

The Board of Commissioners of the Town of Denton held a special meeting on Monday, August 28, 2023 at 6:30pm at Town Hall.

The following members were in attendance: Mayor Larry Ward, Mayor ProTem Deanna Grubb
Commissioners: David Askew, Scott Morris, Anne Carter Bean.
Town Manager, Angel Jenkins; Deputy Clerk, Robin Garrison

1. Call to Order

Mayor Ward called the meeting to order at 6:33pm

2. Adoption of Agenda

Mayor ProTem Grubb made the motion to adopt agenda.

Commissioner Bean seconded the motion. Motion passed unanimously (4/0)

3. Appoint Representative to the Davidson County Economic Development Committee

Commissioner Morris recommended Mayor Ward as voting member.

Mayor Ward recommended Commissioner Morris as alternate voting member.

Mayor ProTem Grubb made a motion to appoint Mayor Ward as voting member and Commissioner Morris as alternate voting member.

Commissioner Askew seconded the motion. Motion passed unanimously (4/0)

4. Discussion on Salary Valuations and Policy Review

Summary: Due to insufficient staffing in our Police Department we are forced to review our salary and policies for this department. In reviewing local agencies in the surrounding towns, we recognize the need to restructure our policies and offering to be competitive in this market. Most agencies are offering trainee salaries while they sponsor them under the Basic Law Enforcement Training (BLET) program. We have several that have shown interest in the BLET program, but we have not received any sworn officers looking for a position with the Town.

In reviewing these issues with Chief James, we have made some changes to our BLET agreement for the Board's review to offer a trainee a salary through the program. In speaking with current staff, the following recommendations were made as additional benefits that they feel are needed within the department:

- Paid Overtime
- Boot Allowance (we provide uniforms, they provide boots)
- 12-hour Holiday Pay (current policy is 8 hours regardless of shift)
- Opportunity for Advancement
- Structured Ranking, pay increase, more staff, and additional vehicles for spare.
- Opportunity for Off Duty Work at events

Ms. Jenkins provided the Board with an updated salary review analysis of local agencies in the surrounding towns. This is a review our Police Department and Water Plant Department.

Recommendations from the Board of Commissioners are as follows.

- Paid salary for one (1) - BLET trainee at \$41,982.00/year
- Pay raise of 7% for the Police Department
- Annual Boot Allowance - \$150.00/year

- Paid overtime
- Holiday pay increase from 8 hours to 12 hours

Commissioner Morris made a motion to approve the above referenced recommendations for the Police Department effective August 27, 2023, and to review the Water Treatment Plant pay at the next Board meeting.

Commissioner Bean seconded the motion. Motion passed unanimously (4/0)

5. Review Street Listing for the Fiscal Year 23/24 Paving Project.

Ms. Jenkins presented the Pavement Condition Survey report and recommendations from TranSystems Engineering and Construction (formerly SEPI) and the recommendations from Yates Grading and Paving. The Board reviewed the information provided and the consensus of the Board was to continue with the prior approved road listings provided by TranSystems Engineering and Construction.


6. Board of Commissioners Adjournment

Mayor Ward asked for an adjournment.

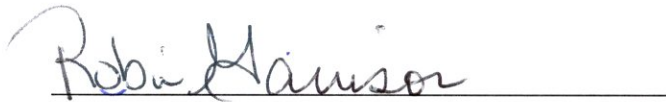
Commissioner Bean made a motion to adjourn.

Commissioner Askew seconded the motion. Motion passed unanimously (4/0)

Meeting adjourned at 8:15 pm



Larry Ward, Mayor



Robin Garrison, Deputy Town Clerk