate hours. It is the general employees who work Monday through Friday that have the more difficult time and who probably use petty leave more than anyone else because of the schedule they work.*

Following a few more comments on how it could or should be used, **MPT Garriss made a motion to adopt the proposal to discontinue petty leave and add that time to vacation leave. Councilman Hines seconded and it was approved unanimously, 5-0.**

Perry: *That was good discussion Lynne, and it was appropriate. I thank you for bringing it up. It was something I had looked at along with several other things that I had simply never seen as most businesspeople had not either.*

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McClean: *And now we do not have to worry about seeing it again.*

Perry: *We have been slowly but surely cleaning this thing up.*

b.) Expansion of Career Ladder/Reclassification of Police and Fire Positions

Clopton: *The next topics deal with changes to the Classification Plan and we really have three different things. We have expansion of the career ladder in the public safety department, reclassifications of several positions in public safety and then the redesignation of a position for the deputy fire chief.*

Currently we have a career ladder in place in both of our public safety departments. It is really designed for people starting out in their career, to get them more training, more experience and to progress them up the career ladder in title and in pay. We have police officer I, II and III and firefighter I, II and then master firefighter. These are all similar in that each one of them is represented in a different pay grade and when the employee meets the criteria for any one of the positions, they move up to that pay grade. They receive the new title and they receive a 5% pay increase. I would say it generally takes six years to go up the pay scale, two years for every category.

I propose changes to expand the career ladder even further to include advancement opportunities for the more senior positions. The titles we are proposing are master police officer after police officer III and detective II. We currently have a detective, so this is an extension of that. Police sergeant II is an extension of police sergeant. And then fire lieutenant. This one is a little bit different in that it is not an extension of the master firefighter. It is actually the precursor to the fire captain. So, somebody who is interested in a leadership role in the fire department would do the work to become a fire lieutenant and be in training basically to go to the next step of fire captain. This is a little bit different than the other three.

When the requirements are met for this career ladder promotion the employee, except for fire lieutenant, would stay in the same pay grade but we would give them their new title and they would progress up the scale two steps which would equate to a 4% pay increase. The fire lieutenant is actually a new position so it would be like the previous career ladder steps, it would be a 5% pay increase.

I want to also add that this is not creating more positions. It is just giving more spots for our people to go.

The rationale for this is of course continuing education, the better trained and educated our employees are the better result we will have and better off we will be. To me one of the main reasons is retention and longevity with the town. We looked at data and since 2013 when we electronically started keeping records the average years of service for a police officer with the town is 5 years and 11 out of 15 officers who have less than 6 years of service left the town during

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that time. Average years of a firefighter is 5.6 years of service. So, 6 out of 9 firefighters left with less than 5 years of service. A reason this is important is because we spend a lot of money investing in our people with training and education even to get them to the five-year point. For a police officer I and II it is about \$12,600. For a firefighter I and II it is about \$15,000 and these are costs we do not get back. This is equipment that is specific for that person that probably cannot be reused. When we lose these people at the beginning of their career, we are losing our investment. This plan gives these people some development opportunities, places to go and we are also hoping a succession plan. We have been presented recently with employees in leadership positions leaving and not having anyone internally qualified to fill that spot. By continuing the career ladder, expanding their education, hopefully we will also have people ready when those leadership positions arrive.

Finally, it is comparable to other pay structures in other public safety departments locally and everywhere.

Perry: *This is where I ask you to refresh the council on who pays for all the training and are there any strings attached for retention?*

Clopton: *We pay for all the training I believe and there are no strings.*

Perry: *In both departments?*

Clopton: *In both departments.*

Perry: *And that is trouble. For example, we had a police officer when I first came on council that had gone to the FBI Academy and all that money, all that training and time missing from the town he is working for the Sheriff's Office now. And there are other examples. So, with all this proposed change is there any way the town can say if we are going to train you and spend all this money on equipment can we not also say you need to give us at least a few years. The military does it all the time and most businesses.*

Clopton: *We can. I believe we should do it for like what you mentioned, the FBI Academy. I do not think we can do it in the beginning stages for firefighter I's and II's but when it is a specialized training or more elite training like you are speaking of, I believe we can.*

Perry: *But that is not being proposed today.*

Clopton: *No, but that is something we can work on.*

McClean: *I like that idea.*

Pruitt: *I thought we had this discussion once before with the fire department a few years back. Thought there was a year clause.*

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Stewart: *Maybe tuition assistance?*

Perry: *Yes, tuition is a different thing.*

Stewart: *There is a year on that and might be what you are thinking about.*

Clopton: *When we discussed this before it was in 2016 when we were thinking about adding full time firefighters and the cost of training and the cost of volunteers.*

Perry: *Nags Head got into some real trouble with this. They said the town will pay for extra educational opportunities and people were abusing it. They were just going out and getting anything they could get and it was nothing related to the town. We had a similar situation here and it is fixed. I believe it is fixed, correct? If you go to college or something it must relate to something you are doing for the town and you must give us a certain payback. Just like I am saying here.*

Another thing we have heard so often, all of us councilmembers in all the towns, I hear it in the mayor's luncheons is "cop shopping." That is what is happening with people leaving. They say this town over here is paying more so I am going to go over there. We had a police officer that had a dog one time. We matched the two and they must stay together. Dog and officer are in a different town now. We paid for all of it. I do not want to continue doing that.

Before we consider this, I think we need to have a plan that says what we want to happen. Agree on it, make a motion and approve it before we accept this as part of the pay plan and adjustment.

McClean: *The advanced training or the career ladder expansion. Is it mandatory?*

Clopton: *No.*

McClean: *An employee is not in jeopardy of losing their job if they do not choose to progress.*

Clopton: *Correct.*

McClean: *In order to retain their job, there is still mandatory training.*

Clopton: *There are requirements to keep their certifications.*

McClean: *I think we need to make a distinction between the necessary and the optional when we are looking at making a longevity requirement. If you take the additional training outside the box so to speak then that is an educational opportunity for your advancement, and I think that is where we need to really have a commitment. I think it is important if you are going to step up the ladder there needs to be some commitment to stay on the ladder.*

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Clopton: *Yes, I agree with you. It should not be a commitment to maintain your regular training but if you are going to do something over and above ... now I remember we have done this with our people that we hire from BLET. We have had a contract and so forth. There is some question whether it is enforceable ... we have done it anyway.*

Johnson: *When we hire cadets and put them through the police academy, we give them reduced pay and when they complete the course they are brought up to normal pay. It is a two-year contract. The League and everybody say it is unenforceable, but we still try to hold them to it, and we have had good luck.*

I want to speak on the FBI Academy. We do not pay to go to the FBI Academy. They provide us with food and housing. We just pay the employee while they are there. Four out of five are still ... three were chiefs and one was a captain. The gentleman that left did not leave on good terms, the one at the Sheriff's Office. We have done well with it. Four out of five. We do not pay the FBI and it is very good leadership training.

The other classes are good also for crime scenes, sexual assault cases, how to interview someone. These are additional classes that we send people to. It is not going to be easy to move from police officer III to master officer. You must have ten years with the town, you must have leadership training, field officer training. We must send people to field officer training to train a rookie the proper way and we have certain daily sheets and weekly sheets that we fill out to make sure they are properly trained.

My department is the highest liability with the town no doubt, so we definitely want to make sure we are protected, and the town is protected. We do not go above and beyond and send people to schools that we do not need. That is not going to happen. Most of the schools are paid by the state and we just provide them with food and sometimes housing. We try and bring training to Dare County when we can.

Clopton: *We will explore some kind of retention option for certain parts of these trainings.*

Garriss: *I agree with the mayor's proposal, locking in some kind of retention. I think it is a great idea and if you will explore that I would appreciate it. I think the reclassifications and the redesignation are just other ways of telling our employees we thank you and we want you to stay and be happy here.*

I have sat in classes for thirty years and sometimes wonder why in the heck I was sitting in the class, but it was required. Law enforcement mandatory in service training is a requirement that you do every year. Chief Talley's folks have requirements. I do not think this council, or the town manager, should get in the habit of telling a department head you cannot send your employees to training. That is not our business. I trust these department heads. I know the mayor does too.

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I do not like the term "cop shopping" because I do not like the word cop. I do not respect the term. People are going from agency to agency because of more pay. That is something we need to look at some time in the future.

Pruitt: *I agree with motivating and encouraging people to move their way up the ladder. I think this is a good way of doing it. I would like to see how some of the other towns handle this situation.*

Hines: *I think Craig said it perfectly. I think the department head should be the one working on knowing what is best for their department.*

Perry: *That was not the argument.*

Hines: *I know. I am just reiterating that I think that is important.*

Perry: *So, are we in agreement this needs to come back to us?*

Councilmembers agreed.

Clopton: *Now we are into reclassification. The proposed classification plan for this budget cycle adjusts the pay grade ranges for the detective position, the police sergeant, police lieutenant and fire captains. We believe these reclassifications create a more equitable structure based on positions and their level of responsibility. The proposed reclassifications for detectives I and II are Grade 62. This is one step up. Currently we have the detective classed with a police officer III and that does not make any sense really because a detective really is a promotion. It requires an additional level of skill and responsibility. For police sergeants I and II and fire captain we propose those both go to Grade 63. The other positions in the fire department, Ocean Rescue Director, Code Enforcement Officer all serve as fire captains so we felt all the fire captains should be in the same grade. The police sergeants and the fire captains are pretty much equitable as far as the level of responsibility. They supervise a shift of employees, so we felt it was important to put them together.*

Lastly, in the name of equity, the police lieutenant is the second in command in our police station. The deputy fire chief is going to be second in command at the fire department and we thought it would be equitable to have them both in the same pay grade which is proposed as Grade 69.

The total cost of the whole career ladder, expansion and reclassification for this budget cycle is \$11,487 for the police department and for the fire department it is \$8,190. A total of \$19,600.

Garriss: *My first and only question is, with everything else we have going on, can we afford this?*

Clopton: *It is in the current budget and the budget is balanced.*

Stewart: *That pretty much says it.*

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Garriss: *If we can, I am in favor of it. That is all I need to know.*

Perry: *But it is an annual increase, right?*

Stewart: *Correct.*

Perry: *That must be accounted for. Each and every year from here on out. Any questions? Hearing none, I am going to **move to approve the proposed changes to the town's reclassification of police and fire positions. This does not include the extension of the career ladder just to be clear. MPT** Garriss seconded and it passed unanimously, 5-0.*

c.) Redesignation of Code Enforcement Officer/Fire Inspector Position

Clopton: *The current code enforcement officer/fire inspector notified us of his intention to retire during the next fiscal year, 2021-22. When that position is vacated the fire department is requesting we redesignate that position into a new role, a deputy fire chief/fire marshal. This position would provide more redundancy at the executive and command level, ensure a chief officer is available every day and create a succession plan of preparing staff for future leadership roles. It would also perform all the job roles of the current code enforcement officer except for CAMA. CAMA would be taken over by the planning department. We are proposing the pay Grade be 69 and the total cost to this year's budget is \$5,000. There is a proposed job description in your packets.*

Perry: *First question. Can you handle CAMA Rob?*

Testerman: *In speaking with the current code enforcement officer/CAMA officer/fire inspector his recommendation, and I think it is a good suggestion, is to have both the administrative zoning tech person and building inspector get certified for CAMA. The zoning tech can do the processing of the paperwork for the CAMA permits and the building inspector, since he is out in the field anyway, can do the field inspections. It will be a little extra work on both of their parts, but I do not think it is anything they cannot handle.*

Perry: *Are we going to have a request shortly for additional funds to pay for the extra work?*

Testerman: *I do not foresee it.*

Perry: *That is the way it creeps in folks.*

Clopton: *I would say they are doing similar work.*

Perry: *A deputy chief is going to need a vehicle I assume.*

Talley: *We already have it.*

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Perry: *Do you have the vehicles you need to go post property and those sorts of things?*

Testerman: *Yes.*

Pruitt: *The deputy fire chief is going to be the code enforcement officer? The fire department is going to take over that responsibility?*

Talley: *All the duties that Ben Alexander is currently doing.*

Pruitt: *And you do not have a problem with that vehicle wise?*

Talley: *No.*

Stewart: *Ben is currently assigned a vehicle so it would go to the deputy chief. There are no additional vehicles needed.*

Perry: *Do I hear a motion?*

Councilwoman McClean made a motion to approve the redesignation and Councilman Pruitt seconded. The vote was unanimous 5-0.

Perry: *Do any of you have any questions on the budget?*

Garriss: *About the 2% step increase. I have worked where I did not get any increase for years because of the state being broke. When we finally did get a raise, I was very, very thankful. I hope maybe at some point in the future we can do a little better than that.*

Perry: *Depending on what our current president and congress does we all might be wanting about 6% because inflation is coming.*

Garriss: *Or we may go back to zero. Who knows?*

Perry: *And we are trying to build a police station.*

Stewart: *I think the problem is housing. There are not a lot of people who can afford to come here and work for local government.*

Hines: *It is a problem. The hospital posted they cannot fill positions. We need to take care of the people we have here. And how are we compared to our neighbors?*

Stewart: *A lot of the surrounding places do salary surveys. We do not have any comparisons with the local market if that is what you are asking but I think we have a general idea. We can look at our surrounding town's pay studies.*

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Hines: *Let me ask it a different way. Are we the only one who is not doing a pay study in Dare County?*

Clopton: *Pretty much.*

Stewart: *I would say yes. I know Dare County did one several years ago.*

Clopton: *I am not sure about Manteo.*

Stewart: *I am not sure about Southern Shores.*

Hines: *Nags Head is in the process of doing one.*

Clopton: *Yes. Theirs is done. They put it on hold last year and they are proposing to implement it this year.*

Perry: *David. There is something you were not here for. Several years ago, we did the step plan and during all the time of 07, 08 and beyond, when the other towns and county stopped giving any advancement we kept on. The county said they needed to raise 4 cents to undo compression and a static situation. They raised 4 cents to do it. We did not have to because we were already there. So, a pay study is sometimes valuable but, in our case, we have always been keeping the ladder going up and it has been within the step plan that allowed us to not have that kind of compression. We had some and we corrected it. It allowed us not to have to raise taxes to suddenly overcome stagnant salaries. And by the way, the county did not give that 4 cents back.*

Hines: *It makes sense. I am looking ten years down the road from now too. I am not always looking at today and just want to make sure that Kitty Hawk is doing all they can to be prepared for today and ten years from now. Whatever steps they are. I appreciate the insight. We talk about retention of employees and I am not advocating that everybody should just get pay raises and this, that and the other ... I just want to make sure we are all working together as a team. Each and every day. That is part of the way you retain employees. Not saying everybody deserves a major pay raise. That is not what I am saying. How do we know we are being competitive? That is the only reason I was asking. I look at it from a business standpoint as well as running a town. I have people leave for two reasons. Either culture or money. Culture will keep them for a little bit of time but eventually money takes over. I appreciate your insight on what the county did. I am glad Kitty Hawk was able to do things nobody else was.*

Garriss: *Just because you do a pay study does not mean you are getting a pay raise.*

Hines: *That is exactly right.*

Garriss: *It may show we are where we need to be, but you do not know unless you do that study.*

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Hines: *I think it helps for people to understand. I just asked the town manager a question he cannot answer and so it raises a concern to me to ask the question why. I am good with the answer for now.*

Pruitt: *We can look at other places. If somebody is getting ready to finish one can we take their study and compare it to what we are doing?*

Clopton: *It does give us an idea. I have Southern Shores and I will get Duck's.*

Pruitt: *Maybe that would be something we would like to look at. Just compare with other towns. A lot of towns are bigger than this town and we know that. I certainly respect David and looking in the future. We are not going to be the highest town. I mean we cannot afford to be. We certainly want our employees to get the best.*

Hines: *I would like to see those.*

Stewart: *Often I will hear a person is getting paid this or this position pays this and then when you go and look, it is not what you heard.*

Clopton: *And you must look at benefits.*

Hines: *Decisions need to be made on facts not hearsay.*

Stewart: *Correct and I do not have any information.*

Hines: *That is what I am saying. You need facts to make an informed decision.*

Garriss: *Other towns may be bigger than Kitty Hawk, but our people do the same thing they do.*

Hines: *And we have less overhead. So, we may not have the money Kill Devil Hills does but we have about 1/3 of the employees. That is something else I would like to know. I know we do not have the tax revenue of Kill Devil Hills or Nags Head, but we do not have the overhead they have either. I am not saying it balances itself, I am just saying you must really look at everything from A to Z to know what we are doing.*

Clopton: *And when you have a pay study for your own town, they kind of look at those things.*

Hines: *Right. I am curious about whatever information you can help us with. I would appreciate it ... for myself anyway. Unless someone disagrees.*

Garriss: *I agree.*

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Perry: *I have a question about the police department line item service and maintenance contracts. It jumped from \$32,000 to \$50,000. What is that?*

Johnson: *Body camera storage software. We are required by law to retain the videos. It is a maintenance contract.*

Perry: *It is like in finance. It has a very high annual cost for software. I do not know if anybody else noticed that or not.*

McClean: *I did.*

Perry: *There is an additional line item in the public works I asked Andy to put in. This item is based upon comments made by Mayor Pro Tem Garriss that we need more parking plus his nay comments to doing a single survey of the paper street, Hurdle, and acknowledging Recreation Committee member Tom Hefner's mention of possibly expanding parking using dead ended streets. I offer the following motion.*

I motion to insert into the budget document an unfunded line item to conduct an engineering study with appropriate plans for future council use in obtaining grant money for actual construction where feasible on the following town owned streets: Hawks, Bleriot, Maynard, Balchen, Bennett, Byrd, and Hurdle. Funding of this motion will be contingent upon surplus funding that may be available in the beginning of year 2022 after the town has a better understanding of costs associated with a new police station and beach renourishment. MPT Garriss seconded the motion and it passed unanimously, 5-0.

Perry: *Leave that placeholder in place so it does not get dropped. There are a couple of streets that are not dead-end streets, but I included them because they have the potential. Willie, can you tell me after the survey of Hurdle Street if anything has been done about any of the taking of public property?*

Midgett: *No sir. The stakes are in place. We know where they are, and we know what is ours and what is theirs.*

Perry: *I am going to instruct Andy to get with the lawyer and send a letter or whatever is appropriate to say this is not private it belongs to the town. The other question is Hawks Street. There was a fence going up and did you check it out?*

Midgett: *I did. I sent the code enforcement officer to take care of it. It was supposed to be done this past Friday, but I have not looked at it yet.*

Perry: *It was being placed in the street right-of-way.*

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Midgett: *It was. The owners are trying to keep people off their drain field, not keep people from parking. He was shown where the right-of-way line is and they said they were going to move it back to that area.*

Perry: *We really must keep on top of this folks.*

Pruitt: *Are we going to make all those people on Hurdle Street move their vegetation and stuff or are we just going to let them know it is our land and not make them move anything?*

Perry: *I am going to leave that up to the lawyer to decide how best to deal with it.*

Hines: *I have a question about Hawks Street. They were putting a fence up to protect their drain field. Is that ...*

Midgett: *Yes sir. People were parking in that one section. It was more people staying in their house than parking on the street. They were trying to keep their guests off the top of the drain field.*

Hines: *Do we require a permit for a fence?*

Testerman: *No.*

Hines: *We do not. Zoning anything?*

Testerman: *No.*

Perry: *For Hurdle Street get with legal about the best way to handle what to say in a letter. This is public land. Just make sure we have that documented or do more than that. Leaving that up to you and him.*

Hines: *Make sure all the homeowners understand exactly what is on the survey.*

Perry: *We have other places in Kitty Hawk Estates that might need looking into also. We do not want to get into the kind of fight we did with just a simple crossover.*

Hines: *In planning. I thought I was told last year that we had looked at raising some of the fees we charge for building permits and things to that effect. Is that true?*

Perry: *We had. I do not think it was last year, some years before.*

Testerman: *We updated it two or three years ago. We started looking at it last year but then when the covid epidemic broke out I think it was the feeling it probably would not be right to start raising prices on people with so much uncertainty out there. If council wants me to pick it back up this year, I will be happy to look at it.*

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Perry: *Are you in favor of that?*

Hines: *I am.*

Perry: *So am I. How about the rest of you?*

Hines: *I do not think anybody is going to be upset, myself included. I am raising prices on me too. Even if it is 5 cents per square on this or that. It is more revenue we are raising for the town.*

Pruitt: *I would like to continue looking into it.*

Perry: *Since you raised planning there is one other thing and that is the Land Use Plan. Did you follow up Andy to see if the state, with all this money coming, if there might be some for an update.*

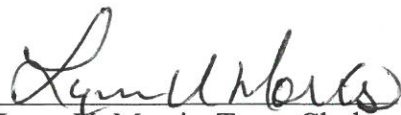
Stewart: *Rob looked into it.*

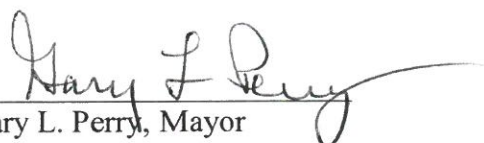
Testerman: *I have not found anything definitive yet, but I will continue to look.*

Garriss: *Excellent job by anyone and everyone who worked on this budget. Great job.*

Mayor Perry made a motion to adjourn. It was seconded by Councilman Hines and the vote was unanimous, 5-0. Time was 10:27 a.m.

These minutes were approved at the June 7, 2021 council meeting.


Lynn U. Morris, Town Clerk


Gary L. Perry, Mayor