

Salisbury, North Carolina  
February 15, 2022

## **REGULAR MEETING**

**PRESENT:** Mayor Karen K. Alexander, Presiding; Mayor Pro Tem Tamara Sheffield, Council Members Harry McLaughlin, David Post, and Anthony Smith; Interim City Manager Brian Hiatt, City Clerk Kelly Baker; and City Attorney J. Graham Corriher.

**ABSENT:** None.

In response to the State of Emergency declaration related to the spread of COVID-19 and to limit physical interactions and the potential spread of COVID-19 the Salisbury City Council met electronically. The meeting was called to order by Mayor Alexander at 6:00 p.m. A moment of silence was taken.

## **PLEDGE OF ALLEGIANCE**

Mayor Alexander led participants in the Pledge of Allegiance to the United States flag.

## **ADOPTION OF THE AGENDA**

Thereupon, Mayor Pro Tem Sheffield made a **motion** to adopt the Agenda as presented. Upon a roll call vote Mayor Alexander voted AYE, Mayor Pro Tem Sheffield voted AYE, Councilmember McLaughlin voted AYE, Councilmember Post voted AYE, and Councilmember Smith voted AYE. (5-0)

## CONSENT AGENDA

(a) Minutes

Adopt Minutes of the regular meetings of January 18, 2022 and February 1, 2022.

(b) Variance – Granges America

Approve a variance to Uniform Construction Standards related to the minimum drop through sanitary sewer manholes for Granges America. The minimum drop will meet state standards.

(c) Budget Ordinance Amendment – Parks and Recreation

Adopt a budget Ordinance amendment to the FY2021-2022 budget in the amount of \$6,950 to appropriate sponsorships for recreation programs and special events.

ORDINANCE AMENDING THE 2021-2022 BUDGET ORDINANCE OF THE CITY OF SALISBURY, NORTH CAROLINA TO PARKS AND RECREATION DONATIONS.

(The above Ordinance is recorded in full in Ordinance Book No. 30 at Page No. 60, and is known as Ordinance 2022-14.)

(d) Contract – WithersRavenel

Authorize the City Manager to execute a revised contract in the amount of \$99,177 with WithersRavenel for engineering services associated with the Watershed Analysis of Jump and Run Branch. This item was previously approved by Council but the amount has been updated. This project is included in the FY2021-2022 budget.

(e) Voluntary Annexation – Henderson Grove Church Road

Receive a request for voluntary annexation of Tax Map 407 Parcels 014 and 015 located on Henderson Grown Church Road and adopt a Resolution instructing the City Clerk to investigate the sufficiency of the request.

RESOLUTION DIRECTING THE CITY CLERK TO INVESTIAGE A PETITION RECEIVED UNDER GENERAL STATUTE 160A-58.1, FOR VOLUNTARY ANNEXATION OF 44.672 ACRES LOCATED ON HENDERSON GROVE CHURCH ROAD AND IDENTIFIED ON TAX MAP 407 PARCELS 014 AND 015.

(The above Resolution is recorded in full in Resolution Book No. 16 at Page No. 8, and is known as Resolution 2022-06.)

Thereupon, Councilmember Post made a **motion** to adopt the Consent Agenda as presented. Upon a roll call vote Mayor Alexander voted AYE, Mayor Pro Tem Sheffield voted

AYE, Councilmember McLaughlin voted AYE, Councilmember Post voted AYE, and Councilmember Smith voted AYE. (5-0)

### **PUBLIC COMMENT**

Mayor Alexander opened the floor to receive public comments.

There being no one to address Council, Mayor Alexander closed the public comment session.

### **PUBLIC ART COMMISSION**

Public Art Committee Chair Barbara Perry and Urban Design Planner Alyssa Nelson addressed Council regarding the establishment of a Public Art Commission. Ms. Perry reviewed the history of the Public Art Committee (PAC) and noted it will celebrate 19 years as a committee this year. She stated the mission of the PAC is to interpret the City's history and culture through public art in downtown. She noted 22 markers have been installed throughout the City depicting five eras of history. She reviewed other projects that have taken place in the City including the mosaic mural in the 100 block of Depot Street, the Oak Grove Freeman cemetery in partnership with Waterworks and the Salisbury Cotton Mills Corner located at the corner of Fisher and Church Streets.

Ms. Perry noted the 14<sup>th</sup> Salisbury Sculpture Show will take place this year, and she added there are 20 permanent sculptures located throughout the City. She stated in 2020 the PAC received grant funding for alley improvements and downtown art installations. She displayed photographs of Hogan's Alley and noted the improvements that have been made. She added the PAC partners with community members on projects and is also responsible for making the City aware of work or maintenance that is needed at the Mural.

Councilmember Smith thanked Ms. Perry and Ms. Nelson for their presentation. He pointed out establishing the Public Art Commission will help the City tell its story.

Mayor Pro Tem Sheffield indicated she has been a part of the PAC for many years, and she pointed out the PAC collaborates with other City commissions. She stated she supports establishing the Public Art Commission. She thanked Ms. Perry and the PAC for their work throughout the years. She clarified the commission will begin with existing PAC members and future members will be appointed by Council. Ms. Perry agreed, and she explained existing members will rotate off the commission. Ms. Nelson noted the new commission will have openings that will come before Council for appointment.

Councilmember Post pointed out the PAC has a great impact in the City. He commended Ms. Perry for her work with the PAC throughout the years.

Mayor Alexander stated it has been an honor to serve on the PAC and see the difference it has made in the community. She added she supports establishing the Public Art Commission.

Councilmember McLaughlin pointed out artwork has been an asset to the West End community.

Thereupon, Mayor Pro Tem Sheffield made a **motion** to adopt an Ordinance amending the Code of Ordinances of the City of Salisbury, North Carolina, specifically Appendix D (Boards, Committees, Commissions etc.) related to establishing a Public Art Commission. Upon a roll call vote Mayor Alexander voted AYE, Mayor Pro Tem Sheffield voted AYE, Councilmember McLaughlin voted AYE, Councilmember Post voted AYE, and Councilmember Smith voted AYE. (5-0)

ORDINANCE AMENDING THE CODE OF ORDINANCES OF THE CITY OF SALISBURY, NORTH CAROLINA, SPECIFICALLY APPENDIX D (BOARDS, COMMITTEES, COMMISSIONS ETC.) RELATED TO ESTABLISHING A PUBLIC ART COMMISSION.

(The above Ordinance is recorded in full in Ordinance Book No. 30 at Page No. 61-65, and is known as Ordinance 2022-15.)

### **PURCHASE – TRANSIT VEHICLE**

Transit Director Rodney Harrison addressed Council regarding the purchase of a 25-foot low floor, light-duty transit vehicle in the amount of \$191,642. He reviewed the Bus Replacement Program, and he noted the City was awarded a competitive grant that has been executed. He explained the total project cost is \$600,000, and he pointed out the federal share is 80%, which is \$480,000 and the local share is 20%, or \$120,000. He noted the grant will replace four 2004 Orion buses with four 25-foot, low floor, light-duty transit vehicles and related equipment.

Mr. Harrison pointed out the replacement vehicles have gasoline engines because the grant was written prior to the zero emission initiative. He added the Orion buses are eight years beyond their useful life and the Gillig buses are two years beyond their useful life which makes them costly to maintain. He added the light transit vehicles will reduce maintenance costs and avoid service interruptions which delays riders and creates misconnections. He commented the new vehicles will improve on-time performance and allow staff to explore microtransit options.

Mr. Harrison pointed out if the City proceeds with microtransit, the existing vehicles could be leased to a third party or used in-house. He indicated the vehicles will allow the City to transition quickly if microtransit does not work as planned, and he commented having a backup is important as the transit network is reengineered.

Mr. Harrison explained the City received a bid from Creative Bus Sales for \$191,642, which is approximately 20% more than the initial estimate. He pointed out the local share is 20%, which is \$38,320, and the federal share is 80%, or \$153,313. He requested Council consider approving the purchase of a 25-foot, low floor light-duty transit vehicle in the amount of \$191,642.

Councilmember Smith pointed out the request could mitigate potential circumstances the City may deal with, and he supports having a backup and potential vehicle for in-house use.

Councilmember Post asked how the grant funds can be used. He pointed out the vehicle is gas powered and the City is considering microtransit. He asked if the funds can be used for other vehicles. Mr. Harrison explained the grant was awarded based on a gasoline engine. He indicated if changes are made to a competitive grant it can be denied because the grant was awarded based on submitted information.

Mayor Alexander asked if it is possible to reduce emissions through an adaptive process. Mr. Harrison stated the vehicles can be retrofitted to electric or another form if grant funding is secured.

Interim City Manager Brian Hiatt asked when the bid expires. Mr. Harrison indicated the bid is good for 90 days. Mayor Alexander asked if there is time to explore other options. Mr. Harrison stated Council could delay the process.

Councilmember Post asked about the number of seats on the existing buses and current ridership information. Mr. Harrison noted 30-foot buses hold approximately 32 passengers and the light transit vehicles hold approximately 15 passengers. Mr. Post commented the new buses will be shorter and hold fewer than half the passengers. He asked how often the buses have more than 15 passengers. Mr. Harrison stated he will get the information for Council. He explained the light transit vehicles are designed for seated passengers and do not allow for standing passengers. He pointed out the smaller vehicles are more flexible and will put the City in a better position to explore microtransit options. He indicated it is difficult to find drivers with CDL Class B, passenger endorsement license that are required 30-foot and larger buses. He added a CDL license is not required for vehicles with less than 15 passengers which would increase the applicant pool.

Mr. Harrison explained the request before Council is for one vehicle and next fiscal year staff will request to replace the remaining three vehicles. Mayor Alexander asked if staff would have time to investigate other options or if it would be committed to the grant requirements. Mr. Harrison noted staff would have time to make the request, and he pointed out it is a tough request.

Mayor Pro Tem Sheffield noted the City was awarded a grant and she does not want to lose it. Councilmember McLaughlin added the grant has a condition for a particular type of vehicle that can be retrofitted to non-gas in the future. He commented the grant has been approved and the City needs the vehicles. He suggested proceeding with the grant and applying for grants that offer greener options in the future. Mayor Pro Tem Sheffield clarified Transit needs to replace some of its fleet and there is time to work on the purchase of the other three vehicles. She added she supports the purchase.

Thereupon, Councilmember Smith made a **motion** to approve the purchase of a 25-foot low floor, light-duty transit vehicle in the amount of \$191,642. Upon a roll call vote Mayor Alexander voted AYE, Mayor Pro Tem Sheffield voted AYE, Councilmember McLaughlin voted AYE, Councilmember Smith voted AYE, and Councilmember Post voted NO. (4-1)

## **HOME- AMERICAN RESCUE PLAN FUNDS**

Housing Planner Candace Edwards presented information regarding the allocation plan for the HOME-American Rescue Plan funds of \$525,940.00. She noted recommendations are to use approximately \$487,000 for non-congregate housing, \$33,000 for program administration and \$5,000.00 for fair housing activities. She asked Council for its approval to endorse the application for the use of those funds being submitted to the Cabarrus/Iredell/Rowan Home Consortium, if approved.

Councilmember McLaughlin asked if any units will be set aside for those with disabilities or mental illness. Ms. Edwards agreed, and she added the units are set aside for those who are homeless, at risk of homelessness, individuals fleeing or attempting to flee domestic violence, dating violence, sexual assault, stalking or human trafficking, individuals for whom provisions of supportive services or assistance herein would prevent homelessness or who are at the greatest risk of housing instability, and veterans and their families that meeting any of the criteria.

Thereupon, Mayor Pro Tem Sheffield made a **motion** to approve endorsing an application for the use of HOME-American Rescue Plan funds to be submitted through the Cabarrus/Iredell/Rowan HOME Consortium. Upon a roll call vote Mayor Alexander voted AYE, Mayor Pro Tem Sheffield voted AYE, Councilmember McLaughlin voted AYE, Councilmember Post voted AYE, and Councilmember Smith voted AYE. (5-0)

## **2022 PRIORITY GOALS AND OUTCOME**

Interim City Manager Brian Hiatt and Administrative Services Director Kelly Baker reviewed Council's 2022 priority goals and outcomes developed at its Planning Retreat on January 27-28, 2022.

Ms. Baker stated she and Mr. Hiatt worked with Facilitator Warren Miller after the Retreat to capture Council's goals and priorities which were placed in the same four themed areas as last year including: Public Safety, Infrastructure and Human Capital, Economic Prosperity and Mobility, and Community Partnership.

Ms. Baker pointed out Public Safety includes a City that exceeds service standards to create a safe and secure community to:

- Support expanded Parks and Recreation programming to support youth safety and crime reduction initiatives
- Promote community-based intervention programs and re-imagine the Project Safe Neighborhoods (PSN) strategy

Ms. Baker noted the Infrastructure and Human Capital includes a City that maintains infrastructure to reduce waste and promote efficiency and that cares for its employees in order to be an organization of choice to:

- Explore options to increase Council meeting efficiency
- Continue to encourage and prioritize public participation in Council meetings
- Support efforts to grow the City's Diversity, Equity, and Inclusion Department (DEI) with a focus on integrating DEI into organizational culture
- Conduct DEI training for City Council and the Human Relations Council
- Complete the MAPS compensation study to assess employee salary levels and adopt a plan for study implementation
- Adopt a 15 year Stormwater Capital Improvement Plan (CIP)
- Implement a microtransit pilot study to determine the viability of alternative transportation
- Continue to explore parking options in downtown including mediation of existing lots to provide short term parking relief

Ms. Baker reviewed Economic Prosperity and Mobility includes a City that leverages assets for economic development to support a vibrant downtown, livable neighborhoods and a healthy, active community to:

- Complete and adopt the Forward 2040 Comprehensive Plan
- Establish growth area boundaries with nearby municipalities
- Update the Uniform Construction Standards
- Explore the implementation of system development fees
- Leverage opportunities to increase affordable and fair housing with new development requests
- Explore a receivership ordinance to address blight and neglect of vacant properties

Ms. Baker pointed out Community Partnerships includes a City that builds partnerships and values fiscal responsibility and creative solutions to:

- Leverage strategic partnerships within the community to increase workforce development initiatives
- Support efforts to explore a comprehensive housing study which would include landlord and tenant rights
- Prioritize use of ARP Funds for capital projects that support community safety, public safety and related housing opportunities

Ms. Baker asked Council for feedback or if there were any changes to be made.

Mayor Pro Tem Sheffield asked if information about the compensation study, the Fire Department Social Security addition and the retirement funds needs to be included in Council's goals and priorities. Mr. Hiatt explained the compensation study has already begun, the Fire Department Social Security issue was voted on at a previous Council meeting, and the retirement increase is mandated so they are incorporated into operations.

Councilmember McLaughlin asked if the compensation study includes retention. Mr. Hiatt agreed, and he noted it is focused on competitive pay, benefits and retention. Mr. McLaughlin

suggested adding “retention” to the wording. Ms. Baker suggested adding another bullet point to explore innovative retention and recruitment efforts under infrastructure and human capital. By consensus, Council agreed.

Mayor Alexander thanked Mr. Hiatt and Ms. Baker for their presentation.

Thereupon, Councilmember Post made a **motion** to adopt the 2022 Priority Goals and Outcomes. Upon a roll call vote Mayor Alexander voted AYE, Mayor Pro Tem Sheffield voted AYE, Councilmember McLaughlin voted AYE, Councilmember Post voted AYE, and Councilmember Smith voted AYE. (5-0)

## **BOARDS AND COMMISSIONS**

### Community Appearance Commission

Upon a motion by Mayor Pro Tem Sheffield, Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following reappointment was made to the Community Appearance Commission:

Ms. Kim Hardiman

Term Expires 3/31/2025

### Historic Preservation Commission:

Upon a motion by Councilmember Post. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following reappointment was made to the Historic Preservation Commission:

Mr. William James

Term Expires 3/31/2025

### Housing Advocacy Commission

Upon a motion by Councilmember McLaughlin. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following appointments were made to the Housing Advocacy Commission:

Ms. Kyna Grubb

Term Expires 3/31/2025

Ms. Crystal Jackson

Term Expires 3/31/2025

Ms. Jessica Cloward

Term Expires 3/31/2024

### Hurley Park Advisory Board

Upon a motion by Mayor Alexander. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following reappointment was made to the Hurley Park Advisory Board:



Mr. Gerry Hurley

Term Expires 3/31/2025

Planning Board/Board of Adjustment

Upon a motion by Councilmember McLaughlin, Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following reappointment was made to the Planning Board/Board of Adjustment:

Ms. Patricia Ricks

Term Expires 3/31/2025

**CITY ATTORNEY'S REPORT**

City Attorney Graham Corriher had nothing to report to Council.

**CITY MANAGER'S REPORT**

Interim City Manager Brian Hiatt asked Council's feedback for its first meeting in March to be a hybrid meeting with Council in person and staff and the public participating virtually. By consensus, Council agreed for its March 1, 2022 meeting to take place as a hybrid meeting.

**COUNCIL COMMENTS**

Councilmember Post expressed an interest in revisiting KIVA at Council's March 1, 2022 meeting.

Councilmember Smith stated he and Ingram Bell, a program manager for the Cure Violence Model in Greensboro "Gate City Coalition" will present a public health approach to address gun violence in communities at Council's March 15, 2022 meeting.

**MAYOR PRO TEM COMMENTS**

Mayor Pro Tem Sheffield pointed out City Boards and Commissions are currently open for applications. She expressed her excitement for the creation of the Public Arts Commission.

**MAYOR'S ANNOUNCEMENTS AND COMMENTS**

(a) Utility Payment Drop Boxes

Mayor Alexander announced the Salisbury Customer Service Center will phase out its utility payment drop boxes in Rowan County communities on Friday, April 1, 2022. Residents

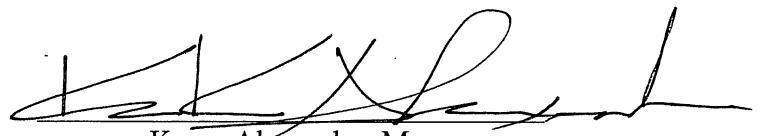
who use the drop boxes will receive individual correspondence in advance of the removal. Residents are encouraged to visit [salisburync.gov/billpay](http://salisburync.gov/billpay) to set up free electronic bill pay or contact the Customer Service Center at (704) 638-5300 for additional bill pay options.

Mayor Alexander thanked staff for the work done to assist and serve Salisbury Citizens.

### **ADJOURNMENT**

Motion to adjourn the meeting was made by Councilmember Post. Upon a roll call vote Mayor Alexander voted AYE, Mayor Pro Tem Sheffield voted AYE, Councilmember McLaughlin voted AYE, Councilmember Post voted AYE, and Councilmember Smith voted AYE. (5-0)

The meeting was adjourned at 7:50 p.m.



Karen Alexander, Mayor



Kelly Baker, City Clerk