



City of Salisbury

North Carolina

COUNCIL MEETING AGENDA

March 5, 2024
6:00 p.m.

The meeting will be held in a hybrid format and will be streamed live at salisburync.gov/webcast and on the City's Facebook account.

Anyone who wishes to speak via Zoom during public comment must sign-up by 5:00 p.m. on March 5, 2024 by contacting Connie Snyder at csnyd@salisburync.gov. Citizens who wish to speak in person can sign up in Council Chambers.

1. Call to order.
2. Moment of Silence.
3. Pledge of Allegiance.
4. Adoption of Agenda.
5. Council to recognize Senator Carl Ford and Representative Harry Warren for their assistance in Salisbury's receipt of a transformative \$10 million state grant to support public safety initiatives.
6. Council to recognize Human Resources Director Ruth Kennerly and Police Chief Patrick Smith for obtaining their Master degrees. (*Presenter – City Manager Jim Greene*)
7. Mayor to proclaim the following observances:

WOMEN'S HISTORY MONTH
WOMEN IN CONSTRUCTION WEEK

March 2024
March 3-9, 2024

8. Council to consider the CONSENT AGENDA:
 - (a) Approve Minutes of the special meeting of February 6, 2024 and the regular meeting of February 20, 2024.
 - (b) Approve a right-of-way encroachment for the installation of underground fiber optic cable by AT&T within the right-of-way of Old Mocksville Road per Section 11-24(27) of the City Code and subject to North Carolina Department of Transportation approval.
 - (c) Authorize the City Manager to execute an agreement with CDM Smith, Inc. in the amount of \$527,435 for engineering services associated with the Wastewater Facilities Master Plan and adopt a budget Ordinance amendment to the FY2023-2024 budget in the amount of \$400,000 to appropriate grant funding from the North Carolina Department of Environmental Quality to be used for pre-construction planning associated with the plan.
 - (d) Authorize the City Manager to approve Purchase Order 240861 in the amount of \$260,603.38 for the purchase of a new TL-3 Petersen limb truck from Amick Equipment Co, Inc. for the Public Works Department.

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- (e) Authorize the City Manager to enter into a contract with McAdams Engineering in the amount of \$72,750 to complete the design of stormwater drainage improvements for South Sunset Drive.
 - (f) Council to authorize the City Manager to sign a *Property Access Consent* form to permit the North Carolina Department of Environmental Quality’s contractor to access City property.
9. Council to receive public comment. ***Speakers who wish to speak via Zoom must sign-up before 5:00 p.m. by contacting Connie Snyder at csnyd@salisburync.gov.*** Citizens who wish to speak in person can sign-up in Council Chambers. Citizens who are unable to speak during the meeting may submit written comments to the email above and they will be shared with Council.
 10. Council to consider adoption of the City of Salisbury Strategic Plan. (*Presenters – City Manager Jim Greene and Administrative Services Director Kelly Baker*)
 11. Council to consider approving the 2020 Downtown Salisbury Master Plan. (*Presenter – Downtown Development Director Sada Troutman*)
 12. Council to consider designating the Downtown Municipal Service District as a Community and Economic Development Project Area. (*Presenter – City Attorney Graham Corriher*)
 13. Council to consider the second reading of an Ordinance amending various sections of the Salisbury Code of Ordinances related to panhandling. (*Presenter – City Attorney Graham Corriher*)
 14. Council to consider approving a contract amendment with Black & Veatch International in an amount not to exceed \$1,358,000 for the continuation of detailed design to completion and environmental permitting for the relocation of the Yadkin River Raw Water Pump Station. (*Presenter – Utilities Director Jim Behmer*)
 15. Council to receive an update on Fire Station 3. (*Presenters – Public Works Director Chris Tester and Fire Chief Bob Parnell*)
 16. Council to consider appointments to various boards and commissions.
 17. City Attorney’s Report.
 18. City Manager’s Report.
 19. Council’s Comments.
 20. Mayor Pro Tem’s Comments.
 21. Mayor’s Announcements and Comments.
 22. Adjourn.

Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: March 5, 2024

Name of Group(s) or Individual(s) Making Request: Mayor Karen Alexander

Name of Presenter(s): Mayor Alexander and City Council

Requested Agenda Item: Council to recognize Senator Carl Ford and Representative Harry Warren for their assistance in Salisbury's receipt of a transformative \$10 million state grant to support public safety initiatives.

Description of Requested Agenda Item: Salisbury's State Delegation was instrumental in the City being awarded a \$10 million grant for public safety initiatives. The funds will be used for the construction of new Fire Station 3 to replace a failing facility and the purchase of fire equipment; for rifle rated ballistic vests and helmets for both the Police and Fire Departments; construction of a decontamination area at Fire Station 2; and construction of the downtown fire loop to enhance fire protection measures in the downtown. Senator Carl Ford and Representative Harry Warren will be present at the meeting to be recognized. Representatives Julia Howard and Kevin Crutchfield are unable to attend and will be recognized at a later day.

Attachments: Yes No

Fiscal Note: *(If fiscal note requires approval by finance department because item exceeds \$100,000 or is related to grant funds, please fill out signature blocks for finance at bottom of form and provide supporting documents)*

Action Requested of Council for Agenda Item: Council to recognize Senator Carl Ford and Representative Harry Warren for their assistance in Salisbury's receipt of a transformative \$10 million state grant to support public safety initiatives.

.(Please note if item includes an ordinance, resolution or petition)

Contact Information for Group or Individual: Connie Snyder 704-638-5234

Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

Regular Agenda (item to be discussed and possibly voted on by Council)

FINANCE DEPARTMENT INFORMATION:

Finance Manager Signature

Connie B Snyder

Department Head Signature

Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: March 5, 2024

Name of Group(s) or Individual(s) Making Request: City Manager Jim Greene

Name of Presenter(s): City Manager Jim Greene

Requested Agenda Item: Council to recognize Human Resources Director Ruth Kennerly and Police Chief Patrick Smith for obtaining their Master degrees.

Description of Requested Agenda Item: Human Resources Director Ruth Kennerly has obtained her Master Degree in Business Administration with a concentration in Management from the University of North Carolina at Charlotte. Police Chief Patrick Smith obtained his Master Degree in the Science of Leadership with a concentration in Human Resource Management from Pfeiffer University.

Attachments: Yes No

Fiscal Note: (If fiscal note requires approval by finance department because item exceeds \$100,000 or is related to grant funds, please fill out signature blocks for finance at bottom of form and provide supporting documents)

Action Requested of Council for Agenda Item: Council to recognize Human Resources Director Ruth Kennerly and Police Chief Patrick Smith for obtaining their Master's degrees.

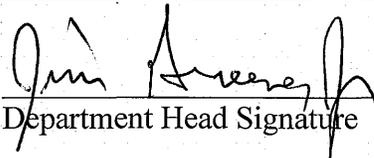
Contact Information for Group or Individual: City Manager Jim Greene (704) 638-5228
jim.greene@salisburync.gov

Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

Regular Agenda (item to be discussed and possibly voted on by Council)

FINANCE DEPARTMENT INFORMATION:

Finance Manager Signature


Department Head Signature

Budget Manager Signature

****All agenda items must be submitted at least 7 days before the requested Council meeting date****

For Use in Clerk's Office Only Approved

Delayed

Declined

Reason:



City of Salisbury
North Carolina

PROCLAMATION

WHEREAS, American women of every race, class, and ethnic background have made historic contributions to the growth and strength of our Nation, state, city and community; and

WHEREAS, the contributions of American women have been critical to the growth and development of our economy, our cultural and artistic achievements, and our social advancements and accomplishments; and

WHEREAS, American women have played a unique role throughout the history of the Nation and are particularly important in the establishment of early charitable, philanthropic, and cultural institutions; and

WHEREAS, American women have served as early leaders in the forefront of every major progressive movement and have served our country courageously in the military; and

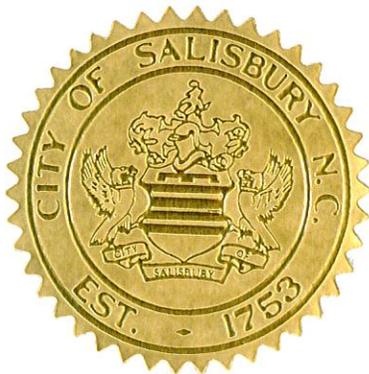
WHEREAS, American women are making history every day and will continue to do so in ways that will change our Nation, state, city and community.

NOW, THEREFORE, I, Karen K. Alexander, Mayor of the City of Salisbury, North Carolina, DO HEREBY PROCLAIM the month of March 2024 as

WOMEN'S HISTORY MONTH

in Salisbury, and commend this observance to all of our citizens.

This the 5th day of March 2024.



Karen K. Alexander, Mayor



City of Salisbury

North Carolina

PROCLAMATION

WHEREAS, Women in Construction Week celebrates, educates, and promotes the role of women in the construction industry; and

WHEREAS, the National Women in Construction Week was first held in 1998 and has expanded each year where various Women in Construction chapters hold week long events by providing presentations to high school classes, job site tours, luncheons, and other virtual events; and

WHEREAS, this year's theme, "Keys to the Future", celebrates the strength and knowledge of women and the vital role they play in shaping the future of the construction industry; and

WHEREAS, construction firms of all sizes and types are encouraged to participate in the Women in Construction week and show support for its women employees; and

WHEREAS, the Women in Construction Week also recognizes the skill and the expertise exhibited by women in the construction field as a driving force in fostering community development through renovation and beautification projects, promotion of skilled trade careers, and a positive vision of the future.

NOW, THEREFORE, I, Karen K. Alexander, Mayor of the City of Salisbury, North Carolina, DO HEREBY PROCLAIM the week of March 3rd through March 9th, 2024 as

WOMEN IN CONSTRUCTION WEEK

in Salisbury, and encourage citizens to recognize the positive role women in the construction industry play in our continued economic prosperity.

This the 5th day of March 2024.



Karen K. Alexander, Mayor

SPECIAL MEETING

PRESENT: Mayor Karen Alexander, Mayor Pro Tem Tamara Sheffield and Council Members Harry McLaughlin, David Post and Anthony Smith. City Manager Jim Greene, Jr., City Attorney J. Graham Corriher and City Clerk Connie B. Snyder

ABSENT: None.

Salisbury City Council met in Council Chambers in City Hall located at 217 South Main Street. The meeting was called to order by Mayor Alexander at 3:15 p.m.

ADOPTION OF THE AGENDA

Thereupon, Mayor Pro Tem Sheffield made a **motion** to adopt the Agenda for the Special Meeting as presented. Mayor Alexander, Mayor Pro Tem Sheffield and Councilmembers McLaughlin, Post and Smith voted AYE. (5-0)

CLOSED SESSION

Thereupon, Councilmember Post made a **motion** to go into Closed Session concerning an economic development matter as allowed by NCGS 143-318.11(a)(4), to consult with an attorney as allowed by NCGS 143-318.11(a)(3) and concerning a personnel matter as allowed by NCGS 143-318.11(a)(6). Mayor Alexander, Mayor Pro Tem Sheffield and Councilmembers McLaughlin, Post and Smith voted AYE. (5-0)

RETURN TO OPEN SESSION

Council returned to open session. Mayor Alexander noted no action was taken in closed session.

ADJOURNMENT

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

The meeting was adjourned at 4:00 p.m.

Karen K. Alexander, Mayor

Connie B. Snyder, City Clerk

Salisbury, North Carolina
February 20, 2024

REGULAR MEETING

PRESENT: Mayor Karen K. Alexander, Presiding; Mayor Pro Tem Tamara Sheffield, Council Members Harry McLaughlin, David Post, and Anthony Smith; City Manager Jim Greene, Jr., City Clerk Connie B. Snyder; and City Attorney J. Graham Corriher.

ABSENT: None.

Salisbury City Council met in Council Chambers in City Hall located at 217 South Main Street. 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. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post and Smith voted AYE. (5-0)

RECOGNITION – FINANCE DEPARTMENT

Finance Director Wade Furches stated the Budget Team has received the Distinguished Budget Presentation Award from the Government Finance Officers Association for the 32nd consecutive year. He recognized Finance Manager Mark Drye, Budget Manager Tracey Keyes, Budget Analyst Kaley Sink, and Budget Analyst Shueyeng Vue for the receipt of this award for their work on the FY2024 budget.

Mr. Furches then recognized Senior Accountant Crissy McBride on her designation as a Certified Local Government Finance Officer. He explained certification is achieved through a combination of professional experience, continuing education requirements, and successful completion of four examinations in the public finance field. He noted Ms. McBride is the third Finance employee to receive this designation.

Council congratulated the Finance Department on its recognitions and thanked them for all they do to manage the City's finances. City Manager Jim Greene thanked the Finance staff for the great work they do for the City, and he pointed out the City's accomplishments start with sound financial and budgetary practices.

CONSENT AGENDA

(a) **Minutes**

Approve Minutes of the regular meetings of February 6, 2024.

(b) **Budget Ordinance Amendment – Parks and Recreation Donation**

Adopt a budget Ordinance amendment to the FY2023-2024 budget in the amount of \$4,000 to appropriate a donation related to the Hall Gym Recreation Program.

ORDINANCE AMENDING THE 2023-20245 BUDGET ORDINANCE OF THE CITY OF SALISBURY, NORTH CAROLINA TO APPROPRIATE A PARKS AND RECREATION DONATION.

(The above Ordinance is recorded in full in Ordinance Book No. 32 at Page No. 21, and is known as Ordinance 2024-10)

(c) **Budget Ordinance Amendment – Insurance Proceeds**

Adopt a budget Ordinance amendment to the FY2023-2024 budget in the amount of \$8,500 to appropriate insurance proceeds from an accident claim at Fire Station 4.

ORDINANCE AMENDING THE 2023-2024 BUDGET ORDINANCE OF THE CITY OF SALISBURY, NORTH CAROLINA TO APPROPRIATE INSURANCE CLAIM PROCEEDS FOR FIRE STATION 4.

(The above Ordinance is recorded in full in Ordinance Book No. 32 at Page No. 22, and is known as Ordinance 2024-11.)

(d) **Budget Ordinance Amendment – Police Department**

Adopt a budget Ordinance amendment to the FY2023-2024 budget in the amount of \$10,050 to appropriate \$10,000 in grant funds from the Blanche and Julian Robertson Foundation for the 2023 BlockWork event and a \$50 donation for the Dixonville Cemetery Memorial.

ORDINANCE AMENDING THE 2023-2024 BUDGET ORDINANCE OF THE CITY OF SALISBURY, NORTH CAROLINA TO APPROPRIATE DONATIONS.

(The above Ordinance is recorded in full in Ordinance Book No. 32 at Page No. 23, and is known as Ordinance 2024-12.)

(e) Budget Ordinance Amendment – Public Arts Commission

Adopt a budget Ordinance amendment to the FY2023-2024 budget in the amount of \$18,480 to appropriate revenue for the Public Arts Commission.

ORDINANCE AMENDING THE 2023-2024 BUDGET ORDINANCE OF THE CITY OF SALISBURY, NORTH CAROLINA TO APPROPRIATE REVENUE FOR THE PUBLIC ARTS COMMISSION.

(The above Ordinance is recorded in full in Ordinance Book No. 32 at Page No. 24, and is known as Ordinance 2024-13.)

(f) Budget Ordinance Amendment – Property Tax Revenue

Adopt a budget Ordinance amendment to the FY2023-2024 budget in the amount of \$700,000 to appropriate additional property tax revenue.

ORDINANCE AMENDING THE 2023-2024 BUDGET ORDINANCE OF THE CITY OF SALISBURY, NORTH CAROLINA TO APPROPRIATE PROPERTY TAX REVENUE.

(The above Ordinance is recorded in full in Ordinance Book No. 32 at Page No. 25-26, and is known as Ordinance 2024-14.)

(g) Right-of-Way Encroachment – AT&T

Approve a right-of-way encroachment for the installation of underground fiber optic cable by AT&T within the rights-of-way of Statesville Boulevard and Holly Avenue per Section 11-24(27) of the City Code and subject to NCDOT approval.

(h) Right-of-Way Encroachment – Conterra

Approve a right-of-way encroachment for the installation of underground facilities by Conterra within the rights-of-way of West Innes Street, Mahaley Avenue, North Park Drive, Statesville Boulevard, Yost Street, and Summit Avenue per Section 11-24(27) of the City Code and subject to NCDOT approval.

(i) Contract – Martin Starnes and Associates, CPA

Award a contract to Martin Starnes and Associates, CPA's in the amount of \$45,100 for auditing services for the fiscal year ending June 30, 2024.

(j) Agreement – Dependable Development, Inc.

Authorize the City Manager to execute an agreement with Dependable Development, Inc. for the Shay Crossing Phase 4 sewer infrastructure project. The developer will pay the cost of the improvements estimated to total \$77,000.

(k) Contract Extension – Trammell Crow Company

Approve a one-year contract extension on an economic development incentive grant with Trammell Crow Company. The anticipated investment will remain the same and the new completion date will be January 1, 2026.

(l) Voluntary Annexation – Woodleaf Road

Receive the Certificate of Sufficiency for the voluntary annexation of 58.07 acres located on Woodleaf Road, Tax Map 328 Parcels 050, 066 and 110 and adopt a Resolution setting the date of the public hearing for March 19, 2024.

RESOLUTION SETTING DATE OF PUBLIC HEARING ON QUESTION OF THE ANNEXATION OF WOODLEAF ROAD, PARCELS 328 050, 328 066, AND 328 110 PURSUANT TO G.S. 160A-58.1.

(The above Resolution is recorded in full in Resolution Book No. 17 at Page No. 12-14, and is known as Resolution 2024-09.)

(m) Sale of Garbage Truck

Adopt a Resolution declaring specific equipment as surplus and authorize the sale of a 2015 Freightliner M2 106 garbage truck on Govdeals.com

RESOLUTION AUTHORIZING SALE OF SURPLUS PROPERTY WITH POTENTIAL VALUE OF \$30,000 OR MORE

(The above Resolution is recorded in full in Resolution Book No. 17 at Page No. 15, and is known as Resolution 2024-10.)

Councilmember McLaughlin referenced item 6j - Authorize the City Manager to execute an agreement with Dependable Development, Inc. for the Shay Crossing Phase 4 sewer infrastructure project. He asked who will be responsible if the cost of the improvements is over \$77,000. Salisbury-Rowan Utilities Director Jim Behmer explained the request is for the Crane Creek sewer lift station and equal funding from multiple developers will be combined to improve capacity at the lift station.

Councilmember Post referenced Item 6f - Adopt a budget Ordinance amendment to the FY2023-2024 budget in the amount of \$700,000 to appropriate additional property tax revenue, and he asked if the extra funding is from the property tax revaluation or additional growth. Finance Director Wade Furches explained some of the additional property tax revenue will come from

growth, but the majority can be attributed to the property tax revaluation.

Thereupon, Mayor Pro Tem Sheffield made a **motion** to adopt the Consent Agenda as presented. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post and 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.

LAND DEVELOPMENT DISTRICT MAP AMENDMENT – LINCOLNTON ROAD

Senior Planner Victoria Bailiff addressed Council regarding a Land Development District map amendment to rezone one parcel, approximately 0.113 acres, located at the intersection of Ludwick Heights Lane and Lincolnton Road from General Residential (GR-6) and Neighborhood Mixed-Use (NMX) to NMX. She stated the petitioner is Sekeithia Moye, and she noted the parcel is split-zoned between GR6 and NMX. She reviewed the surrounding zoning, and she pointed out adjacent residential properties to the northeast and west of the parcel.

Ms. Bailiff explained the request before Council is a general request that does not include conditions or a site plan. She reviewed the permitted uses, and she pointed out both GR and NMX permit residential uses, but NMX also allows non-residential uses. She referenced the Future Land Use Map which designates the area as multifamily community.

Ms. Bailiff noted the parcel has water and sewer utility lines running through it and would require 15-foot easements on both sides of each utility line. She pointed out the easements take up the majority of the parcel and would prohibit the property owner from building on the site. She explained the parcel is not suited for outdoor recreational facilities due to the rights-of-way which leaves a parking lot as the only primary use. She indicated the parcel could be paved with a hold harmless agreement, but staff does not believe that a parking lot would fit within the multifamily community place type. She added staff finds that the requested rezoning is not consistent with Forward 2040 based on Policies 5.5.3 and Policy 4.6.11.

Ms. Bailiff stated Planning Board considered the request at its January 23, 2024 meeting and there was discussion regarding impacts to adjacent properties, concerns over permitted uses within the NMX district, and the compatibility with the Forward 2040 Comprehensive Plan. She stated Planning Board recommended denial of the request stating it was not consistent with the Forward 2040 Comprehensive Plan and was not reasonable or in the public interest due to the incompatibility of the proposed uses in the existing neighborhood.

Councilmember McLaughlin asked if anything can be built on the parcel with GR-6 zoning. Ms. Bailiff explained the property owner must adhere to the utility line requirements which would leave a narrow strip of approximately six or seven feet in the middle of the parcel. She added, regardless of the zoning, a structure cannot be built on the parcel, and she pointed out NMX zoning would allow the parcel to be used as a parking lot. She noted if the rezoning request was approved once the landscaping buffers and parking requirements were met very few parking spaces would be allowed.

Ms. Bailiff noted Livingstone College owns the adjacent parcel and representatives attended the Planning Board meeting to voice the opposition to the request. Mayor Alexander added Planning Board was unanimous in their denial.

Mayor Alexander convened a public hearing after due notice to receive comments regarding the proposed Land Development District Map amendment.

Mr. Dan Poteat stated he does not support the proposed rezoning as it would be an intrusion into the neighborhood. He asked Council to deny the request.

Ms. Sekeithia Moye stated she reached out to Livingstone College to see if the College would be interested in the property, and she noted their property, which is adjacent to her parcel, is abandoned. She indicated she has property that cannot be developed, and she questioned what can be done on the site.

There being no one else to address Council, Mayor Alexander closed the public hearing

Councilmember Post stated the City Council hereby finds and determines that the Ordinance amending the Land Development District Map of the City of Salisbury, North Carolina as proposed is not reasonable because it does not fit within the nature of the surrounding and adjacent properties, is incompatible with the zoning of adjacent properties, is not consistent with the Forward 2040 Comprehensive Plan policies 5.5.3 and 4.6.11, is not in the public interest, and is not consistent with the overall goals and policies of the Forward 2040 Comprehensive Plan. Therefore, Mr. Post made a **motion** to deny the request. Mayor Alexander, Mayor Pro Tem Sheffield, Councilmembers McLaughlin, Post, and Smith voted AYE. (5-0)

VOLUNTARY ANNEXATION – 285 PEACH ORCHARD LANE

Planning and Neighborhoods Director Hannah Jacobson asked Council to consider adopting an Ordinance to extend the corporate limits of the City of Salisbury, North Carolina to include 11.0855 acres on Tax Map 407B Parcel 043 located at 285 Peach Orchard Lane.

Ms. Jacobson stated the parcel is a satellite annexation. She explained the parcel is not within the City's current Extra-Territorial Jurisdiction (ETJ) but is within its growth area. She noted a rezoning case does not accompany the annexation, but an application has been submitted to the Land and Development Services Department to rezone the property to Light Industrial zoning. She explained the application is a general-use rezoning, so there are no site-specific plans

to accompany the request, but the applicants propose using the land as a contractor's yard for storage.

Ms. Jacobson noted the zoning request will be brought to Planning Board at its February 27, 2024 meeting for its consideration. She added the expected tax revenue for the site is \$3,385, she pointed out the City would incur additional costs for police and fire services however, there are no objections to this annexation from City departments.

Mayor Alexander convened a public hearing after due notice to receive comments regarding the proposed voluntary annexation of 285 Peach Orchard Lane.

Mr. Jason Dolan, applicant and representative of Timmons Group spoke in favor of the annexation.

There being no one else to address Council, Mayor Alexander closed the public hearing.

Thereupon, Councilmember Post made a **motion** to adopt an Ordinance to extend the corporate limits of the City of Salisbury, North Carolina to include 11.0855 acres on Tax Map 407B Parcel 043 located at 285 Peach Orchard Lane effective February 20, 2024. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post and Smith voted AYE. (5-0)

ORDINANCE TO EXTEND THE CORPORATE LIMITS OF THE CITY OF SALISBURY, NORTH CAROLINA TO INCLUDE 11.0855 ACRES ON TAX MAP 407B PARCEL 043 LOCATED AT 285 PEACH ORCHARD LANE EFFECTIVE FEBRUARY 20, 2024.

(The above Ordinance is recorded in full in Ordinance Book No. 32 at Page No. 27-28, and is known as Ordinance 2024-15.)

COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM FUNDS

Planning and Neighborhoods Director Hannah Jacobson and Planner Malikia Cherubala addressed Council regarding Community Development Block Grant (CDBG) Program funds received from the United States Department of Housing and Urban Development (HUD).

Ms. Cherubala stated for 2024-2025, staff anticipates receiving \$560,000 in CDBG funds. She noted the 2020-2024 Action Plan goals include increasing the supply of affordable housing, improving public facilities and infrastructure, providing homeownership opportunities, assisting public service agencies, promoting business growth and a robust workforce, affirmatively furthering fair housing and effectively planning and administering programs.

Ms. Cherubala stated public service support for the 2024-2025 program year will include funding non-profit agencies by providing support to low-to-moderate income individuals and families. She explained the City reserves 15% of the total allocation which provides an opportunity to award \$5,000 to \$10,000 grants depending on the number of applicants. She noted previously

due to supplemental CARES Act Funds, the City could support more agencies than the upcoming budget will allow.

Ms. Cherubala noted staff will evaluate the application process and conduct a public survey to determine program focus areas. She stated staff will postpone the application process until the focus areas are determined. She provided an action plan timeline:

- February 20, 2024 – Public Hearing
- March 19, 2024 – Presentation of the draft Annual Action Plan
- March 19, 2024 through April 19, 2024 – 30-day public comment period
- April 1, 2024 – Public Input Meeting
- May 7, 2024 – City Council to consider approval of the Annual Action Plan
 - Tentative open applications for public service agencies

Ms. Cherubala asked Council to hold a public hearing to amend the 2022-2023 Action Plan. She stated staff is proposing to reallocate \$45,000 in program funds that resulted from the cancellation of projects to extend the Memorial Park Greenway to Best Street. She noted amending the 2022-2023 Action Plan will allow the project to be paid in full using CDBG funds. She added staff is also recommending amending the 2020-2021 Action Plan to reallocate \$60,000 of CDBG funds from small business assistance to homelessness prevention coordination.

Councilmember Smith asked how staff will receive public input regarding CDBG priorities for 2024-2025. Ms. Jacobson noted staff plans to engage the public through community surveys, neighborhood meetings, and social media.

Mayor Pro Tem Sheffield asked if delaying the application process will impact CDBG grant deadlines. Ms. Jacobson stated delaying the application process will not impact CDBG deadlines.

Mayor Alexander convened a public hearing after due notice to receive comments regarding the use of CDBG program funds.

Rowan Helping Ministries (RHM) Grant Writer Leslie Cabagnet stated CDBG funding supports case managers and the Street Outreach Program. She added there are 203 sheltered and unsheltered individuals living in Rowan County and in the past fiscal year RHM provided shelter services to 727 men, women, and children with 287 of the sheltered guests obtaining permanent housing.

There being no one else to address Council, Mayor Alexander closed the public hearing.

CONTRACT – SHELTER MINISTRIES OF ROWAN COUNTY

Planning and Neighborhoods Director Hannah Jacobson asked Council to consider authorizing the City Manager to enter into a contract with Shelter Ministries of Rowan County in the amount of \$487,247 to construct 10 units of permanent supportive housing with funds available through the HOME Investment Partnership American Rescue Plan Program (HOME-ARP).

Ms. Jacobson explained the funding has been made available through the American Rescue Plan and as a member of the Cabarrus/Iredell/Rowan HOME Consortium, Salisbury is eligible for \$525,940 in HOME-ARP funding. She stated \$487,247 is available for project funds and the remaining funds are available for administration. She added staff has worked closely with its partners at the HOME Consortium, including Rowan County, to explore funding opportunities.

Ms. Jacobson stated staff's recommendation is to award the funds to Shelter Ministries of Rowan County to help build their First Horizon's Community, which would include 10 units of permanent supportive housing. She displayed a map of the area, and she indicated the community will be located on East Council and North Shaver Streets. She added the project budget is \$2.933 million, and she stated Rowan Helping Ministries was awarded \$1.63 million from the North Carolina Housing Finance Agency and is requesting \$738,812 from Rowan County and \$487,247 from the City.

Thereupon, Mayor Pro Tem Sheffield made a **motion** to authorize the City Manager to enter into a contract with Shelter Ministries of Rowan County in the amount of \$487,247 to construct 10 units of permanent supportive housing with funds available through the HOME-ARP Program. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post and Smith voted AYE. (5-0)

Councilmember Post asked how long people can reside in the proposed housing development. Rowan Helping Ministries Director Ms. Kyna Grubb stated the community would provide permanent supportive housing and community members could live there permanently.

PANHANDLING

City Attorney Graham Corriher asked Council to consider approving the first reading of Ordinance revisions related to panhandling. He explained the Ordinance would require two readings since it has criminal penalties and would be effective after Council approves the second reading.

Mr. Corriher referenced the 100-foot rule proposed in the Ordinance revision, and he explained the rule prohibits engaging with a vehicle and standing on a median within 100 feet of high-traffic, high-collision roads identified by the Police Department. He stated the rule does not prohibit anyone from standing on the side of high-traffic, high-collision roads.

Mayor Alexander asked if educational signs will be posted near the high-traffic and high-collision roads. Mr. Corriher stated the educational signs will be placed in areas staff believes

would be the most effective and where the North Carolina Department of Transportation (NCDOT) will allow.

Mayor Alexander asked if the educational signs would be available to private property owners. Mr. Corriher noted Council's approval is needed to amend the fee schedule to allow private property owners to purchase signs.

Mayor Pro Tem Sheffield thanked Mr. Corriher for his work on the Ordinance revisions, and she added the City is not criminalizing poverty and homelessness but trying to promote public safety. Councilmember Smith added the Ordinance is needed for public safety in high-traffic, high-collision roads.

Thereupon, Mayor Pro Tem Sheffield made a **motion** to Ordinance Amending Chapter 22, Article I, of the Code of the City of Salisbury, relating to streets and sidewalks. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post and Smith voted AYE. (5-0)

** It will be necessary to have a second reading on the above Ordinance.

Thereupon, Mayor Pro Tem Sheffield made a **motion** to an addition to the City's fee schedule to include \$60 for the purchase of an educational sign and \$45 for the purchase of the sign post. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post and Smith voted AYE. (5-0)

Councilmember McLaughlin left the meeting at 7:11 p.m.

DOWNTOWN PARKING PILOT PROGRAM

Downtown Development Director Sada Troutman provided an update on the Downtown Parking Pilot Program. She asked Council to consider approving an additional year of the program and adding additional parking in the Wells Fargo parking lot.

Ms. Troutman noted two of the three parking lots in the pilot program had 100% of the parking spaces leased in less than six minutes. She added the parking spaces have been used consistently with one incident where parking spaces were used without a parking permit. She added the parking program brought in \$6,300 of revenue to the City with 15 parking spaces leased at a cost of \$35 a month per parking space.

Ms. Troutman stated adding an additional year to the program would include Downtown Development staff continuing to handle permits and applications. She added the program would be implemented on a first come, first serve basis and proof of downtown residency, property ownership, or employment would be required to lease a parking space.

Ms. Troutman noted staff is proposing to lease 25 parking spaces across two parking lots. She added staff recommends eliminating the City Office Building parking lot since none of the parking spaces were leased. She commented staff is proposing to keep five parking spaces in the

Central City lot and to increase the number of parking spaces in the Wells Fargo parking lot to 15. She added the remaining parking spaces in the Wells Fargo parking lot are unrestricted and open to the public. She indicated the remaining parking spaces in the Central City lot are open to the public but are limited to two-hour parking. She noted that the proposed 25 parking spaces comprise less than 5% of the 535 City-owned off-street parking spaces.

Ms. Troutman stated a Downtown Liaison will be hired and trained in parking enforcement and will have software to track parking violations and repeat offenders. She added Finance and Police Department staff have looked at the process to collect past due fines and will bring that proposal to Council for its consideration.

Mayor Alexander congratulated staff on the success of the program.

Thereupon, Mayor Pro Tem Sheffield made a **motion** to approve an additional year of the Downtown Salisbury Parking Pilot Program and approve additional parking spaces to lease. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers Post and Smith voted AYE. (4-0)

PINK GRANTE STRUCTURE AT 219 EAST INNES STREET

Planning and Neighborhoods Director Hannah Jacobson provided an update regarding the pink granite located at 219 East Innes Street. She pointed Downtown Properties, LLC owns Bankett Station located at 201 East Innes Street which is the former location of a pink granite filling station. She added Downtown properties LLC also owns 211 East Innes Street which is a warehouse being rehabilitated for residential upfit and the parking lot at 219 East Innes where the pink granite is currently stored. She displayed photographs of each property, and she reviewed an event timeline:

- September 2016 the Historic Preservation Commission (HPC) approved the demolition with a 365-day delay
- During the 365-day negotiation period Downtown Properties, LLC acquired the warehouse and the parking lot
- November 2017 – Council adopts an Ordinance for demolition with no discussion of the intent to reuse the pink granite and no formal or enforceable agreement
- January 2018 – Demolition permit was issued
- March 2018 – HPC approved the construction at 201 East Innes Street which was completed fall 2021
- May 2022 –HPC approves new construction using the pink granite at 219 East Innes Street
- May 2022 – Pre-application meeting with Land and Development Services to initiate site plan review; received feedback but no formal application has been submitted

Downtown Development Director Sada Troutman pointed out staff met with the property owners who have worked with three different groups regarding proposals for the site over the past five years. She added the property owner is working with local parties regarding a plan that

incorporates the site as well as adjacent sites with a focus on connectivity and engagement with the Lee Street and Innes Street corridors. She noted the proposal is in the early stages, and the property owner does not wish to share additional details at this time.

Ms. Troutman noted the property owners plan to wrap the fence at 219 East Innes Street with renderings of the plan for the site and will continue to keep the site clear and mowed. She added Code Services Manager Michael Cotilla reached out to the property owner to explain the code enforcement process.

Ms. Jacobson clarified the City does not have a formal agreement it can enforce regarding the pink granite and its reuse in the redevelopment of the site. She added the property owners have continued pursuing opportunities for the property and are committed to improving the appearance of the site.

Councilmember Post pointed out it may be hard to find a tenant before a building is in place. Mayor Alexander suggested the pink granite could be incorporated into a new building that would not be a replica of the gas station. Mayor Pro Tem Sheffield stated the City can enforce safety and appearance, and she pointed out the location has looked bad for too long.

City Manager Jim and Council thanked Ms. Jacobson and Ms. Troutman for their work to research the information regarding the pink granite.

ROCO ALERT NOTIFICATION SYSTEM

Communications Director Linda McElroy explained RoCo Alerts is a mass notification system used to keep residents up to date in real-time regarding emergency and non-emergency situations. She added the service is free and provides residents options to receive their messages via text or email. She reviewed the history of RoCo Alerts, and she indicated staff first explored a mass notification system in 2016. She explained the City and County partnered in 2020 on a notification system, and she explained the City pays a portion of the County's Everbridge contract.

Ms. McElroy commented in the initial training the administrators were City Communications, Rowan County Emergency Management, Salisbury Fire Department and Public Works, and further training now includes the Salisbury-Rowan Utilities and Police Department. She pointed out appropriate alerts include:

- Severe, inclement weather alerts
- Heavily-traveled road closures
- Water main breaks or other losses of water
- Hazardous materials leak
- Missing persons
- Power outages
- Criminal activity – or active shooter
- Large-scale solid waste collection delay

Ms. McElroy noted inappropriate alerts include:

- One-lane closures on less-traveled side streets
- Temporary lane closures for one hour or less such as pothole repair
- Advertisements of private events unassociated with the City or County
- Minor traffic signal repair not related to a power outage or traffic incident

Ms. McElroy pointed out citizens are encouraged to download the Everbridge app, and she added alerts are delivered via text message, but also include telephone calls to landlines and mobile devices, email, and teletype machines. She noted other uses include internal alerts for City and County employees, and she added the police tipping feature that was used with Nixle is still active through the Everbridge app. She explained Cheerwine Festival attendees can opt-in for festival information.

Mayor Alexander asked if Nixle participants are automatically enrolled in RoCo Alerts. Ms. McElroy agreed, and she added participants should not receive duplicate messages. She explained how to sign up for the RoCo alerts, and she pointed out if someone drives into an area that has an alert they will receive the message.

City Manager Jim Greene noted information about RoCo Alerts and how to sign up for the service will be included in the next *Lamplighter*. Ms. McElroy noted there is work to be done to get the information out to the public and have citizens sign up for the service. She noted even though the numbers are low staff has found the messages spread through word of mouth communication.

Mayor Pro Tem Sheffield thanked staff for providing clarity regarding the alerts.

CITY MANAGER'S COMMENTS

(a) Microtransit Update

City Manager Jim Greene noted Council asked about the City of Gastonia approving its microtransit program. He asked Deputy City Manager Richard White and Transit Director Rodney Harrison to provide an update on the City's transition to a microtransit program.

Deputy City Manager Richard White pointed out the Microtransit Pilot Program grant was approved by the state and is awaiting federal approval, which may take two to three months. He indicated once the approvals are complete the City should receive its funding and be able to proceed with its Microtransit Pilot Program in June or July. He added it could take up to nine months to implement the program.

Mr. White reviewed the launch process and the shared responsibility between the City and the vendor once it is selected. He noted staff has developed a Request for Proposal (RFP) and once the grant funds are received staff will release the RFP and begin the launch process.

Mr. Greene pointed out Gastonia did not use grant funding to proceed with its microtransit program. Mr. White explained Gastonia is implementing its service city-wide using its state and federal funding. He noted in their first year Gastonia anticipates spending \$1.6 million of their own funds plus an additional \$1 million to purchase 14 vehicles. He added their implementation took approximately six months. He added the City anticipates its service will begin on July 1, 2024 with a contracting company called Via which is responsible for the dispatch, call center and fiber management. He added the City will maintain its fleet for at least a year and will retain ADA paratransit during this time.

Councilmember Post noted Gastonia has chosen to implement its program city-wide for one year, but plans to keep its buses in case they need them. Mr. White agreed. Mr. Post commented he likes that approach.

(b) Budget

City Manager Jim Greene suggested Council meet on March 14, 2024 for a budget presentation and then again on March 21, 2024 prior to the Council meeting. Mayor Pro Tem Sheffield indicated she liked receiving information in sections last year instead of all at one time. Mr. Greene noted he plans to do the same this year.

COUNCIL COMMENTS

Councilmember Post thanked staff for the great work it does for the City. He then thanked Code Enforcement Manager Michael Cotilla for all he does including a recent clean up at an unsheltered area. City Manager Jim Greene noted staff addressing issues with the unsheltered population also includes Homeless Advocate Dennis Rivers and Public Works Director Chris Tester who do an outstanding job providing assistance to individuals and cleaning up the areas.

MAYOR PRO TEM'S COMMENTS

Mayor Pro Tem Sheffield thanked the Finance Department for their great work to receive the Distinguished Budget Presentation Award for 32 consecutive years. She then thanked Ms. Allison Summit from Rowan County Emergency Services for being a part of the RoCo Alerts conversation, and she noted she appreciates the partnership between the County and the City.

Mayor Pro Tem Sheffield commended staff on the partnership with First Horizon community, and she thanked staff for all it does for the City.

MAYOR'S ANNOUNCEMENTS AND COMMENTS

(a) Neighborhood Beatification Grant

Mayor Alexander announced the Community Appearance Commission invites Salisbury neighborhoods to apply for a Neighborhood Beautification Grant. Selected neighborhood will receive funding to support implementing a neighborhood improvement project. The maximum award is \$2,500. There is no fee to apply and grant applications will be accepted through Friday, March 1, 2024. For additional information please call (704) 638-5235.

(b) Cultivating Community Conversations

Mayor Alexander announced the Salisbury Youth Council will partner with the Police Department to host a Cultivating Community Conversation for local youth on Tuesday, February 27th at 5:00 p.m. at City Park Recreation Center. Local businesses are invited to attend a second Cultivating Community Conversation Thursday, February 28th at 8:30 a.m. at the Salisbury Police Department. For additional information please call (704) 638-5218.

ADJOURNMENT

Motion to adjourn the meeting was made by Mayor Pro Tem Sheffield. Mayor Alexander, Mayor Pro Tem Sheffield and Councilmembers Post and Smith voted AYE. (4-0)

The meeting was adjourned at 8:05 p.m.

Karen Alexander, Mayor

Connie B. Snyder, City Clerk

Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: March 5, 2024

Name of Group(s) or Individual(s) Making Request: Transportation Department

Name of Presenter(s): Wendy Brindle, Transportation Director

Requested Agenda Item: Request from AT&T for an Encroachment on Old Mocksville Road

Description of Requested Agenda Item: AT&T requests approval of installation of 337 lf of fiber optic cable by directional bore on Old Mocksville Road, beginning at an existing handhole east of 101 Polo Drive, going north to an existing AT&T easement at 2345 Old Mocksville Road. City Council approval of encroachments within the City is required by Section 11-24 (27) of the City Code. The project also requires an encroachment agreement from NCDOT.

Staff review included input from Transportation, Public Works and Salisbury-Rowan Utilities. Staff recommends approval subject to the following conditions:

- All improvements and restoration shall be made at no expense to the City.
- A \$5,000 bond will be required prior to construction within the City Limits.
- A pre-construction meeting will be required prior to construction.
- On-site inspection will be required during all critical street crossings (SRU must be on-site to observe all excavation near existing utilities).
- Any markers for underground facilities shall be flush with the ground.
- Lane closures shall be coordinated through the Transportation Department.
- AT&T shall participate with the State's one-call locating program, and appropriate locater tape shall be installed to facilitate future field location. SRU requires that all new facilities maintain a clear horizontal separation of at least 48" (measured edge to edge) from existing utilities, and a clear vertical separation of at least 24" from existing utilities. All crossings must be identified/potholed prior to excavation.
- Engineering "as-built" plans shall be maintained by AT&T and made available to the City upon request.
- If the City (or State) makes an improvement to the public Right-of-Way, AT&T facilities shall be adjusted or relocated at no expense to the City (or State).

Attachments: Yes No

Fiscal Note: *(If fiscal note requires approval by finance department because item exceeds \$100,000 or is related to grant funds, please fill out signature blocks for finance at bottom of form and provide supporting documents)*

There is no budgetary impact on this item.

Action Requested of Council for Agenda Item: *(Please note if item includes an ordinance, resolution or petition)*

Salisbury City Council Agenda Item Request Form



City Council to consider approval of a right-of-way encroachment for installation of underground fiber optic cable by AT&T within the right-of-way of Old Mocksville Road per Section 11-24 (27) of the City Code, and subject to NCDOT approval.

Contact Information for Group or Individual: Wendy Brindle 704-638-5201, Barry King 704-216-2712

Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

Regular Agenda (item to be discussed and possibly voted on by Council)

FINANCE DEPARTMENT INFORMATION:

Finance Manager Signature

Department Head Signature

Budget Manager Signature

*****All agenda items must be submitted at least 7 days before the requested Council meeting date*****

For Use in Clerk's Office Only

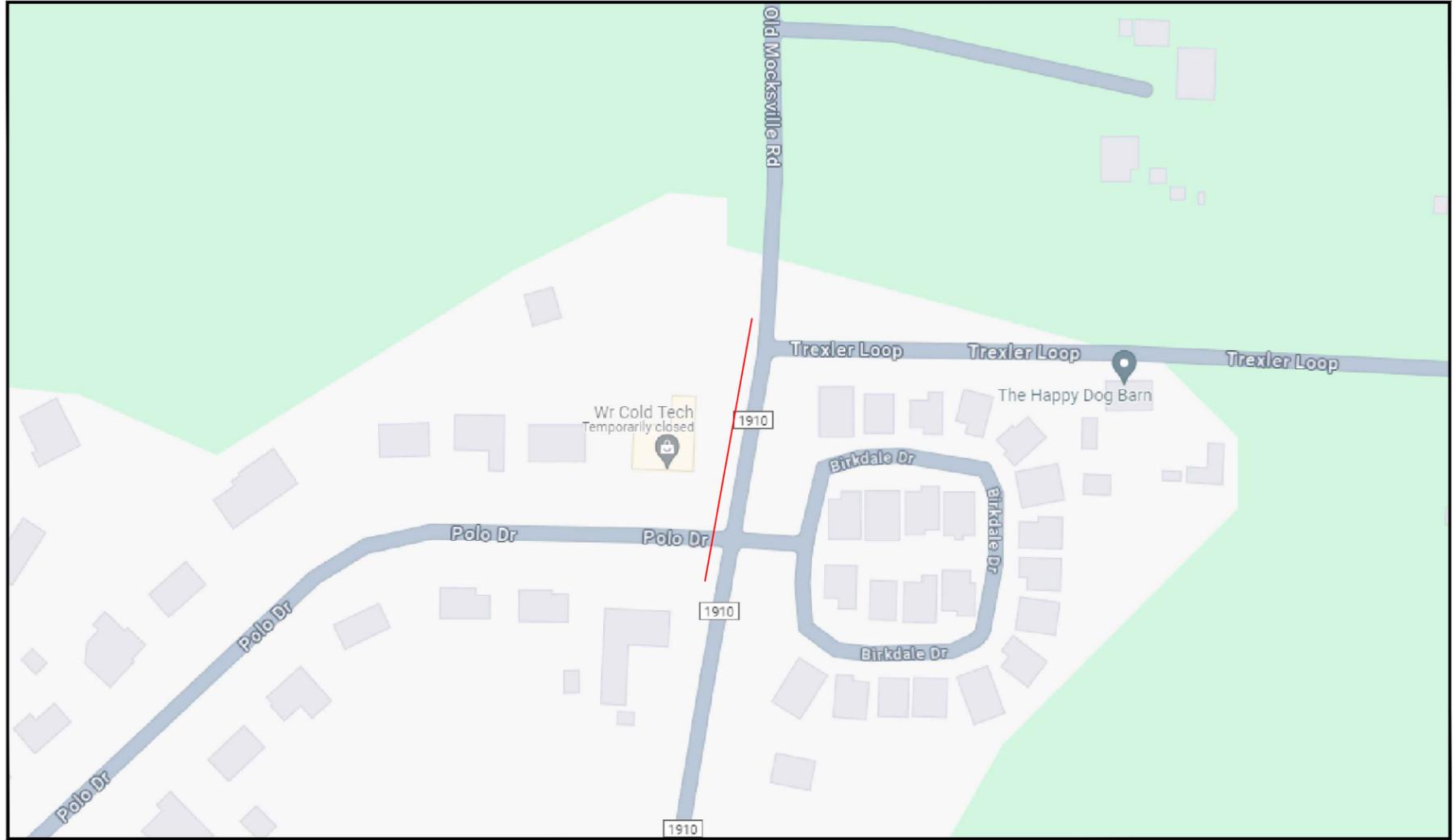
Approved

Delayed

Declined

Reason:

ADDRESS: 2345 OLD MOCKSVILLE RD
 PROJECT NAME: A02Q14M



SITE LOCATION

CONTACTS

AT&T ENGINEER
 JEFFERY WOOD
 704-695-5091
 JW0463@ATT.COM

OSP DESIGNER
 KYLE PROCOPIO
 919-788-2449
 KP273H@ATT.COM

SITE INDEX

- 1 - COVER SHEET/SITE LOCATION
- 2 - LEGEND
- 3 - GENERAL NOTES
- 4 - OSP PROJECT SHEET
- 5 - TYPICALS
- 6 - TYPICALS

SCOPE OF WORK:

DIRECTIONALLY BORING 337' OF FIBER OPTIC CABLE ALONG OLD MOCKSVILLE RD.



3				AS-BUILT
2				REVISION # 1
1	2/13/2024	JW	KP	ORIGINAL
NO.	DATE	ENG DESIGN	DRAFTING	COMMENT



SHEET TITLE :		COVER SHEET		
PROJECT MANAGER:				
PROJECT ENGINEER: JEFFERY WOOD				
PROJECT NUMBER: A02Q14M				
DESCRIPTION: OLD MOCKSVILLE RD				
DRAWING NAME: A02Q14M.dwg				
CONFIDENTIAL/PROPRIETARY				

Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: March 5, 2024

Name of Group(s) or Individual(s) Making Request: Salisbury-Rowan Utilities

Name of Presenter(s): Jason Wilson

Requested Agenda Item: Wastewater Facilities Master Plan Engineering Services

Description of Requested Agenda Item: Salisbury-Rowan Utilities (SRU) received a \$400,000 American Rescue Plan Act (ARPA) grant to complete a wastewater master plan. SRU has received a proposal from CDM Smith, Inc. to provide engineering services related to the development of a Wastewater Facilities Master Plan. Total costs associated with these services are \$527,435. CDM Smith has been pre-qualified as an on-call engineering firm for SRU and has completed numerous wastewater projects for SRU in recent years.

The ARPA grant will reimburse for eligible costs associated with the project, up to the \$400,000 award amount. SRU will be responsible for the additional costs. Funds needed for this project above the grant are available in the SRU operating budget.

Attachments: Yes No

Fiscal Note: Grant fund reimbursements will replenish \$400,000 of this amount, the remaining will be covered from budget savings in the FY2024 budget.

Action Requested of Council for Agenda Item: Council to consider authorizing the City Manager to execute an agreement with CDM Smith, Inc. in the amount of \$527,435 for engineering services associated with the Wastewater Facilities Master Plan project.

AND

Council to consider adopting a budget ordinance amendment in the amount of \$400,000 to appropriate grant funds from the North Carolina Department of Environmental Quality to be used for pre-construction planning associated with Salisbury-Rowan Utilities' Wastewater Master Plan project.

Contact Information for Group or Individual: Jason Wilson, Assistant Utilities Director
704-216-7553, jason.wilson@salisburync.gov

Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

Regular Agenda (item to be discussed and possibly voted on by Council)

Salisbury City Council Agenda Item Request Form



FINANCE DEPARTMENT INFORMATION:

M. O'Donoghue
Finance Manager Signature

Jason A. Wilson
Department Head Signature

Tracey Keyes
Budget Manager Signature

*****All agenda items must be submitted at least 7 days before the requested Council meeting date*****

For Use in Clerk's Office Only

Approved

Delayed

Declined

Reason:

ENGINEERING SERVICES CONTRACT

This contract for engineering services (the “Contract”), made and entered into this _____ day of March, 2024, by and between the City of Salisbury, a North Carolina municipal corporation whose address is 132 North Main Street, Salisbury, NC 28144 (hereinafter referred to as the “City”), and CDM Smith, Inc., a North Carolina professional corporation whose address is 4600 Park Road, Suite 240, Charlotte, NC 28209 (hereinafter referred to as the “Provider”) (collectively, the “Parties”).

For and in consideration of the mutual promises set forth in the Contract, the parties do mutually agree as follows:

1. Obligations of Provider.

- a. Services. Under this Contract, the Provider shall perform the following services at designated times and sites as specifically requested and authorized by the City. The services to be performed are as follows: all of those certain engineering services more particularly described as the Wastewater Facilities Master Plan, which is attached hereto as Exhibit A and incorporated by reference (the “Services”). Provider shall, at its own sole cost and expense, perform and provide all the labor, services, materials, equipment, supplies, plans, and equipment necessary to complete the Services within the time specified and in accordance with the terms, conditions, and provisions of this Contract, and pursuant to the instructions, orders, and directions of the City made in accordance with this Contract.
- b. Qualifications of Provider. Provider, and all agents or employees of Provider who will provide services under this Contract, shall be fully qualified, possess any requisite licenses, and otherwise be legally entitled to perform the services provided, and shall exercise the skill and care customarily exercised by duly licensed and qualified providers of the same or similar services.
- c. Records Maintenance. Provider shall maintain written documentation of any professional services provided, including any required documentation meeting the requirements of applicable federal, state, and local laws and regulations.

2. Obligations of the City.

- a. Compensation. The Provider shall be compensated pursuant to the terms in Exhibit A. The Provider’s fee shall not exceed \$527,435. Any change to the fee schedule or amount paid to the Provider is not effective unless it is in writing and signed by the Parties. With the City’s written consent, payments may be made in monthly or other periodic installments for work performed and accepted during the previous month or other specified period.
 - b. In the event of inclement weather, fire, power failure, or other similar occurrence, which may necessitate the cancellation of the delivery of Services, and an alternate date cannot be agreed upon, the City will be under no obligation to compensate Provider for Services not rendered.
3. Term. Provider shall begin the Services within 30 days of the execution of the contract and shall complete the Services prior to June 30, 2025.
4. Termination for Convenience. The City may terminate this Contract at any time at its complete discretion upon twenty (20) calendar days’ notice in writing from the City to Provider prior to the date of termination. In addition, all finished or unfinished documents and other materials produced by Provider pursuant to this Contract shall, at the request of the City, be turned over to it and become its property. If the Contract is terminated by the City in accordance with this section, the City will provide a prorated payment for all services performed as of the date of termination.

5. Terms and Methods of Payment. Provider shall provide the City with invoice(s) itemized by services provided, the number of hours worked and by whom, the date(s) that services were provided, and the amount owed, along with any supporting documentation that may be requested in advance by the City. Such invoice(s) shall be submitted within thirty (30) days of the rendering of services. The City shall process payments to Provider within thirty (30) days of submission of such invoice(s). Invoice(s) should be sent to City of Salisbury, Accounts Payable, 132 N Main St, Salisbury, NC 28144 or financeAP@salisburync.gov.
6. Contract Funding. It is understood and agreed between Provider and the City that the City's payment obligation under this Contract is contingent upon the availability of appropriated funds from which payment for Contract purposes can be made.
7. Insurance. Provider agrees to maintain \$1,000,000 in general liability, \$1,000,000 in automobile liability, and other appropriate insurance, as well as Workers Compensation in the required statutory amount, for all employees participating in the provision of services under this Contract. The "City of Salisbury, a North Carolina Municipal Corporation" shall be named by endorsement as an additional insured on the General Liability policy. Certificates of such insurance shall be furnished by Provider to the City and shall contain an endorsement to provide the City at least ten (10) days' written notice of any intent to cancel or terminate by either Provider or the insuring company. Failure to furnish insurance certificates or maintain such insurance shall be a default under this contract and shall be grounds for immediate termination of this Contract.
8. Taxes. Provider shall pay all federal, state and FICA taxes for all employees participating in the provision of services under this Contract.
9. Monitoring and Auditing. Provider shall cooperate with the City, or with any other person or agency as directed by the City, in monitoring, auditing, or investigating activities related to this Contract. Provider shall permit the City to evaluate all activities conducted under this Contract as dictated by the City. Provider shall provide auditors retained by the City with access to any records and files related to the provision of services under this Contract. The City agrees that its auditors will maintain the confidentiality of any identified and actual trade secrets of Provider accessed during an audit conducted under this Contract.
10. Time of the essence. The Parties agree that time is of the essence to each and every term or condition of this Contract where a certain length of time is fixed for the performance of the term or condition. The Parties further agree that any additional time allowed for the completion of any Work by mutual agreement of the Parties shall be of the essence to this Contract.
11. Compliance with Applicable Laws. Provider shall comply with all applicable laws and regulations in providing services under this Contract. In particular, Provider represents that it is authorized by federal law to work in the United States. Provider represents and warrants that it is aware of and in compliance with the Immigration Reform and Control Act and North Carolina law (Article 2 of Chapter 64 of the North Carolina General Statutes) requiring use of the E-Verify system for employers who employ twenty-five (25) or more employees and that it is and will remain in compliance with these laws at all times while providing services pursuant to this Contract. Provider is responsible for compliance with the Affordable Care Act and accompanying IRS and Treasury Department regulations.
12. Indemnification. Provider does hereby agree to indemnify and save harmless the City of Salisbury, its officers, agents, and employees against all claims, actions, lawsuits and demands, including reasonable attorney fees, made by anyone for any damages, loss, or injury of any kind, including environmental, which may arise as a result of the Provider's sole negligence in performing, its agents or employees or as a result of, work performed pursuant to this Contract.

13. Relationship of Parties. Provider shall be an independent contractor of the City, and nothing herein shall be construed as creating a partnership or joint venture; nor shall any employee of Provider be construed as an employee, agent, or principal of the City.
14. Restricted Companies List. Provider represents that as of the date of this Contract, Provider is not included on the Final Divestment List created by the North Carolina State Treasurer pursuant to N.C. Gen. Stat. § 147-86.58. Provider also represents that as of the date of this Contract, Provider is not included on the list of restricted companies determined to be engaged in a boycott of Israel created by the North Carolina State Treasurer pursuant to N.C. Gen. Stat. § 147-86.81.
15. Anti-Nepotism. Provider warrants that, to the best of its knowledge and in the exercise of due diligence, none of its corporate officers, directors, or trustees and none of its employees who will directly provide services under this Contract are immediate family members of any member of the Salisbury City Council or of any member of the City's Administration, Human Resources, Information Technology, or Financial and Business Services departments. For purposes of this provision, "immediate family" means spouse, parent, child, brother, sister, grandparent, or grandchild, and includes step, half, and in-law relationships. Should Provider become aware of any family relationship covered by this provision or should such a family relationship arise at any time during the term of this Contract, Provider shall immediately disclose the family relationship in writing to the City Manager. Absent an applicable exception under state law and City policy, the existence of a family relationship covered by this Contract is grounds for immediate termination by the City without further financial liability to Provider.
16. No assignment. Provider shall not assign, subcontract, or otherwise transfer any interest in this contract without the prior written approval of the City.
17. Amendments in writing. This Contract may be amended only in writing and signed by both parties.
18. Governing law. North Carolina law will govern the interpretation and construction of the Contract.
19. Entire agreement. This Contract, including the purchase order, if any, used in connection herewith and any other document(s) expressly incorporated by reference as a part of this Contract, constitutes and expresses the entire agreement and understanding between the parties concerning its subject matter. This Contract supersedes all prior and contemporaneous discussions, promises, representations, agreements and understandings relative to the subject matter of this contract. To the extent there may be any conflict between the four corners of this Contract and other documents incorporated by reference herein, the terms of this Contract will control.
20. Attached Exhibits. The following documents, if any, are attached to this Contract and incorporated by reference herein:
 - a. Exhibit A – Scope of Services
21. Severability. If any provision of this Contract shall be declared invalid or unenforceable, the remainder of the Contract shall continue in full force and effect.
22. Counterparts and execution. This Contract may be executed in any number of counterparts, each of which will be deemed an original but all of which together will constitute one and the same instrument. The Parties agree that computer scanned and/or faxed signatures or copies of this Contract will have the same validity and force as an "original."
23. Nondiscrimination. By signing this Contract, Contracting Party, for itself, its agents, officials, and employees, certifies that it does not and will not discriminate in any manner on the basis of race, color, national origin, ethnicity, religion, creed, age, disability, sex, sexual orientation,

gender identity or expression, pregnancy, marital or familial status, National Guard or veteran status, or any other status protected by federal, state, or local law, in its employment or business practices, and with respect to the subject matter of this Contract. The Contracting Party further agrees to comply with the provisions and intent of City of Salisbury Ordinance No. 2021-52. That Ordinance is incorporated into this Agreement for the benefit of the City of Salisbury and its residents. To ensure compliance with this provision, Contracting Party further agrees that it will promptly respond to reasonable requests for information from the City. Failure to respond to requests for information or failure comply with the requirements of this provision shall constitute a breach of the Contract. This provision shall be binding on the successors and assigns of the Contracting Party with reference to the subject matter of this Contract.

24. Authority to Enter Contract. The person(s) executing this Contract on behalf of Provider have authority to do so as an official, binding act of Provider.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first indicated above.

CITY OF SALISBURY

PROVIDER

BY: _____

Jim Greene, Jr.

TITLE: City Manager

DATE: _____

This instrument has been preaudited in the manner required by the Local Government Budget and Fiscal Control Act.

AN ORDINANCE AMENDING THE 2023-2024 BUDGET ORDINANCE
OF THE CITY OF SALISBURY, NORTH CAROLINA TO
APPROPRIATE A GRANT FROM NORTH CAROLINA DEPARTMENT OF ENVIRONMENTAL
QUALITY

Be it ordained by the City Council of the City of Salisbury, North Carolina, as follows:

Section 1. Appropriate Grant funds from the NC Department of Environmental Quality to be used for Pre-Construction Planning for Salisbury-Rowan Utilities Wastewater Master Plan.

Section 2. That the 2023-2024 Budget Ordinance of the City of Salisbury, adopted on June 20, 2023, is hereby amended as follows:

(a) That the following Water Sewer Fund line items be amended as follows:

- | | | |
|-----|---|------------|
| (1) | Increase line item 030-446002
Miscellaneous State Grants | \$ 400,000 |
| (2) | Increase line item 30721100-549101
Professional Services | \$ 400,000 |

Section 3. That all ordinances, or parts of ordinances in conflict with this ordinance are hereby repealed to the extent of such conflict.

Section 4. That this ordinance shall be effective from and after its passage.

Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: March 5, 2024

Name of Group(s) or Individual(s) Making Request: Finance Department

Name of Presenter(s):

Requested Agenda Item: Council to consider approving Purchase Order #240861

Description of Requested Agenda Item: Approve Purchase Order: PO #240861 - Amick Equipment Company, Inc. for the purchase of a Petersen TL-3 limb truck with route assistant - \$260,603.38

Attachments: Yes No

Fiscal Note: PO240861 is for a new limb truck and is included in the FY2024 Budget. All purchasing guidelines were followed in this purchase according to G.S. 143-129(e)(10). The purchase is being made from the NC Sheriff's Association Contract # 24-08-0421.

Action Requested of Council for Agenda Item: Authorize the City Manager to approve Purchase Order 240861 in the amount of \$260,603.38 for the purchase of a new TL-3 Petersen limb truck from Amick Equipment Company, Inc. for the Public Works Department.

Contact Information for Group or Individual: Finance Manager Mark Drye, 704 638-5308
mdrye@salisburync.gov

Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

Regular Agenda (item to be discussed and possibly voted on by Council)

FINANCE DEPARTMENT INFORMATION:

Finance Manager Signature

Department Head Signature

Budget Manager Signature

*****All agenda items must be submitted at least 7 days before the requested Council meeting date*****

For Use in Clerk's Office Only

Approved

Delayed

Declined

Reason:

Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: 03/05/2024

Name of Group(s) or Individual(s) Making Request: Stormwater Services

Name of Presenter(s): Michael Hanna, Public Works Assistant Director

Requested Agenda Item: Sunset Drive south drainage improvements feasibility and design

Description of Requested Agenda Item: The first phase will be to complete a feasibility and preliminary design study for determination of the best course of action for improvements to the drainage system along Sunset Drive. This includes review of the previous incomplete study, evaluation of alternatives, and development of preliminary design drawings for presentation to stakeholders. The cost will be \$72,250.

Attachments: Yes No

Fiscal Note: *(If fiscal note requires approval by finance department because item exceeds \$100,000 or is related to grant funds, please fill out signature blocks for finance at bottom of form and provide supporting documents)*

Action Requested of Council for Agenda Item: *(Please note if item includes an ordinance, resolution or petition)*

Council to authorize the City Manager to enter into a contract with McAdams engineering to complete the design of stormwater drainage improvements for South Sunset Drive in the amount \$72,750.

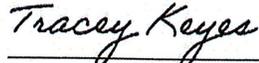
Contact Information for Group or Individual: Michael Hanna, Public Works Assistant Director-704-216-8028

Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

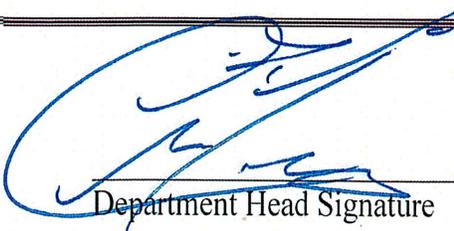
Regular Agenda (item to be discussed and possibly voted on by Council)

FINANCE DEPARTMENT INFORMATION:


Finance Manager Signature


Budget Manager Signature

Budget Manager Signature


Department Head Signature

*****All agenda items must be submitted at least 7 days before the requested Council meeting date*****

For Use in Clerk's Office Only

February 20, 2024

Michael Hanna
Stormwater Environmental Specialist
City of Salisbury
303 W Franklin Street
Salisbury, North Carolina 28144

**Re: Sunset Drive Drainage Improvements
 Stormwater Capital Improvement Project
 Salisbury, North Carolina
 OPSLB22002.00**

Dear Mr. Hanna,

McAdams is very pleased to offer this proposal for design and consulting services related to the proposed capital improvement project in the City of Salisbury. The studied project area is located on South Sunset Drive, Par Drive, and Hamilton Drive.

PROJECT UNDERSTANDING

SITE

The area of study consists of roadway crossings along South Sunset Drive, Par Drive, and Hamilton Drive. Scope of work includes assessment and analysis of the study area. Based on the preliminary drainage study by others, some of the existing drainage infrastructure in the area does not meet the desired level of service and is leading to localized flooding. The severity of flooding and inadequacy of existing, failing storm drainage infrastructure is unknown at this time. The proposed improvements will address existing infrastructure as well as ensure adequate conveyance for the contributing watershed.

PROPOSED SERVICES + FEES:

McAdams feels that this project will be best served by executing it in two stages. The first phase (Phase I) will be a feasibility and alternatives study for determination of the best course of action for correction of current issues and flooding potential. McAdams will gather information about the project site, review preliminary design by others, and provide the City with an alternative for recommendation. Additionally, the project team will identify external funding sources and develop a strategy to move forward into the next phase of the project. The second phase (Phase II) will be the development of construction documents and specifications for the chosen alternative, preparation of bid documents, and support through the bid process.

> **Phase I: Feasibility and Preliminary Design**

The first phase will be a feasibility and preliminary design study for determination of the best course of action for improvements to the drainage system. This includes review of previous study, evaluation of alternatives, and development of preliminary design drawings for presentation to stakeholders.

> **Phase II: Implementation of Project**

The second phase will be the development of construction documents and specifications for the proposed improvements as well as preparation of bid documents. Preliminary estimate for the fees for Phase II services are provided. Please note that these are rough estimates and will need to be revisited at the completion of Phase I.

PHASE I: FEASIBILITY AND PRELIMINARY DESIGN

Phase I tasks include development of preliminary design drawings for the proposed improvements to the storm drainage system (alphanumeric item numbers are for internal coding purposes).

TASK 1 – PROJECT MANAGEMENT

A4.10 Due Diligence + Project Management:

FEE: \$6,500

McAdams' team will meet with City staff to establish objectives for the project and begin to determine what elements shall be an integral part of the design. McAdams will work with the City to determine the site constraints and requirements for the proposed improvements. Task includes coordination with the City to insure successful coordination with stakeholders. Scope and fee for this task includes meetings with City staff as well as preparation and submittal of monthly progress reports to the City Project Manager.

TASK 2 – DATA COLLECTION + EXISTING CONDITIONS ANALYSIS

B2.90 Unspecified Survey Services:

FEE: \$10,000 (Budgetary Allowance)

Budgetary allotment for survey services to obtain field survey and structure data as needed for the Existing Conditions Analysis described below in **Item A4.20**. Field investigation or survey identified as part of **Item A4.20** will be prior to commencement of work under this task. Collection of field survey data shall be accomplished using a combination of Global Positioning Systems (GPS) and conventional surveying. This task will be managed as a unit cost task and only the actual number of cross sections, bridges, culverts, drainage structures, finished floor elevations, etc collected will be billed at an established unit structure rate.

A4.20 Existing Conditions Analysis:

FEE: \$12,500

McAdams will review and verify the existing drainage study completed by others and incorporate any collected field survey data as needed. Scope and fee for this task includes development and evaluation of the size, function, and performance of the existing drainage system along Sunset Drive for existing and future conditions. McAdams will finalize the analysis of existing conditions for confirmation of flooding problems and for development of a “baseline” condition for development of an alternatives analysis. It is expected that this “baseline” model would correlate to the actual reported flooding in the area.

McAdams will use the findings to evaluate the size, function, and performance of the existing drainage system for existing and future conditions. Results of this evaluation shall include identification and description of any portions of the system that do, that do not, and that will not meet current Level of Service guidelines, where flooding damages may occur and estimated magnitude of flood damage. McAdams will submit a digital copy of the draft report. In addition, McAdams will address City comments and provide the final report to the City after subsequent review/approval in an electronic format.

TASK 3 – PROPOSED ALTERNATIVES ANALYSIS**A4.30 Proposed Alternative Design Analysis:**

FEE: \$17,500

McAdams to perform comprehensive hydrologic and hydraulic analysis for additional alternatives to improve the drainage system and alleviate flooding potential at roads, buildings, and other critical locations, based on evaluation criteria defined by the City. Possible alternatives to consider include but are not limited to: 1) original alternative developed by others; 2) system realignments to replace existing infrastructure with stream; 3) retrofit of existing stormwater control measures (SCMs) to mitigate flooding; or 4) other design criteria not already evaluated. The City will select and define the hydrologic, hydraulic, and design criteria for each alternative presented in the initial Alternative Design submittal.

McAdams shall perform the comprehensive analysis for each alternative by using future conditions as directed by the City’s Project Manager as part of the Alternative selection. McAdams to size and analyze a proposed system for the 24-hr duration 2-, 10-, 25-, 50- and 100-year design storm events, or as approved by the alternative selection.

McAdams’ comprehensive analysis and evaluation for each alternative shall consider and document the following factors in order to recommend the most appropriate improvement solution alternative:

- > Hydraulic Design;
- > Permitting (including any permit impact limits and possible mitigation fees);
- > Easement Requirements/Costs;

- > Constructability;
- > Utility Conflicts;
- > Geotechnical Concerns;
- > Water Quality and Environmental Impacts;
- > Invasive Species Management (if applicable);
- > Neighborhood;
- > Maintenance; and
- > Cost Versus Benefits (costs shall be broken out per segment such that they can be compared to Level of Service Design guidelines and other alternatives).

The results of the comprehensive analysis and evaluation to be reported for the entire storm drainage system and shall include individual summaries for each culvert, channel segment, closed system, and/or critical location. The evaluation will be to a level of detail and clear so that an independent reviewer can understand and concur with the recommendations.

L4.10 Preliminary Environmental Support:

FEE: \$6,750

Scope and fee for this task includes support from Froehling & Robertson (F&R) in development of proposed alternatives and understanding of environmental permitting constraints and requirements. Fee includes preliminary project coordination/meetings, initial site visit, pre-permitting coordination with regulatory agencies, and a findings summary.

A4.40 Public Meeting:

FEE: \$4,500

After coordination with City staff and at the direction of the City's Project Manager, McAdams shall arrange for the neighborhood public meeting to present the results of the Alternatives Analysis and Recommended Alternate. Information gathered at the public meeting and meeting minutes shall be incorporated into the Final Design of the proposed improvements.

Under the direction of the City's Project Manager, McAdams shall:

- > Participate in one public meeting to present the alternative analysis;
- > Prepare/update exhibits to appropriate scale as approved by the City Project Manager including, but not limited to, streets, buildings, tree lines, drainage system, proposed drainage improvements, drainage requests, and flooding limits at appropriate locations;
- > Present the planning level alternatives and recommended alternative;
- > Solicit input from citizens;
- > Answer technical questions from citizens; and

- > Prepare and record all discussions for meeting minutes and submit them to the City's Project Manager within one (1) week of the meeting.

TASK 4 – RECOMMENDED ALTERNATIVE + GRANT FUNDING

A4.50 Conclusions and Recommended Alternative:

FEE: \$5,500

McAdams to recommend and provide justification for the most cost beneficial alternative based on analysis and evaluation of improvement, previous City comments related to the previous milestone submittals, and any comments received by other stakeholders. The recommended alternative is typically a combination of improvements from the design Alternatives. McAdams shall update the hydrologic and hydraulic models as necessary to provide drainage calculations and water surface elevations for the recommended alternative. McAdams shall also provide an updated cost estimate by segment for the recommended alternative. McAdams to address City comments and provide the final report to the City after subsequent review/approval in an electronic format.

A4.60 Grant Application Support:

FEE: By hourly charges in accordance with the attached Rate Schedule, not to exceed \$7,500

McAdams to assist the City of Salisbury as needed with exhibits and/or documentation to support the grant application process. McAdams will prepare a final report documenting the process and summarizing results of the initial Phase I study. The summary report will include description of the existing conditions, design approach and assumptions, alternative comparison, an anticipated range of project costs, and identification and recommendation of funding sources and community engagement to move the project into design, permitting, and construction.

PHASE II: IMPLEMENTATION OF PROJECT

FEE: \$75,000 (Budgetary Estimate, to be revisited at conclusion of Phase I)

Once Phase I is complete, the City will have better understanding of the construction needs and budgetary requirements to move forward with construction of the improvements for this project. McAdams will prepare documentation necessary for implementation of the proposed storm drainage improvements for Phase II. Please note that no scope or fees are provided for this portion of the project at this time.

The existing and alternative analysis completed as part of Phase I will determine the necessity for the Phase II improvements. Phase II tasks under this phase will include detailed survey and utility identification, design, and development of construction drawings for the proposed drainage improvements for submittal to the City of Salisbury and other agencies, as necessary. Services can include bid phase services and construction administration.

EXTRA SERVICES**J. Additional Services:**

When requested by the Owner and confirmed by the Owner and/or Firm in writing, the Firm shall perform services in addition to those described above in this Agreement and the Owner shall compensate the Firm by hourly charges in accordance with the attached Rate Schedule.

EXPENSES + REIMBURSABLES**K Reimbursables:**

FEE: \$2,000 (Budgetary Allowance)

To be billed in accordance with the attached Rate Schedule.

FEE SUMMARY

Our proposed fee for the scope of services for Phase I described herein is **\$72,750** including reimbursables. This excludes the budgetary estimate of \$75,000 for Phase II.

SCHEDULE

The Firm's services shall be performed as expeditiously as is consistent with professional skill and care and the orderly progress of the project.

The time limits and schedule set forth above have been agreed to by the Client and Firm, but the time limits and schedule shall be extended for (1) reasonable cause, or for (2) any delays associated with the Firm's work on the project that are not the sole responsibility of the Firm (such as extended delays by reviewing agencies).

CLIENT'S RESPONSIBILITIES

Client shall be responsible for the following:

- > Notification to proceed;
- > Timely approval of sketches presented for Client approval;
- > If needed, timely providing of information from other professional services;
- > Payment of all application and permit fees; and
- > Notification to Engineer of any problems.

EXCLUSIONS

- > Court appearances for litigation, or preparation for same;
- > Cost of legal advertisements for construction contracts;
- > Revised directives from Client after design has begun;
- > Any engineering or surveying services not specifically described in above tasks;
- > Permitting of impacts associated with jurisdictional features; and

- > Any costs included by the Client, Owner, or Contractor due to changes required by the approving authorities or their inspectors after construction drawings have been approved.

GENERAL CONDITIONS

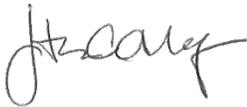
- > This proposal is valid for 30 days from the above date.
- > Owner and/or Client are responsible for all application and permit fees.

CONCLUSION

We appreciate the opportunity to work with you. We are eager to pursue this project further.

Sincerely,

MCADAMS



Jon Aldridge, PE
Director, Water Resources

JA/kt

Enclosures

ACCEPTANCE

By: _____

Date: _____

Name: _____

Title: _____

ACCOUNTING INFORMATION

Billing Contact: _____

Billing Contact Email Address: _____

Billing Contact Phone Number: _____

Billing Address: _____

1. Specifications for contract by hourly charge, the following rates apply

ROLE	RATE
Chairman / President / Vice President	\$290 - 400 /hour
Principal	\$325 /hour
Director / Practice Lead	\$145 - 265 /hour
Technical Manager	\$135 - 240 /hour
Project Manager	\$150 - 230 /hour
Assistant Project Manager	\$120 - 175 /hour
Landscape Architect	\$140 - 230 /hour
Planner	\$110 - 190 /hour
Project Engineer	\$130 - 240 /hour
Graphics + Visualization	\$110 - 160 /hour
Designer / Analyst	\$100 - 200 /hour
Intern	\$55 - 100 /hour
Administrative Services	\$80 - 110 /hour
Construction Administration	\$100 - 155 /hour
2 Man Survey Crew	\$155 - 175 /hour
3 Man Survey Crew	\$185 - 200 /hour
UAS LiDAR Crew	\$285 /hour
SUE Crew Member	\$55 - 115 /hour

Hourly services are recorded and rounded to the nearest 1/4 hour.

2. The following charges apply on all contracts, for copies of plans and specifications sent out of the Engineer's office (to Owner, City regulatory agencies, bidders, contractor, other consultants, etc.):

ITEM	FEE	ITEM	FEE
Oversize + Color Rep.	\$3.60 /each	Oversize Mylar Sepia	\$24.00 /each
Paper Reproductions	\$2.40 /each	Mylar Sepia	\$18.00 /each
Specifications	\$0.12 /each	Paper Sepia	\$6.00 /each

3. The following rates are charged in addition to the above fees:

ITEM	FEE
Fees Paid for Permits and Applications	Cost Plus 10%
Outside Photocopying, Travel, Overnight Delivery, Postage for Mass Mailings	Cost Plus 10%
Subcontractor Invoices	Cost Plus 12.5%

4. Fees are subject to adjustment at the beginning of each calendar year.
5. Projects are billed on a monthly basis and invoices are due upon receipt. Invoices which have been not been paid within 30 days are past due and subject to finance charges of 1.5% per month.

OWNER'S INITIALS _____ **DATE** _____

COLLECTION SCHEDULE

- > **Issuance** Client will be issued their invoice by McAdams within 30 days of the last day of the month in which the services were rendered.
- > **Net 30 Days** Invoices are due in full within 30 days after issuance. Exceptions to this policy must be discussed with and agreed upon by a McAdams representative **prior** to the due date of any issued invoice. Exceptions must be made in writing and acknowledged by both parties.
- > **Past 30 Days** Invoices that lapse 30 days without payment or notification are considered **past due**. McAdams will notify the client via email and confirm that invoices have been received, as well as advise that payment is due.
- > **Past 45 Days** Invoices that lapse 45 days without payment or notification are considered **overtly past due**. McAdams will notify the client via email and as well as make contact via phone.
- > **Past 60 Days** Invoices that lapse 60 days without payment or notification will have submittals for the project halted, and a formal letter issued to the client. This letter will:
 - Outline the services rendered & state the client's past due balance.
 - Notify a work hold for **all client projects** starting in 15-days (75 days from issuance).
 - State the procedures for payment to remove halts and ratify current account status.
- > **Past 75 Days** Invoices that lapse 75 days without payment or notification will result in the respective project AND all other projects placed on work hold on a case-by-case basis.
- > **Past 90 Days** Invoices that lapse 90 days from issuance without payment or notification will be pursued by McAdams on a case-by-case basis with the potential for a lien to be placed on the property.

CLIENT

Initials: _____

Date: _____

The proposal submitted by THE JOHN R. McADAMS COMPANY (“CONSULTANT”) is subject to the following terms and conditions (collectively referred to as the “Agreement”) and, by accepting the proposal or any part thereof, the CLIENT agrees and accepts the terms and conditions outlined below:

1. PAYMENT

The CLIENT will pay CONSULTANT for services and expenses in accordance with periodic invoices to CLIENT and a final invoice upon completion of the services. Each invoice is due and payable in full upon presentation to CLIENT. Invoices are past due after 30 days. Past due amounts are subject to interest at a rate of one and one-half percent per month (18% per annum) on the outstanding balance from the date of the invoice.

In light of the obvious advantage of resolving questions and disputes regarding CONSULTANT’s services and invoices quickly, CLIENT will notify CONSULTANT, in writing, of any questions or dissatisfaction which it may have regarding the cost, quality or appropriateness of services provided related to an invoice within ten (10) days of the invoice date. If CLIENT fails to provide such notice to CONSULTANT, CLIENT agrees that it waives its right to dispute the accuracy and appropriateness of all or part of the invoice.

If the CLIENT fails to make payment to the CONSULTANT within 30 days after the transmittal of an invoice, the CONSULTANT may, after giving 7 days written notice to the CLIENT, suspend services under this Agreement until all amounts due hereunder are paid in full. If an invoice remains unpaid after 60 days from invoice date, the CONSULTANT may terminate the Agreement and/or initiate legal proceedings to collect the fees owed, plus other reasonable expenses of collection including attorney’s fees.

2. NOTIFICATION OF BREACH OR DEFAULT:

The CLIENT shall provide prompt written notice to the CONSULTANT if CLIENT becomes aware of any breach, error, omission or inconsistency arising out of CONSULTANT’s work or any other alleged breach of contract by the CONSULTANT. The failure of CLIENT to provide such written notice within ten (10) days from the time CLIENT became aware of or should have become aware of the fault, defect, error, omission, inconsistency or breach, shall constitute a waiver by CLIENT of any and all claims against the CONSULTANT arising out of such fault, defect, error, omission, inconsistency or breach.

3. REPRESENTATIONS OF CLIENT:

CLIENT warrants and covenants that sufficient funds are available or will be available upon receipt of CONSULTANT’s invoice to make payment in full for the services rendered by CONSULTANT.

4. OWNERSHIP OF INSTRUMENTS OF SERVICE:

All reports, plans, specifications, field data and notes and other documents, including all documents on electronic media, prepared by the CONSULTANT as instrument of service, shall remain the property of the CONSULTANT. The CONSULTANT shall retain all common law, statutory and other rights, including the copyright thereto. In the event of termination of this Agreement and upon full payment of fees owed to CONSULTANT, CONSULTANT shall make available to CLIENT copies of all plans and specifications.

5. CHANGE ORDERS:

CONSULTANT will treat as a change order any written or oral order (including directions, instructions, interpretations or determinations) from CLIENT which request changes in the Agreement or CONSULTANT's scope of work. CONSULTANT will give CLIENT written notice within ten (10) days of a Change Order of any resulting increase in CONSULTANT's fees. Unless CLIENT objects in writing within five (5) days, the Change Order becomes a part of this Agreement.

6. SITE OPERATIONS:

CLIENT will arrange for right-of-entry to the property for the purpose of performing studies, tests and evaluations pursuant to the agreed services. CLIENT represents that it possesses necessary permits and licenses required for all ongoing activities at the site. If CONSULTANT is advised or given data in writing that shows the presence of underground or overground obstructions, such as utilities, CONSULTANT will give special instructions to our field personnel. However, CONSULTANT is not responsible for any damage or losses due to undisclosed or unknown surface or subsurface conditions, owned by CLIENT or third parties. CONSULTANT will take reasonable precautions to minimize damage to the property caused by our operations. CONSULTANT's fee does not include any cost of restoration due to any damage which may result and CONSULTANT is not responsible for any such repairs unless CONSULTANT fails to take reasonable precautions. If CLIENT desires CONSULTANT to repair such damage, CONSULTANT will comply and add the cost to our fee. Field tests or boring locations described in CLIENT's reports or shown on sketches prepared by CONSULTANT are based on specific information furnished by others or estimates made in the field by CONSULTANT's personnel. Such dimensions, depths or elevations should be considered as approximations unless otherwise stated in CONSULTANT's proposal or report.

7. ASSIGNMENT AND THIRD PARTIES:

Nothing under this Agreement shall be construed to give any rights or benefits in this Agreement to anyone other than the CLIENT and CONSULTANT, and all duties and responsibilities undertaken pursuant to this Agreement will be for the sole and exclusive benefit of the CLIENT and the CONSULTANT and not for the benefit of any other party. Neither the CLIENT nor the CONSULTANT shall assign, sublet, or transfer any rights under or interests in this Agreement without the written consent of the other which shall not be unreasonably withheld. However, nothing contained herein shall prevent or restrict the CONSULTANT from employing independent subconsultants as the CONSULTANT may deem appropriate to assist in the performance of services hereunder.

8. PROJECT SITE:

Should CLIENT not be owner of the project site, then CLIENT agrees to notify the OWNER(s) of the aforementioned possibility of unavoidable alteration and damage to the site. CLIENT further agrees to indemnify, defend and hold CONSULTANT harmless against any claims by the CLIENT or persons having possession of the site through the Owner which are related to such alteration or damage.

9. SURVIVAL:

All of CLIENT's obligations and liabilities, including but not limited to, its indemnification obligations and limitations, and CONSULTANT's rights and remedies with respect thereto, shall survive completion of the expiration or termination of this Agreement.

10. FORCE MAJEURE:

Should completion of any portion of the Agreement be delayed for causes beyond the control of or without the fault or negligence of CONSULTANT, including force majeure, the reasonable time for performance shall be extended for a period at least equal to the delay and the parties shall mutually agree on the terms and conditions upon which Agreement may be continued. Force majeure includes but is not restricted to acts of God, acts or failures of governmental authorities, acts of CLIENT's contractors or agents, fire, floods, epidemics, riots, quarantine restrictions, strikes, civil insurrections, freight embargoes, and unusually severe weather.

11. STANDARD OF CARE:

CONSULTANT shall perform Agreement for CLIENT in a professional manner, using that degree of care and skill ordinarily exercised by and consistent with the standards of professionals providing the same services in the same or a similar locality as the project. There are no other warranties, expressed or implied, including warranties of merchantability or fitness for a particular purpose that will or can arise out of the services provided by CONSULTANT or this Agreement.

12. WAIVER OF CONSEQUENTIAL DAMAGES/LIMITATION OF LIABILITY:

CLIENT agrees that CONSULTANT's aggregate liability for any and all claims that may be asserted by CLIENT is limited to \$50,000 or to the fee paid to CONSULTANT under this Agreement, whichever is greater. Both CLIENT and CONSULTANT hereby waive any right to pursue claims for consequential damages against one another, including any claims for lost profits.

13. SAFETY:

CONSULTANT is not responsible for site safety or compliance with the Occupational Safety and Health Act of 1970 ("OSHA"). Job site safety remains the sole exclusive responsibility of CLIENT or CLIENT's contractors, except with respect to CONSULTANT'S own employees. Likewise, CONSULTANT shall have no right to direct or stop the work of CLIENT's contractors, agents or employees.

14. ARBITRATION:

Any claim or other dispute arising out of or related to this Agreement shall be subject to Arbitration. Such claims and disputes shall first be subject to non-binding mediation, and if mediation is unsuccessful, shall be subject to Arbitration in accordance with the Construction Industry Arbitration Rules of the American Arbitration Association currently in effect. Any demand for Arbitration shall be filed in writing with the other party and with the American Arbitration Association.

15. INDEPENDENT CONTRACTOR:

In carrying out its obligations, CONSULTANT shall be acting at all times as an independent contractor and not an employee, agent, partner or joint venturer of CLIENT. CONSULTANT's work does not include any supervision or direction of the work of other contractors, their employees or agents, and CONSULTANT's presence shall in no way create any liability on behalf of CONSULTANT for failure of other contractors, their employees or agents to properly or correctly perform their work

16. TERMINATION:

Either party may terminate the Agreement with or without cause upon ten (10) days advance written notice, if the other party has not cured or taken reasonable steps to cure the breach giving rise to termination within the ten (10) day notice period. If CLIENT terminates without cause or if CONSULTANT terminates for cause, CLIENT will pay CONSULTANT for all

costs incurred, non- cancelable commitments, and fees earned to the date of termination and through demobilization, including any cancellation charges of vendors and subcontractors, as well as demobilization costs.

17. SEVERABILITY:

If any provision of this Agreement, or application thereof to any person or circumstance, is found to be invalid then such provision shall be modified if possible, to fulfill the intent of the parties as reflected in the original provision, the remainder of this Agreement, or the application of such provision to persons or circumstances other than those as to which it is held invalid, shall not be affected thereby, and each provision of this Agreement shall be valid and enforced to the fullest extent permitted by the law.

18. NO WAIVER:

No waiver by either party of any default by the other party in the performance of any provision of this Agreement shall operate as or be construed as a waiver of any future default, whether like or difference in character.

19. MERGER, AMENDMENT:

This Agreement constitutes the entire Agreement between the CONSULTANT and the CLIENT and negotiations, written and oral understandings between the parties are merged herein. This Agreement can be supplemented and/or amended only by a written document executed by both the CONSULTANT and the CLIENT.

20. CHOICE OF LAW:

The validity, interpretation, and performance of this Agreement shall be governed by and construed in accordance with the law of the State of North Carolina, excluding only its conflicts of laws principles.

Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: March 5, 2024

Name of Group(s) or Individual(s) Making Request: City Attorney

Name of Presenter(s): Graham Corriher

Requested Agenda Item: Council to authorize the City Manager to authorize DEQ (and its contractor) to access City property to install a groundwater monitoring well.

Description of Requested Agenda Item: The City received a request from a contractor (AECOM) for the North Carolina Department of Environmental Quality (DEQ) to access City property to install a groundwater monitoring well. The request is related to property located at 111 W. Bank Street. The property is the location of a former dry-cleaning business (Star Cleaners and Laundry). The property owner is participating in a DEQ program to investigate and remediate any contamination related to the property. The contractor would install a ground monitoring well that would be periodically monitored. The well would not interfere with the use of the property except for minor interferences when accessing the well to perform testing. The contractor would provide insurance satisfactory to the City prior to performing work to ensure that the City is protected during construction and monitoring of the well. The proposed location for the well is within an existing City-owned parking lot that is used by an adjacent property owner (ITC Land LLC). The City will work with the adjacent property owner and with DEQ's contractor to minimize the impact to the City and the adjacent property owner.

A copy of the request and a map of the property and proposed location for the monitoring well is attached.

Attachments: Yes No

Fiscal Note: *(If fiscal note requires approval by finance department because item exceeds \$100,000 or is related to grant funds, please fill out signature blocks for finance at bottom of form and provide supporting documents)*

Action Requested of Council for Agenda Item: Council to authorize the City Manager to sign a *Property Access Consent* form to permit DEQ's contractor to access City property.

Contact Information for Group or Individual: Graham Corriher (704) 638-5309

Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

Regular Agenda (item to be discussed and possibly voted on by Council)

FINANCE DEPARTMENT INFORMATION:

Finance Manager Signature

Department Head Signature

ROY COOPER
Governor

ELIZABETH S. BISER
Secretary

MICHAEL SCOTT
Director



NORTH CAROLINA
Environmental Quality

URGENT MATTER – PROMPT REPLY REQUESTED

February 23, 2024

City of Salisbury
PO Box 479
Salisbury, NC 28145

Re: Subsurface Contamination Investigation Associated with Dry-Cleaning Facility Located at the former Star Cleaners and Laundry
111 W Bank St.
Salisbury, Rowan County, NC
DSCA Site ID DC800012

Dear City of Salisbury:

The North Carolina Division of Waste Management (Division) is investigating the release of hazardous substances, pollutants or contaminants at the facility listed above. After careful review of all the information provided, it is possible that the subsurface contamination extends beyond the facility's property.

The Division has a program to address these types of releases, called the Dry-Cleaning Solvent Cleanup Act (DSCA) Program. The DSCA Program uses independent contractors hired by the Division to investigate and remediate any contamination related to the dry-cleaning facility. The DSCA Program's contractor for this project is AECOM. To assist in this investigation, the Division is requesting that you grant access to your property on S Main Street (PIN 5760-18-20-9029) to allow the Division's independent contractor, AECOM, to conduct additional assessment activities. Please find an attached *Property Access Consent* form for your signature.

Since additional site activities cannot be performed without completion of this form, the Division would appreciate your prompt return of the form to:

Ms. Madalyn Stone
AECOM
6000 Fairview Road
Suite 200
Charlotte, NC 28210



North Carolina Department of Environmental Quality | Division of Waste Management
217 West Jones Street | 1646 Mail Service Center | Raleigh, North Carolina 27699-1646
919.707.8200

If you would like to view the location of the former Star Cleaners and Laundry dry-cleaning facility site or review additional reports for the site, please go to deq.nc.gov/ncdsca and view the instructions for the use of the DWM Site Locator Tool and Online Documents.

If you have any questions regarding the status of site activities or the *Consent for Sampling* form, please do not hesitate to contact the DSCA Program's approved contractor for this project, Ms. Madalyn Stone with AECOM, at madalyn.stone@aecom.com or (704) 522-0330. If you still have questions after contacting Ms. Stone with AECOM, please contact the DSCA Program Project Manager, Mr. Jay King at jay.king@deq.nc.gov or (919) 707-8367.

Thank you for your cooperation.



North Carolina Department of Environmental Quality | Division of Waste Management
217 West Jones Street | 1646 Mail Service Center | Raleigh, North Carolina 27699-1646
919.707.8200

ROY COOPER
Governor
ELIZABETH S. BISER
Secretary
MICHAEL SCOTT
Director



PROPERTY ACCESS CONSENT

This document may not be modified without the Program's approval. If you have questions on how to fill out this form or about the activities at this site, please call the Dry-Cleaning Solvent Cleanup Act (DSCA) Program's contractor for this project, Ms. Madalyn Stone with AECOM at madalyn.stone@aecom.com or (704) 522-0330. If you still have questions after contacting Ms. Stone with AECOM, please contact the DSCA Program Project Manager, Mr. Jay King at jay.king@deq.nc.gov or 919-707-8367.

For DSCA Use Only
DSCA ID No.
DC800012

Please Print

(Name of Property Owner or Tenant in Residence)

(Street Number and Street Name of Property)

(City or Town in Which Property Is Located) / (County in Which Property is Located) / (Zip Code)

I voluntarily consent to the Division of Waste Management (Division) and its independent contractors (contractors) entering and having continued access to my property for the following purposes:

- (1) taking such soil, groundwater, surface water, and/or air samples as may be necessary;
- (2) taking other actions related to the investigation of surface or subsurface conditions;
- (3) taking response actions necessary to mitigate any threat to human health or the environment.

Other conditions:

- (1) The Division and its contractors shall attempt to perform any activities at the Property in a manner that minimizes interference with use of the Property.
- (2) On conclusion of all activities, the Division and its contractors shall, to the extent practicable, restore the Property to the original condition it was in prior to any activities conducted by the Division or its contractors. All monitoring wells will be properly abandoned in accordance



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with applicable laws and regulations, unless other arrangements are agreed to by the Property Owner.

- (3) The Division or its contractors will make reasonable attempts to notify the Property Owner at least 48 hours prior to entering the Property for any purpose. In situations that the Division determines to be of an emergency nature, the Division or its contractors shall have immediate access to the property.
- (4) Property Owner shall not willingly destroy, damage, remove, pave over or cover any monitoring wells at the site without prior consent of the Division.

By signing this consent document, I acknowledge that I am the legal property owner or tenant in residence that has the authority to allow this work on the property and have contacted all tenants (if there are tenants) occupying the property and all tenants agree to the conditions of this "Property Access Consent".

(Signature of Property Owner or Tenant in Residence) (Date)

(Telephone Number for Property Owner or Tenant in Residence for scheduling work/notification)

(Email Address for Property Owner or Tenant in Residence if you prefer to be contacted via email) ..

Please return form to:

**Madalyn Stone
AECOM
6000 Fairview Road
Suite 200
Charlotte, NC 28210**

Or via email to: madalyn.stone@aecom.com



North Carolina Department of Environmental Quality | Division of Waste Management
217 West Jones Street | 1646 Mail Service Center | Raleigh, North Carolina 27699-1646
919.707.8200

LEGEND

- Petitioned Property Boundary
- Parcel Lines
- + Temporary Monitoring Well Location (Cardno, 2020)
- + Proposed Monitoring Well Location
- + Monitoring Well Location (Former Empire Hotel Environmental Site Assessment)
- Assumed Groundwater Flow Direction
- J Estimate Value
- BDL Below Laboratory Detection Limits
- ug/L micrograms per liter
- cis-1,2-DCE - cis-1,2-Dichloroethylene
- Red highlighted text indicates concentrations above 2L Standards.
- Analytical results do not exceed calculated vapor intrusion risk for residential or non-residential exposure – DSCA Indoor Air Risk Calculator
- Analytical results exceed calculated vapor intrusion risk for residential and non-residential exposure – DSCA Indoor Air Risk Calculator

Note: Historical data obtained from the *Phase II Environmental Site Assessment* prepared by Cardno, Inc., dated September 29, 2020, and Former Empire Hotel Phase II Environmental Assessment prepared by Cardno, Inc., dated January 17, 2017, respectively.

TMW-1 (08/20/20) ●●
 cis-1,2-DCE - 36,900 ug/L
 Naphthalene - 411 ug/L

TMW-2 (08/20/20) ●●
 BDL

TMW-3 (08/20/20) ●●
 BDL

MW-6 (10/13/16) ●●
 Naphthalene - 2.6 ug/L
 Phenanthrene - 4.0 J ug/L

MW-7 (10/13/16) ●●
 PCE - 1.8 ug/L
 Chloroform - 0.6 ug/L

MW-3

MW-2

MW-1

325 S. Church Street

MW-4

330 S. Main Street

MW-5

Parcel ID 0106590

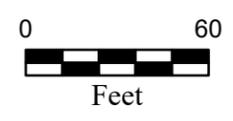
131 W. Bank Street

127 W. Bank Street

Groundwater Quality Map
 Star Laundry and Cleaners
 111 West Bank Street
 Salisbury, North Carolina
 DSCA Site ID DC800012

AECOM TECHNICAL SERVICES OF NORTH CAROLINA, INC.
 6000 FAIRVIEW ROAD, SUITE 200
 CHARLOTTE, NC 28210
 TEL: (704) 522-0330

AECOM



DRAWN BY:	MPS - 12/05/2023
CHECKED BY:	RHM - 12/05/2023
PROJECT NO.:	TBD

Figure 4

Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: March 5, 2024

Name of Group(s) or Individual(s) Making Request: Tracey Keyes, Budget Manager and Kelly Baker, Administrative Services Director

Name of Presenter(s): Jim Greene, Jr., City Manager
Kelly Baker, Administrative Services Director

Requested Agenda Item: Council to consider adopting the Salisbury Strategic Plan.

Description of Requested Agenda Item:

In September the process to develop the City's first Strategic Plan kicked-off and included a workshop with City Council, a workshop with the Management Team and Lead Team (the internal team assisting with the plan), an employee survey, and focus sessions with Council member individually and the chairs of the City's boards and commissions. All of this feedback was incorporated into the draft Strategic Plan framework which was presented to Council during its 2024 Retreat. Staff has taken feedback from Council and made final edits to the draft Plan for Council's consideration. Attached is an informational sheet that shows the changes that were made to the document after Council's Retreat.

Attachments: Yes No

Fiscal Note: *(If fiscal note requires approval by finance department because item exceeds \$100,000 or is related to grant funds, please fill out signature blocks for finance at bottom of form and provide supporting documents)* Will serve as a foundation for future budgets.

Action Requested of Council for Agenda Item: *(Please note if item includes an ordinance, resolution or petition)*
Council to consider adoption of the Salisbury Strategic Plan.

Contact Information for Group or Individual: Tracey Keyes, Budget Manager 704-638-5313 or tracey.keyes@salisburync.gov or Kelly Baker, Administrative Services Director 704-638-5233 or kbake@salisburync.gov

Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

Regular Agenda (item to be discussed and possibly voted on by Council)

FINANCE DEPARTMENT INFORMATION:

Salisbury City Council Agenda Item Request Form



Finance Manager Signature

Department Head Signature

Budget Manager Signature

*****All agenda items must be submitted at least 7 days before the requested Council meeting date*****

For Use in Clerk's Office Only

Approved

Delayed

Declined

Reason:

As Council considers adoption of the draft Strategic Plan, staff wanted to provide information on changes made to proposed strategies after Council’s workshop at Retreat. The items under **Workshop Draft** were included in the draft framework Council received prior to Retreat. The **Recommended Draft** items include revisions made after receiving feedback from Council during the Retreat. Staff believes the changes to the strategies help create a plan that contains both short-term and long-term goals and priorities and that will be a sound roadmap to move Salisbury forward over the next three to five years.

Vision Statement

Workshop Draft

Salisbury is a welcoming and forward-thinking community that provides opportunities for everyone to participate in a vibrant economy and a high quality of life.

Options for City Council to consider and pick one:

1. Salisbury is a welcoming and forward-thinking community that is inclusive for all generations offering a vibrant economy, high quality of life, and greater opportunities for everyone.
2. Salisbury will be North Carolina’s preeminent City in providing a forward-thinking, inclusive, and vibrant community and economy for everyone.
3. To make Salisbury the City of choice to live, work, play, and grow in the Piedmont area of North Carolina.
4. Salisbury grows as a welcoming and forward-thinking community that is inclusive for all generations offering a vibrant economy, high quality of life, and greater opportunities for everyone.
5. Salisbury grows as North Carolina’s preeminent forward-thinking community that is inclusive for all generations, offering a vibrant economy, a high-quality of life, and greater opportunities for everyone.

Recommended Draft

Salisbury is a welcoming and forward-thinking community, inclusive for all generations, aspiring to offer a vibrant economy, high quality of life, and greater opportunities for everyone.

Key Focus Areas – Healthy, Safe and Engaged Neighborhoods

Workshop Draft

- Seek developer partnership and funding/incentives for mixed-income and senior housing neighborhoods at former Kesler Mill Site.
- Implement the Forward 2040 Comprehensive Plan through completing small area plans for West Innes Street and South Main Street that improve walkability, connectivity and access to daily destinations with Complete Street designs and placemaking throughout the City.

Recommended Draft

- Seek developer partnership and funding/incentives for mixed-income and senior housing neighborhoods
- Implement the Forward 2040 Comprehensive Plan through completing small area plans that improve walkability, connectivity and access to daily destinations with Complete Street designs and placemaking throughout the City.

Key Focus Areas – Economic and Workforce Development

Workshop Draft

- Perform a market analysis in partnership with the Economic Development Commission to evaluate gaps, identify growth industries and develop initiative to recruit and retain talent.

Recommended Draft

- This bullet point was removed.
- Staff believes this can be achieved through working with area partners using existing data.

Key Focus Areas – Public Safety

Workshop Draft

- Not included

Recommended Draft

- Support expanded Parks and Recreation programming to support youth safety and crime reduction initiatives.

This addition reflects Council's current priorities and focus on addressing public safety through expanded programming for Parks and Recreation.

Key Focus Areas – Organizational Excellence

No changes

Key Focus Areas – Sustainable Infrastructure

Workshop Draft

- Increase funding for Information Technology Infrastructure to reflect organization growth by promoting forward and proactive thinking that will provide more efficient internal and external services throughout the City.

Recommended Draft

- Increase funding for Information Technology Infrastructure to improve network security, provide efficient services, promote creativity, and address growth.

Key Focus Areas – Cultural Amenities

Workshop Draft

- Identify funding sources to assist with greenway expansion and partner with the Veterans Administration Hospital and Catawba College to connect existing segments to parks and facilities to promote a walkable community.

Recommended Draft

- Identify funding sources and partnerships to assist with greenway expansion to connect existing segments and promote a walkable community.

Strategic Plan

2024



THE CITY OF
Salisbury
— North Carolina —

MOVING FORWARD TOGETHER AS A COMMUNITY.

Contents

Message from the Mayor.....	1
The Salisbury Community	2
Strategic Planning Process	3
Our Strategic Plan	4



Message from the Mayor

As a City, we are excited to share the City of Salisbury's first Strategic Plan. Developing a strategic plan emerged as a top priority for Council during its 2023 Retreat. Through several workshops with Council, staff, and community stakeholders seven focus areas emerged around which we have formulated strategies for implementation.



**Karen K.
Alexander Jr.**
Mayor

This Strategic Plan represents our work to be a welcoming and forward-thinking community with a vibrant economy, high quality of life and greater opportunities for everyone to thrive.

This Plan clearly articulates how we plan to ensure healthy, safe, and engaged neighborhoods, build economic and workforce development opportunities, promote public safety, embrace innovative organizational excellence, develop sustainable infrastructure, and support cultural amenities to lead our community forward.

It gives City leaders, staff members, and residents a blueprint of the City's work plan while providing a framework for budgetary and policy decisions to advance our identified priorities. This Strategic Plan also follows our comprehensive plan, Forward 2040. Our comprehensive plan, budget, and firm commitment to providing exceptional municipal services for our community underlies every strategic objective. As we navigate our future, this document will guide us on where, when, and how to use our City's resources to meet the needs of our community.

Our City Council and staff are committed to addressing our challenges and delivering quality municipal service to our residents, but we always need your support. We are proud of this Strategic Plan and the breadth of projects that will enhance the quality of life for our residents, now and into the future. We encourage you to stay engaged with us and follow the progress of our focus areas and strategies. Thank you for allowing us the opportunity to serve.

A handwritten signature in black ink, appearing to read 'Karen K. Alexander Jr.'.

Mayor Karen K. Alexander Jr.



**Tamara
Sheffield**
Mayor Pro Tem



**Harry
McLaughlin**
Council Member



David Post
Council Member



Anthony Smith
Council Member

The Salisbury Community

The City of Salisbury, North Carolina, is located in the heart of the Piedmont region of North Carolina and serves as the county seat of Rowan County.

Its location along the I-85 corridor provides easy access to a sizeable population base and benefits from its proximity to Charlotte, Greensboro, and Winston-Salem. The City has experienced significant growth, with the population rising 35% between 2000 and 2021, from 26,462 to 35,760, according to the U.S. Census Bureau.

Salisbury is rich in character and history, providing a variety of experiences for all cultures and ages. The cultural atmosphere of the Salisbury area is vibrant, providing many of the offerings available to larger cities while maintaining the small-town charm it prides itself on. These amenities include performing arts shows, a symphony, and many concerts and art shows in partnership with the local colleges. Salisbury displays a strong commitment to historic preservation with five local historic districts and ten National Register historic districts, with several of its 19th- and early-20th century homes and commercial buildings listed on the National Register of Historic Places.

The City also boasts a number of recreational activities that bring thousands of residents together, fostering a rich sense of community. Special events offered throughout the year include Movies in the Park, Downtown Nights Out, Fall Campouts, Music at the Mural, the Cheerwine Festival, and many more. The annual Cheerwine Festival has grown over the years, bringing over 60,000 visitors to downtown Salisbury every May to enjoy live music, food vendors, shopping, local craft vendors, and family-friendly activities.

The City prides itself on ensuring the preservation and utilization of green spaces to promote community interactions. Salisbury offers multiple opportunities for outdoor recreation, including over 500 acres of park land and almost 20 miles of hiking and biking trails. One of the most significant downtown green spaces is Bell Tower Green, where community members gather to celebrate, connect, and engage. This quiet haven with three acres of green space, trees, and gardens provides a way to enjoy nature in historic downtown Salisbury.

**Aerial drone photograph of
Downtown Salisbury.**



Strategic Planning Process

The City of Salisbury embarked on its first strategic planning process to create a vision and roadmap for achieving long-term success.

Having a clear strategic direction is paramount for any organization as it serves as a guiding framework that aligns efforts with long-term objectives. A well-defined strategic direction fosters a sense of purpose and unity among team members, promoting a shared vision and values and ensuring that all aspects of an organization work cohesively toward a common goal.

The strategic planning process involved input from a broad range of internal and external stakeholders. Engaging those in the community ensures varied perspectives are included and aligns organizational goals with external expectations, while inclusion of staff at all levels of the organization fosters a sense of ownership, enhancing the plan's relevance and effectiveness.

This process included:

Kick-Off Workshop

The strategic planning team met to discuss the overall goals, scheduling, and communication and engagement strategies for the project. Clarifying objectives and establishing roles and responsibilities for the project lays a strong foundation for collaboration and provides purpose and clarity.

Stakeholder Engagement

Input was obtained from internal and external stakeholders, including individual interviews with members of City Council, a listening session with the chairs of the City's various Boards and Commissions, and an online survey distributed to City staff. Engaging various stakeholders in the strategic planning process yields valuable insight and feedback on internal and external dynamics, ensuring the strategic plan is well-informed and impactful.

Strategic Planning Workshop

Drawing from the stakeholder input, Council members and City staff met to develop the organization's vision and key focus areas. Defining a long-term vision and developing key focus areas that align with stakeholder priorities provides a framework to govern the evolving needs of the organization and community.

Strategy Workshop

The strategic planning team met to develop success statements associated with each key focus area, articulating what success in each area looks like for Salisbury. The team also drafted specific strategies to be included in the strategic plan framework. After development, staff worked to refine the framework and solicit additional feedback, including review from the management team, steering committee, and an employee advisory committee. This high level of collaboration resulted in a comprehensive and robust strategic framework that enhances buy-in across all levels of the organization and ensures alignment across departments.

City Council Review

The final strategic framework was presented to City Council for approval and adoption.

The strategic framework presented in this document will help guide decision-making, inform resource allocation, and track progress within the key focus areas.

Our Strategic Plan

Vision

Salisbury is a welcoming and forward-thinking community, inclusive for all generations, aspiring to offer a vibrant economy, high quality of life, and greater opportunities for everyone.

Key Focus Areas



Healthy, Safe and Engaged Neighborhoods



Economic and Workforce Development



Public Safety



Organizational Excellence



Sustainable Infrastructure



Cultural Amenities



KEY FOCUS AREA

Healthy, Safe, and Engaged Neighborhoods

Engage with our community to build partnerships that promote and foster thriving neighborhoods where people feel safe and included, have access to adequate and affordable housing, and are provided opportunities and amenities to enjoy a high quality of life.

Strategies

- + Increase the supply of housing for all incomes, and those with special needs by completing and taking steps toward implementing the 10 year Housing Strategy Plan with funding recommended in the study including Housing and Urban Development (HUD) collaboration.
- + Eliminate blight by continuing to work with property owners and neighborhoods to enforce nuisance/minimum housing regulations and pursue redevelopment opportunities for substandard and vacant properties.
- + Continue to build partnerships to provide services to the unhoused population as well as short- and long-term housing.
- + Seek developer partnership and funding/incentives for mixed-income and senior housing neighborhoods
- + Develop inclusive and sustainable community engagement plan and programs that build capacity among neighborhoods and stakeholders to enhance quality of life and increases trust and support with the City.
- + Implement the Forward 2040 Comprehensive Plan through completing small area plans that improve walkability, connectivity, and access to daily destinations with Complete Streets designs and placemaking throughout the City.



KEY FOCUS AREA

Public Safety

Ensure a safe Salisbury by partnering with our neighborhoods, businesses, Rowan County, and non-profit organizations to provide innovative, efficient, equitable, and responsive cross-departmental public safety services.

Strategies

- + Complete public safety projects including the construction of Fire Station 3 with an Emergency Operations Center, the water system fire loop for better fire protection in our historic downtown, and the decontamination facility at Fire Station 2.
- + Expand “Community Conversations” with Police and Fire Departments and neighborhoods, businesses, and organizations throughout the City to engage the public and proactively address safety and crime prevention through open, transparent, and accessible communications and partnerships.
- + Evaluate Police and Fire Departments and staffing in support services’ roles, facilities, and technologies and continue to pursue state and federal funding to provide enhanced and specialized safety services for our community.
- + Reduce the crime rate in our community by building partnerships with homeowners, businesses, and organizations, implementing creative crime deterrence programs and services, and continuing partnerships with Federal, State, and other Local Law Enforcement agencies.
- + Evaluate and seek funding to build and operate a needed training and certification firing range for the City’s Police Department.
- + Support expanded Parks and Recreation programming to support youth safety and crime reduction initiatives.



KEY FOCUS AREA

Economic and Workforce Development

Foster opportunities for economic growth and prosperity for all by retaining, cultivating, and attracting a strong and diverse workforce while leveraging local assets and partnerships to promote a resilient local economy that supports business growth and development.

Strategies

- + Undertake ventures for redevelopment to encourage economic growth and tourism advancement in downtown, including the purchase of the Depot for multimodal development and the sale and redevelopment of the Empire Hotel.
- + Collaborate with schools and organizations to build skilled trade programs in targeted growth industries, including the use of internships and apprenticeships.
- + Conduct a branding study for marketing and promoting Salisbury’s strengths and potential to help attract talent and businesses.
- + Implement a microtransit program to connect neighborhoods and residents with growing economic opportunities and improve mobility for all.
- + Promote an environment to support small business development and growth to include evaluation of grants and partnerships that benefit small businesses.



KEY FOCUS AREA

Organizational Excellence

Commit to innovative employee development and retention initiatives, fiscal responsibility, increased communication, and partnerships to support employees as they deliver exceptional and equitable service to residents.

Strategies

- + Evaluate staffing levels to ensure the organization's ability to meet growing service needs and identify sustainable funding to pay for staffing needs.
- + Continue to review compensation and benefits to implement needed adjustments to address recruitment and retention issues and ensure employees receive a livable wage.
- + Review existing policies to identify barriers that inequitably impact employees and customers.
- + Provide staff training to better understand our differences and commonalities while promoting an appreciation for the values of diversity and equity in our organization and community.
- + Continue improving Salisbury's organizational culture through enhanced communication strategies; identify and invest in staff training opportunities that expand employees' knowledge and abilities; and implement creative recruiting initiatives to become an employer of choice.



KEY FOCUS AREA

Sustainable Infrastructure

Become an environmentally resilient community that thrives on innovative, sustainable practices through thoughtful infrastructure planning and continued investment in our critical utility and capital assets.

Strategies

- + Continue to invest in our infrastructure to plan for economical and sustainable growth and to properly maintain City assets.
- + Implement adopted Capital Improvement Program including projects for Stormwater, Water and Sewer, and General Fund.
- + Increase funding for Information Technology Infrastructure to improve network security, provide efficient services, promote creativity, and address growth.
- + Construct environmentally, sustainable projects to prepare for growth and development including a City fueling station that incorporates charging stations for City-owned electric vehicles and Main Street Project for streetscape improvement.
- + Conduct environmental infrastructure audits within all established City-owned buildings to reduce energy needs, and redirect energy and money resources to our growing community.



KEY FOCUS AREA

Cultural Amenities

Support high-quality parks, open spaces, greenways, and community spaces that provide a wide range of diverse amenities and programs to support healthy lifestyles for all ages - youth to retirees - and celebrate the rich cultural diversity of our community.

Strategies

- + Expand opportunities to partner with local artists for public art installations including crosswalks, murals, the Sculpture Show, and the Art and History Trail.
- + Develop a master plan in collaboration with Rufty-Holmes Senior Center to fund and construct a multi-generational community center and pool to provide recreational and social opportunities.
- + Identify funding sources and partnerships to assist with greenway expansion to connect existing segments and promote a walkable community.
- + Seek funding opportunities to design and complete the renovation of the Wells Fargo Building to include offices and a community event center.
- + Review festivals and events for staffing and funding needs and explore hosting a cultural event at Bell Tower Green to celebrate the diverse range of cultures represented in Salisbury.



Organizational Mission

We are a dedicated, hardworking, and passionate team that works together to provide exceptional, fair, and responsive services that prepares Salisbury for the future and provides opportunities for everyone.

Organizational Values

Our organizational core values were developed by a team of employees and define what is important to the City of Salisbury. These organizational core values guide our service delivery and serve as the foundation for how we lead, act, conduct business, treat others, and engage with the community. We stand by our values and act accordingly to deliver services that exceed expectations.

City of Salisbury employees serve the community through:

Collaboration: Utilizing teamwork and cooperation through internal and external partnerships.

We encourage and pursue information sharing, open and honest working relationships, and inclusion of diverse experiences and thought across departments and throughout the City. We expect regular engagement with community members, business, schools, and organizations to gain insight and build partnerships. Collaborative partnerships among employees and the community enhance the way we deliver services. Additionally, diverse, cross-departmental teams of employees create cohesion in the organization, holistically solve problems, and create ownership of decisions. Working collaboratively, we are stronger as an organization and as a community. We can achieve greater success if we work together, cooperate, and respect others.

Compassion: Being helpful and responsive by treating others with respect and care.

We are committed to public service and to making a difference in our community and organization. This starts with prioritizing our coworkers and customers and delivering high quality and responsive service. We are accountable to our community and each other. As an organization, we will ensure exceptional customer service through a knowledgeable and trained workforce that treats coworkers and customers with courtesy, empathy, and care.

Fairness and Equity: Ensuring practices that embrace and respect the varied perspectives and backgrounds of all.

We will continue to promote fairness in our services, policies, and programs. We value the diversity in our organization and community and know this makes us stronger. Our commitment to inclusion, equity, and belonging positively impacts all City employees, creates a supportive organizational culture to recruit and retain talent, and adds value to the community we serve. We will be an organization free of discrimination and hold ourselves and one another accountable to respecting others and supporting a community and organization where all feel welcomed.

Innovation: Utilizing bold and creative ideas to drive continuous improvement, exceed expectations and take a proactive approach to problem solving.

We strive for excellence and are focused on using innovation and best practices to improve our work processes, services, and facilities. Employee training and development is critical for our continuous improvement and effective problem solving. Our organizational culture empowers employees and teams to be creative, try new things, and seek new opportunities that assist the community, save public resources, and streamline processes. Additionally, investment in new technologies is supported to foster efficiencies and enhance productivity. Not all innovations will work out, and we will use these times as learning opportunities and try again.

Sustainability: Responsible stewardship of the environment, our finances, and service provision.

We desire to remain a livable community that grows sustainably with its own identity. As public employees we are stewards of our community resources and responsible for our work. Our accountability to the public and responsible management of resources builds trust in the community and allows the City to pursue long-term plans and continued quality services. Transparent communication and meaningful engagement with the public are critical to ensure and promote sustainability and responsibility. As City employees, we will add value, lead to sustain our limited resources, openly communicate, and be good caretakers of our community.

Integrity: Being honest and responsive and maintaining accountability through all actions, words, and decisions.

We want to enhance public trust and encourage civic pride. If we are not true to our word, we lose the community's confidence and support. To ensure trust and credibility for our organization, we will speak and act with honesty, sincerity, and professionalism with those we serve and with our coworkers. Employees are responsible for our actions and decisions. Even when mistakes occur, we will remain transparent and accountable. Our promise is to treat others the way we want to be treated and to do the right things, the right way.





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132 North Main Street
Salisbury, NC 28144
www.salisburync.gov

Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: March 5, 2024

Name of Group(s) or Individual(s) Making Request: Sada Stewart Troutman, Downtown Development

Requested Agenda Item: Downtown Salisbury Master Plan Presentation

Description of Requested Agenda Item: In 2000 and 2010, Downtown Salisbury, Inc (DSI) and the City collaborated to plan and design the initial, and updated Downtown Salisbury Master Plan. Both documents outline current demographics of the region, visions and goals for growth of Downtown Salisbury, and a map that outlines development targeted by the City and DSI. A few years prior to 2020, DSI, predominantly the Design Committee, worked with City staff to begin the 2020 Downtown Master Plan. Though some progress was slowed by COVID and staff turnover, the Master Plan has been completed and approved by the DSI Board. The 2020 Master Plan once again shows growth strategies and goals associated with those strategies, as well as current demographics for the region, as provided by the NC Main Street organization, and a map that highlights planned growth and existing buildings, as detailed in the legend. This map will serve as a guiding document through completion of the 2030 Downtown Master Plan.

Attachments: Yes No

Fiscal Note: (If fiscal note requires approval by finance department because item exceeds \$100,000 or is related to grant funds, please fill out signature blocks for finance at bottom of form and provide supporting documents)

Action Requested of Council for Agenda Item: Council to consider approving the 2020 Downtown Salisbury Master Plan

Contact Information for Group or Individual: Sada Stewart Troutman, 704-638-5239

Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

Regular Agenda (item to be discussed and possibly voted on by Council)

FINANCE DEPARTMENT INFORMATION:

Finance Manager Signature

Sada O Stewart

Department Head Signature

Budget Manager Signature

******All agenda items must be submitted at least 7 days before the requested Council meeting date******

For Use in Clerk's Office Only

THE DOWNTOWN SALISBURY MASTER PLAN

Adopted by Downtown Salisbury, Inc. and the City of Salisbury in 2010, the Downtown Salisbury Master Plan is a blueprint that is based on over 250 years of rich community heritage but reaches forward to embrace the future.

Seven dynamic goals with implementable strategies define this plan. Modeled after the 2001 plan which painted a vision that resulted in over \$51 million in investment, the 2010 plan promises to help Salisbury retain that rich heritage and build a lively, sustainable community and become the kind of city where citizens are proud to live and visitors long to call home.

Representing the collective wisdom and foresight of hundreds of residents, the 2010 plan will shape the future of Downtown Salisbury for many years to come.



Founded in 1786, Salisbury is a leader in preservation in North Carolina, housing the National Historic Theatre with over 1,000 historic properties.

1 A PLACE TO EXPERIENCE HISTORY

Downtown Salisbury is the foremost historic center of the Piedmont, a place where residents and visitors experience over 250 years of history through architecture and creative interpretation.

- Strengthen ties to surrounding neighborhoods and support their continued development
- Install historically inspired interpretive and informative public art
- Publicize our history through tours, marketing and products that brand the community
- Commemorate Mary Law Office/Andrew Jackson
- Develop Confederate Prison Interpretive Center
- Restore Presbyterian Bell Tower
- Designate an organization to lead the development of cultural/historical resources
- Implement interpretive markers for historic tour routes
- Reopen the Empire Hotel as a historic hotel
- Expand hours for house museums and Grimes Mill
- Organize special weekend tour packages: churches, African-American history, Civil War, etc...
- Develop storytelling/narrativization of Salisbury history



The Interpretive Station is one of 19 signs on the Salisbury History & Art Trail.

2 A PLACE OF LASTING IMPRESSIONS

Downtown Salisbury is becoming known throughout the region as a premier place to visit, shop, live, and work.

- Create an attractive, pedestrian friendly area with safe sidewalks, benches, public art, and nighttime lighting
- Improve vehicular accessibility while maintaining a pedestrian friendly atmosphere
- Create informative, well designed signage for pedestrians and motorists
- Create well defined entrances to the downtown

Arts: Woodrow, Treasury 3, Symphony Sculpture, 1st St. Arts District



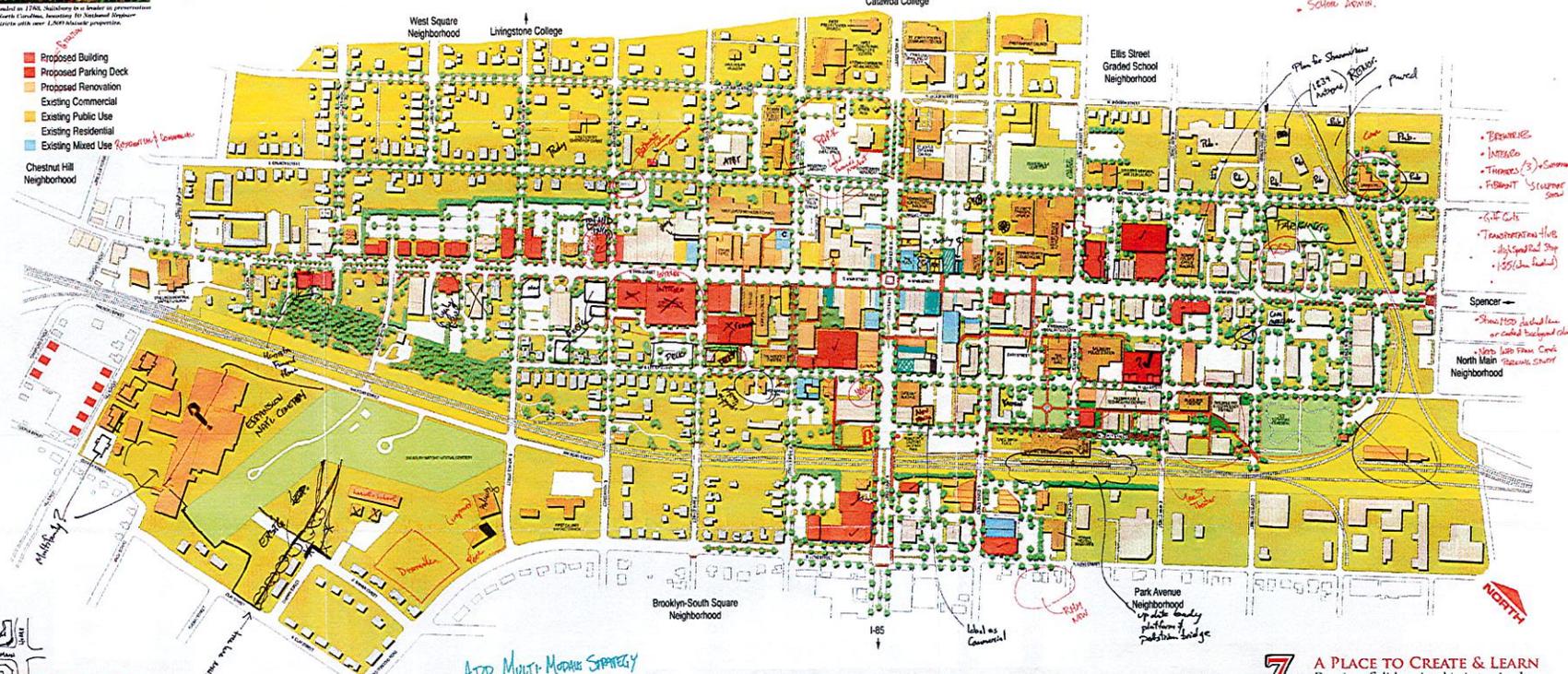
Over 4,000 people are engaged in the downtown main street, which is the largest retail, office, entertainment and entertainment center in Rowan County. Photo courtesy of Miller Harris Studios, Inc.

3 A PLACE OF BUSINESS

Downtown Salisbury is the largest, most diversified employment center in Rowan County and will continue to attract new jobs and investment.

- Form a cooperative recruitment effort for major employers including ISI/BJC/Chamber of Commerce
- Expand center city development outward and include adequate amenities such as parking/commuter space
- Construct parking deck south of James Street and east of Main Street
- Enact a downtown commercial maintenance code with proper enforcement for the downtown
- Update the business recruitment package
- Create a "How to Start a Business in Downtown Salisbury" brochure
- Improve pedestrian connections to parking (alleys and multi-block street walks)
- Assemble targeted sites for future office development

Scenic Views



4 A PLACE TO SHOP & DINE & PLAY

Downtown Salisbury is a vibrant retail, dining, and entertainment center for residents and visitors alike. Our success is based on providing a unique collection of businesses that offers quality goods and superior personal service in a comfortable pedestrian environment and authentic historic setting.



- Construct public restrooms in a central location
- Create and implement an integrated regional marketing strategy
- Create mid-block crosswalks to encourage safe pedestrian movement
- Encourage customer friendly, uniform business hours
- Increase short term parking availability
- Improve maintenance of sidewalks, alleys, and parking areas
- Complete intersection improvements for pedestrians

5 A PLACE TO LIVE

Downtown Salisbury is a lively urban residential district with retail, dining, parties, and other amenities that work together to serve its growing 24-hour population.



- Maintain the Downtown as a diverse, lively urban residential district
- Regain diverse, livable, and safe residential housing stock within a larger radius
- Develop a national greenway/infrastructure
- Encourage business growth to provide services and conveniences that meet the

6 A PLACE TO GATHER AS A COMMUNITY

Downtown Salisbury is the heart of Salisbury and Rowan County, the place where people of all ages gather as a community to celebrate their shared history, culture, and values. Downtown will retain its role as the center for community activities, entertainment, and events.



- Create a large indoor assembly space Downtown
- Create a special events committee to oversee and organize signature festivals and niche events
- Create a large green space in a central location to serve as a multipurpose park and outdoor assembly area
- Relocate parking in front of the Lepus and Judd/Station Square gathering space
- Encourage the use of streets for special events
- Study and recommend alternative routes for trucks
- Encourage cooperative efforts among Downtown institutions to create

7 A PLACE TO CREATE & LEARN

Downtown Salisbury is achieving regional prominence as an arts and cultural center by developing and promoting a multitude of arts businesses, museums and activities.



- Increase college participation & student involvement in all programs and activities
- Publicize the History Rowan and genealogy resources at the Rowan Co. Public Library
- Create a public arts school program in Downtown Salisbury
- Encourage high schools and colleges to create Downtown learning centers which provide a "living classroom experience"
- Become a regional leader in promoting and educating the public concerning the connection between historic preservation and environmental



A PLACE TO EXPERIENCE HISTORY
 Downtown Salisbury is a leader in historic preservation in the Piedmont, a place where residents and visitors experience over 250 years of history through architecture and creative interpretation.

- 1) Strengthen mechanisms to sustain historic architecture and support their continued development.
- 2) Identify and leverage local organizations and businesses to support historic preservation efforts.
- 3) Enhance historic preservation programs and policies to support the preservation of historic architecture.
- 4) Advocate for appropriate preservation policies in the zoning code.
- 5) Establish a historic preservation commission to review and recommend historic preservation actions to the City Council.
- 6) Develop and support a variety of historic preservation programs, including historic preservation tours, historic preservation events, and historic preservation education.
- 7) Promote historic preservation as a key component of downtown development.
- 8) Encourage historic preservation as a key component of downtown development.

A PLACE TO LEARN & TO EXPERIENCE THE ARTS
 Downtown Salisbury is a vibrant and growing arts community including visual arts, public art, local amateur theatre, a symphony orchestra, and a rising local music scene.

- 1) Create more "arts for all" opportunities.
- 2) Identify and leverage local organizations and businesses to support arts and cultural activities.
- 3) Establish a public art program to commission and install public art throughout downtown.
- 4) Encourage historic preservation as a key component of downtown development.
- 5) Promote arts and cultural activities as a key component of downtown development.
- 6) Encourage historic preservation as a key component of downtown development.
- 7) Promote arts and cultural activities as a key component of downtown development.
- 8) Encourage historic preservation as a key component of downtown development.

A PLACE OF BUSINESS
 Downtown Salisbury is the largest, most diversified employment center in Rowan County and will continue to attract new jobs and investment.

- 1) Continue to promote the historic architecture and the historic character of downtown Salisbury.
- 2) Encourage historic preservation as a key component of downtown development.
- 3) Promote arts and cultural activities as a key component of downtown development.
- 4) Encourage historic preservation as a key component of downtown development.
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 Downtown Salisbury is a vibrant retail, dining, and entertainment center for residents and visitors alike. Our success is based on providing a unique collection of businesses that offer quality goods and superior personal service in a comfortable pedestrian environment and authentic historic setting.

- 1) Encourage historic preservation as a key component of downtown development.
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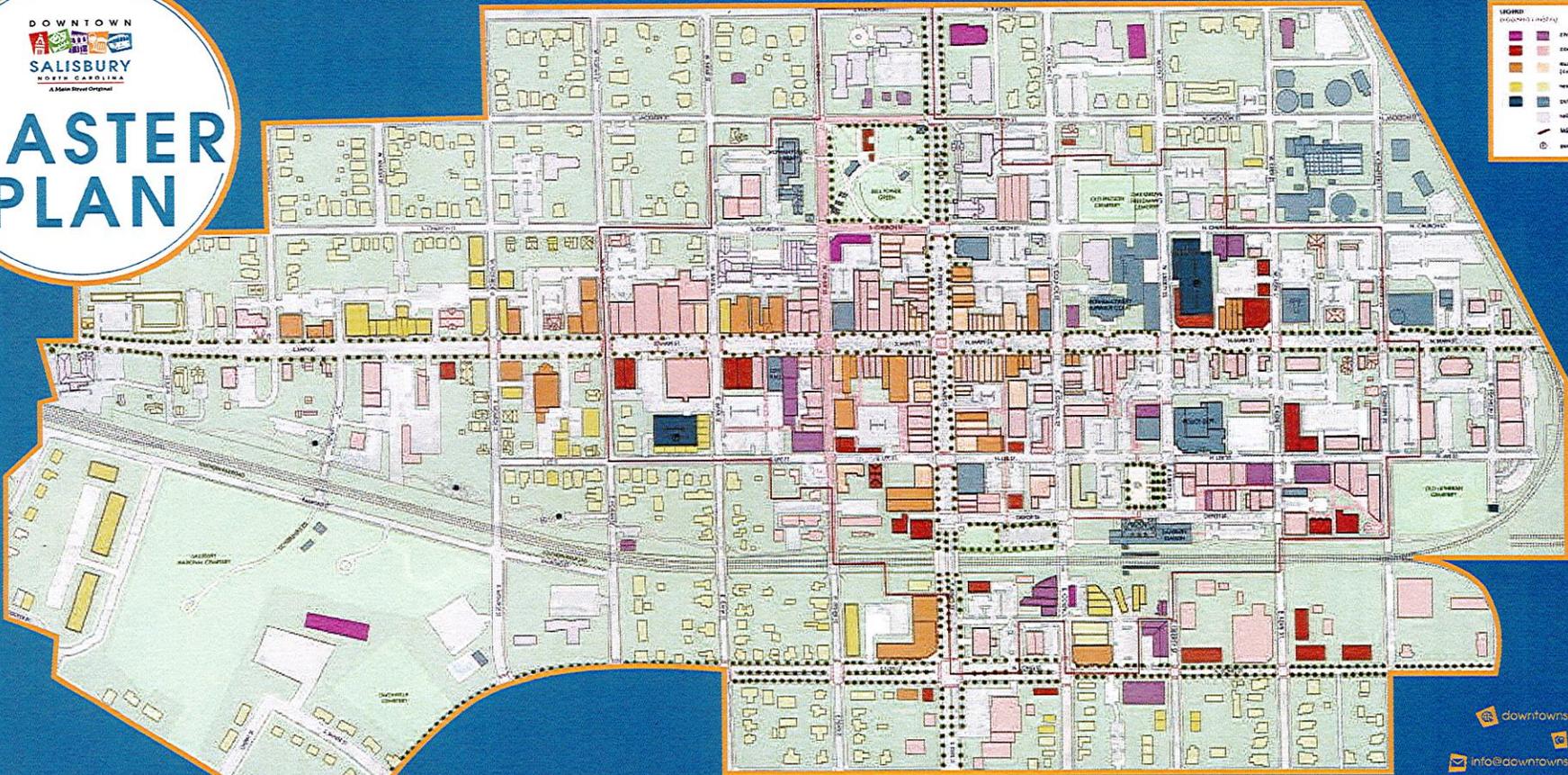
A PLACE TO LIVE
 Downtown Salisbury is a lively urban residential district with retail, dining, parks, and other amenities that work together to create a growing 24-hour population.

- 1) Encourage historic preservation as a key component of downtown development.
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 Downtown Salisbury is the heart of Salisbury and Rowan County, the place where people of all ages gather as a community to celebrate their shared history, culture, and values. Downtown will retain its role as the center for community activities, entertainment, and events.

- 1) Encourage historic preservation as a key component of downtown development.
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MASTER PLAN



LEGEND

- RESIDENTIAL
- COMMERCIAL
- MIXED USE (COMMERCIAL/RESIDENTIAL)
- RETAIL
- PUBLIC/GOVERNMENT
- RELIGIOUS/EDUCATIONAL
- MID RISE
- INDUSTRIAL
- OPEN SPACE
- PAVED



downtownsalisburync.com
 (704) 637-7814
info@downtownsalisburync.com



TOP 3 TAPESTRIES: 5 MILE RADIUS
 Midlife Constants - 12.2%
 Southern Satellites - 11.3%
 Old & Newcomers - 11.2%

WALKABILITY & BIKEABILITY
 The Downtown Salisbury WalkScore of 76 is well above average. The bike score also scores above average in Downtown Salisbury. Many of the goals listed in this document aim to encourage residents and visitors to explore Downtown Salisbury on foot or bike, and continue to develop infrastructure to support pedestrian and bicycle activities.

RETAIL OPPORTUNITIES
 Within the 5-mile radius, opportunities were seen in appliances, women's clothing, dining, and home business categories. In the 2010s, there were more opportunities in smaller communities. Many categories saw retail saturation. As indicated above, Salisbury grows as almost 70% of the Rowan County annual retail sales. It being the largest community in the county as well as its county seat, provides a significant number of people entering the downtown daily.

MIDLIFE CONSTANTS
 Multiple Constants residents are factors, either approaching retirement, with below average labor force participation and above average wealth. Although located in predominantly middle-class areas, they live outside the central cities, in smaller communities. Their lifestyle is more country than urban. They are generous, but not optimistic.

Total Households (U.S.)	3,068,400
Average Household Size	2.31
Median Age	47.0
Average HH Income	\$63,200

SOUTHERN SATELLITES
 Southern Satellites is the second largest market found in most of the markets but within metropolitan areas located primarily in the South. This market is typically slightly older, skilled married-couple families, who own their homes. Two-thirds of the homes are single-family structures and a third are mobile homes. Median household income and home values are below average. Workers are employed in a variety of industries, such as manufacturing, health care, retail trade, and construction, with higher proportions in mining and agriculture than the U.S. Residents enjoy country living, preferring outdoor activities and DIY home projects.

Total Households (U.S.)	3,856,800
Average Household Size	2.67
Median Age	40.3
Average HH Income	\$47,800

OLD & NEWCOMERS
 This market features higher income, on a budget. The focus is more on convenience than convenience, economy over acquisition. Old and Newcomers is composed of neighborhoods in transition, populated by workers who are not enjoying their careers or retiring. Some are still in college; some are taking adult education classes. They support charity causes and are environmentally conscious. Age is not always obvious from their choices.

Total Households (U.S.)	2,859,200
Average Household Size	2.12
Median Age	39.4
Average HH Income	\$44,900

DowntownSalisbury.com prepared by the NC Main Street & Rural Planning Center on August 2022. Geography visualization provided by ESRI on ArcGIS Online. All rights reserved. This information provided reflects the U.S. Census Bureau. The table below shows the top three categories of the color coding with brief descriptions. Detailed descriptions are available by visiting the main ESRI Data Explorer website and clicking on the map for the specific data items. Visit <http://data.esri.com> to view the geographic data and reports.



Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: March 5, 2024

Name of Group(s) or Individual(s) Making Request: City Attorney

Name of Presenter(s): Graham Corriher

Requested Agenda Item: Council to consider designating the Downtown Municipal Services District as a Community and Economic Development Project Area.

Description of Requested Agenda Item: State law governs the sale of City-owned real property (*i.e.* land, buildings). There are several different sale procedures authorized by State law, including public auction, upset bid, and private sales for purposes of historic preservation, economic development, and affordable housing. It is sometimes difficult to achieve the City’s goals for the disposition of any particular property because the City frequently has goals that are broader than simply achieving the highest sale price. The Salisbury City Charter includes local authority (the equivalent of State law) that provides more flexibility to sell real property by public or private sale, and to attach to those sales requirements to achieve the City’s goals for various projects. The City has several ongoing downtown projects that could benefit from this flexibility, including the Empire Hotel and the Plaza Redevelopment. The City also owns other property within the MSD and the City could, in the future, benefit from this additional flexibility provided by the City Charter. In order to exercise this authority, City Council first has to designate a “Community and Economic Development Project Area.” Staff has reviewed this local authority and recommends that City Council adopt the MSD as the City’s Downtown Community and Economic Development Project Area. Designating this area does not authorize the sale of any City property. Any action to sell City property pursuant to this local authority requires at least 10 days’ public notice and must be taken at a properly-noticed City Council meeting.

A copy of Section 9.1 of the City Charter is attached. This is the section of the City Charter that includes the local sale authority. A map of the MSD showing City-owned parcels is also attached.

Attachments: Yes No

Fiscal Note: *(If fiscal note requires approval by finance department because item exceeds \$100,000 or is related to grant funds, please fill out signature blocks for finance at bottom of form and provide supporting documents)*

Action Requested of Council for Agenda Item: Council to designate the Downtown Municipal Services District as a Community and Economic Development Project Area pursuant to Section 9.1 of the Salisbury City Charter.

Contact Information for Group or Individual: Graham Corriher (704) 638-5309

Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

Regular Agenda (item to be discussed and possibly voted on by Council)

Salisbury City Council Agenda Item Request Form



FINANCE DEPARTMENT INFORMATION:

Finance Manager Signature

Department Head Signature

Budget Manager Signature

*******All agenda items must be submitted at least 7 days before the requested Council meeting date*******

For Use in Clerk's Office Only

Approved

Delayed

Declined

Reason:

***SUBCHAPTER A. SALE OF PROPERTY LOCATED WITHIN A DESIGNATED
COMMUNITY AND ECONOMIC DEVELOPMENT PROJECT AREA***

Sec. 9.1. Public or private sale of property located within a designated community and economic development project area.

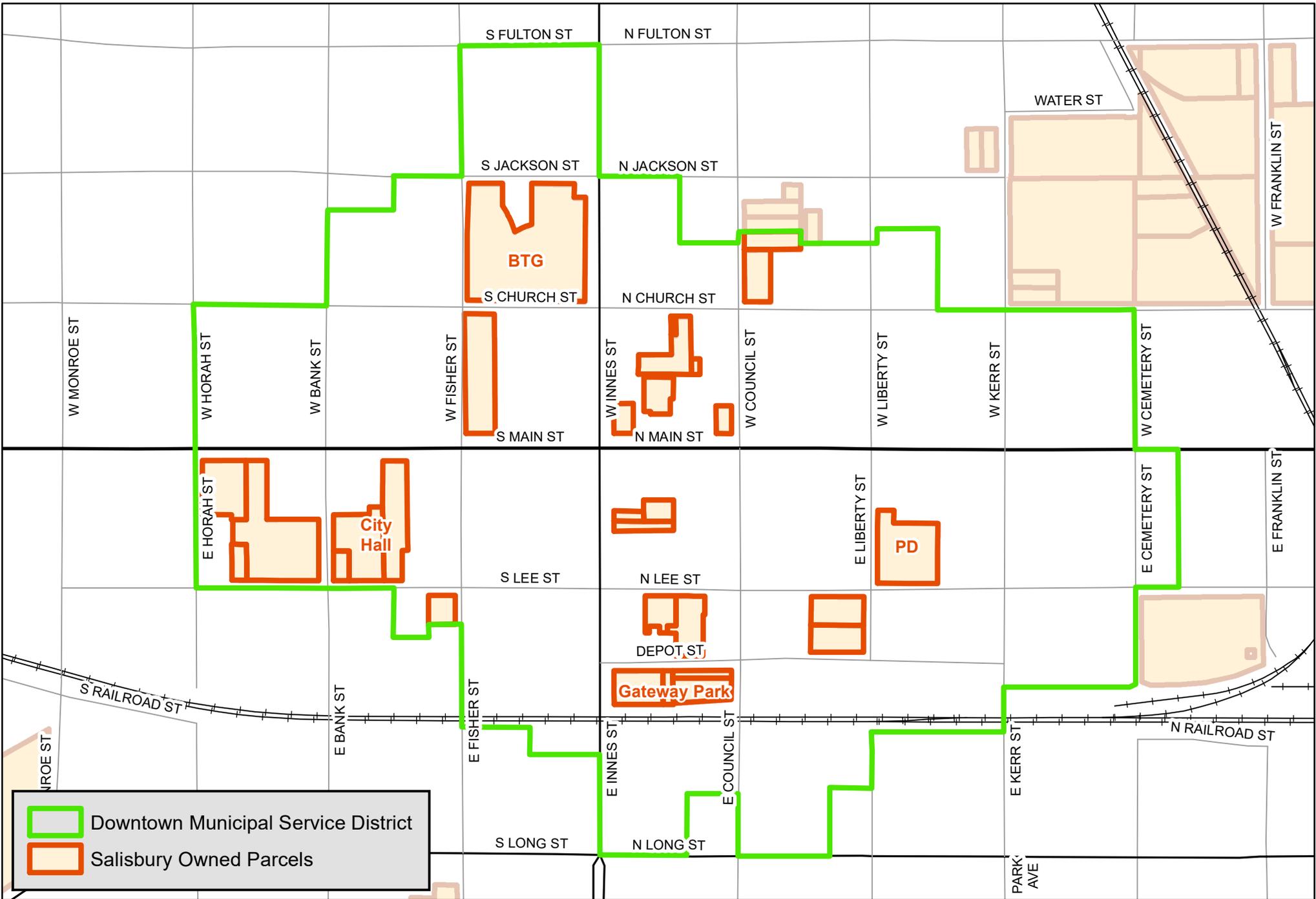
The City may, when it deems it necessary for the health, safety, and welfare of the City, designate an area as a "Community and Economic Development Project Area." When the City Council determines that a sale or disposition of City-owned property located within a designated Community and Economic Development Project Area is necessary, the City may, in addition to other means, sell, exchange, or transfer the fee or any lesser interest in real property, either by public sale or by negotiated private sale. The City may attach to the transfer and to the interest conveyed any covenants, conditions, or restrictions (or any combination of these) as the City deems necessary to further any adopted policies or plans. The consideration received by the City, if any, for the conveyance may reflect the restricted use of the property resulting from the covenants, conditions, or restrictions. An interest in property, pursuant to this section, maybe conveyed only pursuant to a resolution of the City Council authorizing the conveyance.

Notice of the proposed transaction shall be given at least 10 days prior to adoption of the resolution by publication in a newspaper of general circulation, generally describing all of the following:

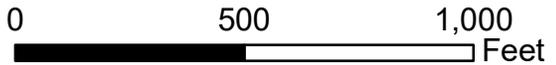
- (1) The project area designated by the City Council as a Designated Community and Economic Development Project Area.
- (2) The specific property involved.
- (3) The nature of the interest to be conveyed.
- (4) All of the material terms of the proposed transaction, including any covenants, conditions, or restrictions which maybe applicable.

The notice shall give the time and the place of the Council meeting where the proposed transaction will be considered and shall announce the Council's intention to authorize the proposed transaction.

(S.L. 2000-49, H.B. 1802, § 1, 6-30-00)



Salisbury Owned Parcels Within the DMSD



Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: March 5, 2024

Name of Group(s) or Individual(s) Making Request: City Attorney

Name of Presenter(s): Graham Corriher

Requested Agenda Item: Council to consider approving a second reading of ordinance revisions related to panhandling.

Description of Requested Agenda Item: At its regular meeting on February 6, 2024, City Council received a presentation on revisions to ordinances related to panhandling. No substantive changes have been made to the proposed ordinances. One of the ordinances has been codified in Chapter 15 instead of Chapter 22 but the substance of that ordinance has not changed. Since the ordinances involve criminal penalties, City Council is required to vote to approve the ordinances at two separate meetings. Council voted to approve the ordinances on first reading on February 20, 2024. These are on the agenda for a second reading and final approval.

Attachments: Yes No

Fiscal Note: *(If fiscal note requires approval by finance department because item exceeds \$100,000 or is related to grant funds, please fill out signature blocks for finance at bottom of form and provide supporting documents)*

Action Requested of Council for Agenda Item: Council to adopt an ordinance amending various sections of the Salisbury Code of Ordinances.

Contact Information for Group or Individual: Graham Corriher (704) 638-5309

Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

Regular Agenda (item to be discussed and possibly voted on by Council)

FINANCE DEPARTMENT INFORMATION:

Finance Manager Signature

Department Head Signature

Budget Manager Signature

******All agenda items must be submitted at least 7 days before the requested Council meeting date******

AN ORDINANCE AMENDING CHAPTER 22, ARTICLE I, OF THE CODE OF THE CITY OF SALISBURY, RELATING TO STREETS AND SIDEWALKS

Be it ordained by the City Council of the City of Salisbury, North Carolina, as follows:

SECTION 1. That Section 22-5, Article I, of the Code of the City of Salisbury be amended to delete the stricken language and add the underlined language as follows:

Sec. 22-5. - ~~B~~Congregating on, blocking street or sidewalk.

It shall be unlawful for any person to ~~loiter or congregate on the sidewalks or streets, or in any manner~~ block or obstruct, whether temporarily or permanently, such any sidewalk or street. For purposes of this ordinance, a sidewalk is “blocked” or “obstructed” when there is not a continuous clear width of pedestrian access of at least four (4) feet; ~~s-a-or streets by stopping and interfering with pedestrians or vehicles~~ is “blocked” or “obstructed” when the regular flow of traffic is impeded.

A violation of this section is punishable as a misdemeanor.

SECTION 2. That Section 22-5.1, Article I, of the Code of the City of Salisbury be amended to add the language as follows:

Sec. 22-5.1~~2~~ – Unlawful activity in or near high-traffic or high-collision roads.

1. Definitions.

- a. “*High-traffic road*” means a road or road segment which has an annual average daily traffic (AADT) count equal to or greater than 10,000 vehicles per day according to the North Carolina Department of Transportation’s (NCDOT) AADT mapping application.
 - b. “*High-collision road*” means one of the following roads or road segments that is not a high-traffic road but which has been identified by the Salisbury Police Department as a road or road segment with a heightened risk for traffic collisions:
 - i. Faith Road between East Innes Street and Jake Alexander Boulevard.
 - ii. Arlington Street between East Council Street and Old Concord Road.
 - c. “*Physically engage*” means to exchange or attempt to exchange goods, money, information, directions, greetings, or any other form of exchange which would cause a person to psychically touch a driver or occupant, including by use of any apparatus or tool.
2. Unlawful to be in median. It shall be unlawful for any person to stand, sit, or lie on any median strip within a road or road segment, or within 100 feet of a road or road segment, that is a high-traffic road or a high-collision road.
 3. Unlawful physically engagement between drivers or occupants and non-occupants. It shall be unlawful for any person to physically engage or attempt to physically engage with any driver or occupant of a vehicle while the vehicle is operating on any high-traffic road or high-collision road. It is not unlawful for a person to exchange

- information, directions, greetings, or otherwise communicate with any driver or occupant in a manner that does not constitute physical engagement.
4. Exception. This section shall not apply to anyone performing work within the roadway where such work is authorized by the NCDOT or the City of Salisbury.
 5. Penalty. A violation of this section is punishable as a misdemeanor.

SECTION 3. That Section ~~22-5~~15-13, Article I, of the Code of the City of Salisbury be amended to add the language as follows:

Sec. ~~22-5~~15-13. - Public solicitation, begging, panhandling regulated.

1. Definitions.

- a. “*After dark*” means the time between one-half hour after sunset until one-half hour before sunrise, as sunset and sunrise are determined by the U.S. Naval Observatory.
 - b. “*Aggressive public solicitation, begging, or panhandling*” means to engage public solicitation, begging, or panhandling while engaging in the following conduct:
 - i. Confronting someone in a way that would cause a reasonable person to fear bodily harm;
 - ii. Accosting an individual by approaching or speaking to the individual in such a manner as would cause a reasonable person to fear imminent bodily harm or the commission of a criminal act upon the person, or upon property in the person’s immediate possession;
 - iii. Touching someone without the person’s consent;
 - iv. Using obscene or abusive language toward someone while attempting to solicit the person;
 - v. Forcing oneself upon another by engaging in any of the following conduct: (1) continuing to solicit in close proximity to the person addressed after the person to whom the solicitation is directed has made a negative response, either verbally, by physical sign, by attempting to leave the presence of the person soliciting, or by other negative indication; (2) blocking the passage of the person solicited; or (3) otherwise engaging in conduct that could reasonably be construed as intending to compel or force a person to accede to a solicitation;
 - vi. Acting with the intent to intimidate someone into giving money; or
 - vii. Other conduct that a reasonable person being solicited would regard as threatening or intimidating in order to solicit a contribution or donation.
 - c. “*Financial institution*” means any bank, industrial bank, credit union, or savings and loan association.
 - d. “*Public solicitation, begging, or panhandling*” is any action that is conducted in the furtherance of the purpose of immediately collecting contributions for the use of one’s self or others, regardless of whether the contributions are for personal, political, or charitable uses. As used in this section, “*solicit*” has the same meaning as public solicitation, begging, or panhandling.
2. Public solicitation, begging, or panhandling regulated.

- a. Public solicitation, begging, or panhandling is permitted except where expressly prohibited.
 - b. Aggressive public solicitation, begging, or panhandling is prohibited.
 - c. Public solicitation, begging, or panhandling is prohibited in the following places where there exist heightened personal security or privacy concerns:
 - i. Within twenty (20) feet of an automated teller machine (ATM) or financial institution;
 - ii. Within ten (10) feet of a public bus stop or public transit facility, or in a public transit vehicle;
 - iii. Within ten (10) feet of a sidewalk café during operating hours unless the solicitor's presence is authorized by the proprietor;
 - iv. Within ten (10) feet of a person waiting in line to enter any building;
 - v. Within ten (10) feet of a nursery, daycare, or school.
 - vi. Anywhere after dark;
 - vii. Any other location which could give a reasonable person a reasonable, justifiable concern for the person's personal security due to congestion and close proximity to others; or
 - viii. Any other location in which a reasonable person would have a reasonable and justifiable concern for the person's privacy.
3. Penalty. A violation of this section is punishable as a misdemeanor.

SECTION 4. That all ordinances, or the parts of ordinances in conflict with this ordinance, are hereby repealed to the extent of such conflict.

SECTION 5. That this Ordinance shall be effective upon adoption by the City of Salisbury from and after is passage.

Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: March 5, 2024

Name of Group(s) or Individual(s) Making Request: Salisbury-Rowan Utilities

Name of Presenter(s): Jim Behmer

Requested Agenda Item: Update on Water Supply Resiliency Project for Salisbury-Rowan Utilities' Raw Water Pump Station along the Yadkin River and request to approve a contract amendment for the continuation of detailed design to completion and environmental permitting for the project.

Description of Requested Agenda Item: The engineering & design for our relocated raw water pump station along the Yadkin River continues to move forward. The next phase, which will include the completion of the design and the continuation of environmental permitting, will require an amendment to the contract with Black & Veatch that was approved by City Council on February 7, 2023, and appropriation of addition funds. As a reminder, Salisbury expects to receive a \$22.5 million "BRIC" (Building Resilient Infrastructure and Communities) grant that will provide the majority of the funding for this project. Prior to receiving those funds, SRU is using fund balance along with contributions from Cube Hydro, per their ongoing commitment to provide the \$9 million local match for this project. Cube has contributed \$2 million thus far; SRU anticipates Cube funding the remaining \$7 million local match upon final award of the BRIC grant. In order to keep the project moving forward while these agreements are being amended, staff requests that City Council approve a contract amendment with Black & Veatch International in an amount not to exceed \$1,358,000 for the continuation of detailed design to completion and environmental permitting for the relocation of the Yadkin River Raw Water Pump Station.

The original Black & Veatch design contract is \$2.9 million and the proposed amendment is \$1.358 million for a total current cost of \$4.258 million.

Attachments: Yes No

Fiscal Note: Since Cube has reimbursed almost \$2 million of the City's expenses to date, there is sufficient funds in the Capital Project Ordinance to approve the \$1,358,000 contract amendment to complete design and environmental permitting for this project. Once the 2021BRIC grant is officially awarded, Cube's local non-federal \$9 million match could be used to reimburse the City for the expenses that were incurred prior to the grant award.

Action Requested of Council for Agenda Item: Council to consider approving a contract amendment with Black & Veatch International in an amount not to exceed \$1,358,000 for the continuation of detailed design to completion and environmental permitting for the relocation of the Yadkin River Raw Water Pump Station.

Contact Information for Group or Individual: Jim Behmer, Utilities Director
704-638-5202 - jbh@salisburync.gov

Salisbury City Council Agenda Item Request Form



Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

Regular Agenda (item to be discussed and possibly voted on by Council)

FINANCE DEPARTMENT INFORMATION:

M. O'Donoghue

Finance Manager Signature

Jim Belm

Department Head Signature

Tracy Keyes

Budget Manager Signature

*****All agenda items must be submitted at least 7 days before the requested Council meeting date*****

For Use in Clerk's Office Only

Approved

Delayed

Declined

Reason:

ATTACHMENT A SCOPE OF SERVICES

Owner: Salisbury-Rowan Utilities (SRU)
Project: Yadkin River Raw Water Pump Station Relocation

PROJECT DESCRIPTION

The scope of services covers the continuation of detailed design from 60 percent to completion and the continuation of environmental permitting through calendar year 2024 for the relocation of the Yadkin River Raw Water Pump Station (RWPS). The scope of services for the remaining portions of environmental permitting and bidding, construction administration and inspection services are not included herein and are anticipated to be contracted later as an amendment to this Agreement.

Major components of the facilities being designed are listed below:

- New combination intake and pumping station structure including:
 - Intake screening facilities.
 - Vertical turbine pumping units.
 - Wetwell sediment evacuation system.
 - Overhead traveling bridge crane.
 - Electrical room with motor starters and building electrical systems.
- New vehicular bridge from high ground to pump station operating floor.
- Road and new raw water transmission main (RWTM) connecting new supply facilities to existing road and transmission main.
- Modification and/or replacement of the existing power systems.
- Integration of new monitoring and control to the existing SCADA system to accommodate the new facilities.
- Existing intake and pumping station anticipated to be abandoned in place.

The environmental permitting scope defined herein is specific to the relocation of the existing RWPS and intake approximately 0.4 miles south to the Fries property (Parcel # 308176), off Hannah Ferry Road and abutting Carolina Sand property. With a flood elevation of 648 feet above sea level, the hill site allows the proposed pump station

operating floor and surrounding grade to be above the flood stage at elevation 651 feet above sea level.

The Scope of Services is anticipated to be performed as follows:

Environmental Permitting Assistance	January 1, 2024 – December 31, 2024
Construction Documents Phase	January 1, 2024 – June 30, 2024

PHASE 100. PRELIMINARY ENGINEERING

A. Administration and Coordination.

1. Conduct a project initiation meeting to clarify Owner's requirements for the project; review available data and project organization and staffing; and present initial work plan and schedule.
2. Conduct consultations and meetings with State and Federal agencies concerning the project to determine their requirements. Two (2) meetings are anticipated.
3. Participate in informal meetings with Owner to review progress and exchange ideas and information.
4. Prepare and distribute the minutes for project meetings. Minutes for the project meetings will include a record of decisions made and why those decisions were made.

B. Field Investigations.

1. **Surveying Services.** Perform, through a subcontract, topographic survey of the existing Raw Water Reservoir site and confirmation of existing piping, utilities, roadways or other facilities.
2. **Geotechnical Services.** Provide, through a subcontract, geotechnical engineering services for rock mapping of the exposed rock face and outcroppings near and beneath the proposed bridge abutment.

C. Permitting.

1. **Permitting Assistance.** Provide assistance to Owner during detailed design phase in obtaining permits and approvals from federal, state, and local agencies and from utility companies. Environmental permitting assistance covered in Phase 200. The following permits and approvals are anticipated:
 - a. North Carolina Building Code Review.

- b. City/County Building Standards Review.
- c. Erosion/Sedimentation Control Plan review by NCDEQ.
- d. Authorization to Construct from NCDEQ.
- e. Post Construction Stormwater from NCDEQ.
- f. City/County Floodplain Development Permit (No-Rise Certificate)
- g. Conditional Letter of Map Revision (CLOMR) from NCDPS
- h. NCDOT Driveway Permit
- i. NCDOT Encroachment Permit
- j. Septic System and Well Permits from Rowan County
- k. Cube Hydro Activity Permit for Shoreline Stabilization
- l. Duke Energy Transmission Right of Way Plan Review

PHASE 200 ENVIRONMENTAL PERMITTING ASSISTANCE

The environmental permitting tasks detailed in this phase of work are specific to the development of a Federal Emergency Management Agency (FEMA) National Environmental Policy Act (NEPA) document, U.S. Army Corps of Engineers (USACE) Section 404 and 10 Permits, and North Carolina Department of Environmental Quality (NCDEQ) Division of Water Resources (DWR) Water Supply Watershed Reclassification.

For the purposes of this scope, the following are noted:

- A single NEPA Environmental Assessment (EA) document will be prepared to satisfy the requirements of FEMA, FERC, NCDEQ, and USACE with FEMA as the lead agency.
- The project will satisfy the requirements of Nationwide Permit (NWP) 58 including less than ½ acre permanent fill in waters of the United States, including wetlands and no changes to preconstruction contours in the Yadkin River from the construction of the new intake structure.
- State authorization for construction will be concurrent with the USACE Section 404/401 permitting process.
- The portion of the Yadkin River affected by the Project is subject to Section 10, Rivers and Harbors Act of 1899.

- This scope does not include face-to-face meetings with U.S. Fish & Wildlife Service, NC State Historic Preservation Office, NC Natural Heritage Program, and local entities.

D. Task 4 – National Environmental Policy Act, Environmental Assessment.

A draft FEMA NEPA EA was prepared and submitted to FEMA. FEMA will complete the Section 106 National Historic Preservation Act consultation process, finalize the EA document, draft Public Notice, and submit to the NC State Clearinghouse (SCH). The following are proposed to facilitate the FEMA NEPA EA process for issuance of a Finding of No Significant Impact (FONSI):

1. Attend weekly FEMA coordination meetings to facilitate discussion with project stakeholders including NCDPS, Cube Hydro, FERC, and USACE.
2. Receive, review, and respond to comments received by FEMA from SCH, federal and state agencies, and other interested parties regarding EA and FONSI. It is difficult to predict the type of comments that will be received on the EA. Responding to comments does not include specialty studies or field work beyond that specifically included in this scope of services.
3. Update EA as required by FEMA for issuance of FONSI.
4. The FEMA NEPA EA document was prepared to meet the requirements of a FERC NEPA EA document with the raw water intake located within the FERC project boundary for High Rock Lake. Provide assistance during FERC EA process including coordination with Cube Hydro, submission of EA to FERC coinciding with FEMA public notice, review and respond to comments from FERC and Cube Hydro, and update of EA document as required.

E. Task 5 – Preparation USACE Section 10/404 Nationwide Permit Application.

Task 5 includes the preparation and submittal of a United States Army Corps of Engineers (USACE) Section 10 of the Rivers and Harbors Act and Section 404 of the Clean Water Act Nationwide Permit (NWP) 58 Preconstruction Notification (PCN) Application to the USACE Wilmington District and North Carolina Department of Environment and Natural Resources. This task will take information from the EA (Task 4) and Alternatives Analysis (Task 6) and synthesize a complete application document package, including the application form, descriptive text narrative, and appendix data excerpts from the EA and alternatives analysis. This task does not include ongoing correspondence with the Corps or agency partners. All further comment responses, updates to the application documents, public meetings, meetings, and agency correspondence is not included but would be provided under separate scope and fee.

F. Task 6 – Alternatives Analysis.

In conjunction with the NWP in Task 5, Engineer will develop the preliminary layouts to support the alternatives analysis section of the permit applications. The preliminary information to be developed could include: hydraulic profile, pump station configuration, pipeline size, pipeline route, intake configuration, and equipment type and capacity. Design criteria for these items as well as architectural, structural, electrical, and controls would be provided during detailed design and are not part of this scope.

The Engineer will evaluate alternative pump station features in summary form as the basis for identifying the least-impactful alternative pump station arrangement. The documentation will include alternatives for: two pipeline and access road routes (over the top and constant level), three intake configurations (tower with bridge, submerged, and bank-style), and matching pump station size and configuration.

G. Task 7 – NCDEQ DWR Water Supply Watershed Reclassification.

An application for reclassification of the water supply watershed for the proposed relocated raw water intake on the Yadkin River has been submitted to DWR. Provide continued assistance to facilitate approval of the water supply watershed reclassification including coordination with NCDEQ DWR and local governments, preparation of exhibits and materials as required for the approval process, and attendance of Water Quality Committee (WQC) and Environmental Management Commission (EMC) meetings.

H. Owner and Engineer agree that the time and effort required to successfully obtain the needed environmental permits and approvals are not well defined and could be lengthy and time consuming. As a result, compensation for work covered in Phase 200 – Environmental Permitting Assistance has been separated from the other phases of work and will be tracked and invoiced based on billable hourly rates plus expenses. Budget costs for Environmental Permitting Assistance contained in this Agreement are for the period of service that is concurrent with the Detailed Design Services through year end 2024.

PHASE 300. CONSTRUCTION DOCUMENTS PHASE

A. Administration and Coordination.

1. Arrange for and participate in informal meetings with Owner throughout the design phase to review progress and exchange ideas and information.
2. Prepare and distribute the minutes for project meetings. Minutes for the project meetings will include a record of decisions made.

3. Provide project management to coordinate activities of the project team and to provide overall Project direction to meet Owner's objectives. Coordinate communication with Owner and agencies.
4. Conduct internal quality control reviews and constructability reviews at Project milestones.
5. As part of the Basic Design Services, the Engineer shall produce interim documents for the purpose of review by Owner's staff and Engineer's quality control. The interim documents shall serve as milestones wherein certain features shall be fixed after a period of Owner review. The purpose of the interim documents and fixing certain features shall be to communicate the design progress and avoid later revisions that would impact design efficiency and Project cost and schedule. Changes made after fixing features will be considered Additional Services.
6. Prepare detailed drawings and specifications and other Contract Documents for the proposed construction work and for the materials and equipment required.

The documents shall be prepared for selection of private construction contractors on a competitive bid basis, in accordance with North Carolina State bidding laws.

The Engineer's standard front-end and technical specifications and standard detailing techniques shall be used and coordinated to comply with Owner's Standards. Contract drawings shall be produced using Auto CAD 2021.

7. Prepare an opinion of probable construction cost at the pre-design phase and at the conclusion of Level 3. Trend Reports shall include a concise summary of unanticipated and Owner-requested changes to the scope of work and cost of each item.
8. Prepare detailed drawings and specifications for one (1) construction contract.

B. Level 3 Design

1. Deliverables.
 - a. Front-end documents.
 - b. Technical specifications.
 - c. Level 3 drawings.
 - d. Final Opinion of Probable Construction Cost.

2. Decisions. Make final coordination checks and remaining decisions on plans and specifications.
3. Discussion. Level 3 drawings shall include the following:
 - a. Final site grading and piping plans with final coordinates.
 - b. Final process flow schematics.
 - c. Final building elevations, wall sections, and architectural details.
 - d. Final civil plans and details.
 - e. Final structural plans and details.
 - f. Final plumbing plans, schedules, schematics, and details.
 - g. Final HVAC plans and details.
 - h. Final instrument schedules, P&IDs, and control panels.
 - i. Final control system block diagrams.
 - j. Final lighting plans, fixtures, and panel schedules.
 - k. Final Electrical power and site plans.
 - l. Final electrical one-lines, schematics, and details.

Level 3 Design shall include providing sealed drawings for submittal to state review agencies. Drawings shall be annotated to be a review set only and not for construction.

PHASE 400. OWNER'S RESPONSIBILITIES

- A. The Owner will be responsible for the following in support of this project.
 1. Provide all information on existing facilities.
 2. Negotiate early access and procure property needed for the ground surveys, environmental studies, geotechnical investigation, design services and construction of the new facilities.
 3. Provide access to plant facilities and open electrical equipment panels for visual inspection by Engineer.
 4. Operation of all valves, pumps, and other equipment.

PHASE 500. SUPPLEMENTAL SERVICES

- A. Any work requested by Owner that is not included in one of the items listed in any other phase will be classified as supplemental services.

- B. Supplemental services shall include, but are not limited to:
 - 1. Additional meetings with local, State, or Federal agencies to discuss the project.
 - 2. Supplemental engineering work required to meet the requirements of regulatory or funding agencies that become effective subsequent to the date of this agreement.
 - 3. Special consultants or independent professional associates required by Owner.
 - 4. Raw water quality monitoring, sampling, and analyses.
 - 5. Bidding, construction administration and inspection services.
 - 6. Permitting and regulatory assistance for permitting activities not specific to Phase 200 or required beyond calendar year 2024.
 - 7. Land acquisition assistance beyond furnishing of surveyed plot plans.
 - 8. Continued assistance to Owner with the evaluations, analysis, and responses to Cube Yadkin Generation, LLC and/or FERC.
 - 9. NCSHPO Phase 1 cultural resources survey and associated reporting.
 - 10. Funding assistance.
 - 11. Changes in the general scope, extent, or character of the project, including, but not limited to:
 - a. Changes in size or complexity.
 - b. Owner's schedule, design, or character of construction.
 - c. Revision of previously accepted studies, reports, design documents, or construction contract documents when such revisions are required by changes in laws, rules, regulations, ordinances, codes, or orders enacted subsequent to the preparation of such studies, reports, documents, or designs; or are required by any other causes beyond Engineer's control.

12. Additional permitting or regulatory meeting assistance. Payment of permitting fees.
13. SUE services to identify depth of buried utilities.
14. Hazardous materials testing and subsequent provisions for hazardous materials handling and disposal.

ATTACHMENT B

Owner: Salisbury-Rowan Utilities (SRU)
Project: Yadkin River Raw Water Pump Station Relocation

COMPENSATION

For services covered by this Contract, the Owner agrees to pay Engineer as follows:

- A. For Phase 200-Environmental Permitting Assistance as defined in Attachment A of the contract, an amount not to exceed \$200,000.00 without further authorization based upon the attached Billable Hourly Rate Schedule, plus reimbursable expenses.
- B. For Phase 300-Construction Document as defined in Attachment A of the contract, a lump sum amount of \$1,158,000.00.
- C. For Phase 500-Supplemental Services as defined in Attachment A of the contract, Owner and Engineer will negotiate a written amendment to this contract prior to beginning work on Supplemental Services.

BILLABLE HOURLY RATE SCHEDULE

YEAR 2024

<u>Classification</u>	<u>2024 Billing Rates, \$</u>
Principal/Project Director	310
Senior Project Manager	280
Project Manager	220
Senior Engineering Manager	250
Engineering Manager	210
Project Engineer	190
Technical Specialist	225
Lead Design Engineer	185
Civil Engineer 04	160
Civil Engineer 03	150
Civil Engineer 02	140

Civil Engineer 01	130
Senior Electrical Specialist	250
Cost Estimator	205
BIM Coordinator	160
Senior BIM/CAD Technician	140
CAD Graphics Technician	105
CAD Drafter	95
Office Administrator	120
Secretary	80
Clerical	55

All rates shall be subject annual adjustment on January 1 of each year.

The billable hourly rates include computer, telephone, miscellaneous copying, postage, and subsistence.

This instrument has been pre-audited in the manner required by the Local Government Budget and Fiscal Control Act.



Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: March 5, 2024

Name of Group(s) or Individual(s) Making Request: Public Works Director Chris Tester and Chief Bob Parnell

Name of Presenter(s): Ramsey Burgin Smith & KMD

Requested Agenda Item: Project update on Fire Station 3

Description of Requested Agenda Item: Fire Station 3 construction project update from Ramsey Burgin Smith & KMD.

Attachments: Yes No

Fiscal Note: (If fiscal note requires approval by finance department because item exceeds \$100,000 or is related to grant funds, please fill out signature blocks for finance at bottom of form and provide supporting documents)

Action Requested of Council for Agenda Item: No action is required of Council

Contact Information:

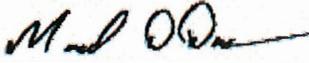
Chris Tester 704-638-5260

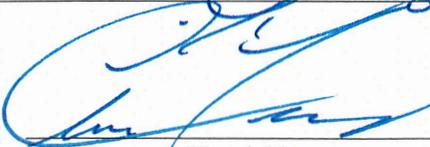
Chief Bob Parnell 704-638-4464

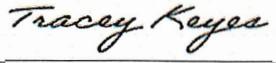
Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

Regular Agenda (item to be discussed and possibly voted on by Council)

FINANCE DEPARTMENT INFORMATION:


Finance Manager Signature


Department Head Signature


Budget Manager Signature

All agenda items must be submitted at least 7 days before the requested Council meeting date

For Use in Clerk's Office Only

Salisbury City Council Agenda Item Request Form



Please Select Submission Category: Public Council Manager Staff

Requested Council Meeting Date: March 5, 2024

Name of Group(s) or Individual(s) Making Request: Connie Snyder

Name of Presenter(s): City Council

Requested Agenda Item: Council to consider appointments various boards and commissions.

Description of Requested Agenda Item: The majority of Council appointed boards and commissions have seats that expire March 31. A worksheet showing the terms that are ending and whether the person is eligible for reappointment along with applications received to date are attached.

Attachments: Yes No

Fiscal Note: *(If fiscal note requires approval by finance department because item exceeds \$100,000 or is related to grant funds, please fill out signature blocks for finance at bottom of form and provide supporting documents)*

Action Requested of Council for Agenda Item: Council to consider appointments various boards and commissions.

.(Please note if item includes an ordinance, resolution or petition)

Contact Information for Group or Individual: Connie Snyder 704-638-5234

Consent Agenda (item requires no discussion and will be voted on by Council or removed from the consent agenda to the regular agenda)

Regular Agenda (item to be discussed and possibly voted on by Council)

FINANCE DEPARTMENT INFORMATION:

Finance Manager Signature

Department Head Signature

Budget Manager Signature

*****All agenda items must be submitted at least 7 days before the requested Council meeting date*****

Boards and Commissions Worksheet – 2024

Alternate Methods of Design Commission

<u>Current Member</u>	<u>Term Expires</u>	<u>Eligible for Reappointment</u>	<u>Need 1 Member</u>
Jon Palmer	3/31/24	No	_____

Applicants:

Hannah Addair
Michael Kepley

Notes: Members shall have demonstrated experience, education, or licensure in the design, construction, and /or development field.

Bell Tower Green Advisory Committee

<u>Current Member</u>	<u>Term Expires</u>	<u>Eligible for Reappointment</u>	<u>Need 3 Members</u>
Vacant	3/31/25	No	_____
Meredith Abramson	3/31/24	Yes	_____
Bill Wagoner	3/31/24	Yes	_____

Applicants:

Krystal Biskner
Misty Ebel
Robert Schmidt

Notes:

Community Appearance Commission – Tamara Sheffield, Council Liaison

<u>Current Members</u>	<u>Term Expires</u>	<u>Eligible for Reappointment</u>	<u>Need 6 Members</u>
Hugo Correa	3/31/24	No	_____
Michael Mills	3/31/24	No	_____
James Carli	3/21/24	No	_____
Kelly Vanager	3/31/24	Yes	_____
Jeffrey Martinez	3/31/24	No	_____
Vacant	3/31/26	n/a	_____

Applicants:

Jennifer Baldi*
Krystal Biskner*
Faye Moser
Linda Moser*
Beth Rutledge*
Rebecca Wells*

Notes: Efforts are made to maintain a majority of members who have had special training or experience in a design field, such as architecture, landscape design, horticulture, city planning or a closely related field.

Greenway, Bicycle and Pedestrian Committee

<u>Current Members</u>	<u>Term Expires</u>	<u>Eligible for Reappointment</u>	<u>Need 3 Members</u>
Edward Hirst	3/31/24	No	_____
Sara Clymer	3/31/24	Yes	_____
Amy Smith	3/31/24	Yes	_____

Applicants:

Louis Kandl
Dennis Rogers
Karen South Jones

Notes:

Historic Preservation Commission

<u>Current Members</u>	<u>Term Expires</u>	<u>Eligible for Reappointment</u>	<u>Need 3 Members</u>
Steven Cobb	3/31/24	No	
Marcelo Menza	3/31/24	Yes	
Jon Planovsky	3/31/24	No	

Applicants:

Krystal Biskner
 Ryan Ermine
 Eugene Goetz
 Michael Kepley
 Susannah MacNeil
 Linda Moser
 Steven Raffa
 Andrea McAnn Reeder
 Beth Rutledge
 John Schaffer
 Robert Schmidt
 Ephrum Schwartz-Laubhann

Notes: All members must have a demonstrated interest, competence, or knowledge in historic preservation. The Certified Local Government must document in writing its good faith effort to appoint professionals from the disciplines of architecture, history, architectural history, planning, archaeology, or other related disciplines, to the extent such professionals are available in the community and willing to serve. The CLG program recognizes that a mix of professional and lay members makes the strongest commission.

Housing Advocacy Commission – Harry McLaughlin, Council Liaison

<u>Current Members</u>	<u>Term Expires</u>	<u>Eligible for Reappointment</u>	<u>Need 5 Members</u>
Gemale Black	3/31/24	Yes	
Lorenzo Debose	3/31/24	Yes	
Russell Michalec	3/31/24	Yes	
Jessica Cloward	3/31/24	Yes	
Vacant	3/31/25	n/a	

Applicants:

Annie Boone-Carroll
 Auyanna Brooks
 Edward Brown
 Misty Ebel
 Jonathan Handy
 Shanikka Gadson Harriss
 Lisa Kelley
 Michael Kepley
 Famous Lusti
 Beth Rutledge
 Kristen Stauffer

Notes: Seats have been designated for representatives from Neighborhoods, Landlords and At-large.

Human Relations Council – Anthony Smith, Council Liaison

<u>Current Members</u>	<u>Term Expires</u>	<u>Eligible for Reappointment</u>	<u>Need 5 Members</u>
Linda Black	3/31/24	Yes	_____
Brunetta Franklin	3/31/24	Yes	_____
Preston Sale	3/31/24	Yes	_____
Colleen Smiley	3/31/24	Yes	_____
Vacant	3/31/26	n/a	_____

Applicants:

Jennifer Baldi
 Matthew Beaver*
 Edward Brown*
 Jonathan Handy*
 Shanikka Gadson Harris*
 Lisa Kelley
 Susannah McNeil*
 Kristen Stauffer
 Katherine Thornton
 Rebecca Wells

Notes: Eight members of the HRC are appointed by City Council and eight members are appointed by the HRC.

Hurley Park Advisory Board – Mayor Alexander, Council Liaison

<u>Current Members</u>	<u>Term Expires</u>	<u>Eligible for Reappointment</u>	<u>Need 3 Members</u>
Jerry Lawson	3/31/24	Yes	_____
Linda Sufficool	3/31/24	Yes	_____
Laura Thompson	3/31/24	Yes	_____

Applicants:

Rebecca Wells

Notes: The City will ensure that a member of the Hurley Family Foundation and a person who lives within 100 feet of the park are appointed to the board.

Parks and Recreation Advisory Board – Harry McLaughlin, Council Liaison

<u>Current Members</u>	<u>Term Expires</u>	<u>Eligible for Reappointment</u>	<u>Need 3 Members</u>
Jon Post	3/31/24	No	_____
Dennis Rivers	3/31/24	Yes	_____
Syliva Fosha	3/31/24	Yes	_____

Applicants:

Jennifer Baldi
 Annie Boone-Carroll
 Misty Ebel
 Dennis Rogers

Notes:

Planning Board/Board of Adjustment

<u>Current Members</u>	<u>Term Expires</u>	<u>Eligible for Reappointment</u>	<u>Need 5 Members</u>
Jayne Land	3/31/24	No	
Timothy Norris (ETJ)	3/31/24	No	
Jon Post	3/31/24	No	
Dennis Rogers	3/31/24	No	
John Struzick	3/31/24	No	

Applicants:

Famous Lusti*
 Steven Raffa
 Robert Schmidt
 Katherine Thornton*

Notes:

Public Art Commission

<u>Current Members</u>	<u>Term Expires</u>	<u>Eligible for Reappointment</u>	<u>Need 5 Members</u>
Hunter Safrit	3/31/24	No	
Judy Kandl	3/31/24	No	
Raemi Evans	3/31/24	Yes	
Reg Boland	3/31/24	Yes	
Shanna Glawson	3/31/24	Yes	

Applicants:

Anne Scott Clement
 Christine Goetz*
 Faye Moser*
 Nichole Pequeno*
 Rebecca Wells

Notes: When the PAC was established all existing members maintained their term for one year. Terms now need to be established that stagger appointments for the Commission.

Transportation Advisory Board – Anthony Smith, Council Liaison

<u>Current Members</u>	<u>Term Expires</u>	<u>Eligible for Reappointment</u>	<u>Need 2 Members</u>
Christina Rodriquez	3/31/24	Yes	
Laura Schmidt	3/31/24	Yes	

Applicants:

Hannah Addair
 Annie Boone-Carroll
 Dennis Rogers

Notes: Membership shall be representative of the population of the service area and include representatives from human service agencies, transportation providers, business sector, government sector, and the public within the service area.

Tree Board – Harry McLaughlin, Council Liaison

<u>Current Members</u>	<u>Term Expires</u>	<u>Eligible for Reappointment</u>	<u>Need 3 Members</u>
Jonathan Barbee	3/31/24	Yes	
Melissa Eller	3/31/24	Yes	
Melissa Shaver*	3/31/24	No	

Applicants:

Louis Kandl
 Faye Moser
 Katherine Thornton

Notes: Lisa Shaver currently serves as Chair of the Tree Board and the Board has requested Council’s consideration in waiving the term limit and reappointing her in order to maintain continuity.

Hannah

Addair

Submission Date Jan 12, 2024 10:17 AM

First Name Hannah

Last Name Addair

E-mail hdaddair14@catawba.edu

Home Phone 3364672380

Address 1107 Forestdale Drive

City Salisbury

State NC

ZIP Code 28144

Ethnicity Caucasian/Non-Hispanic

Gender Female

Place of Employment Catawba College

Occupation Sustainability Specialist

Do you reside within the City limits of Salisbury? Yes

Are you within the City's Extraterritorial Jurisdiction (ETJ) area? No

Please indicate your #1 preference: Transportation Advisory Board (No Requirement of Residency)

Please indicate your #2 preference: Tree Board

Please indicate your #3 preference:

Alternate Methods of Design Commission

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I am interested in serving on the Transportation Advisory Board because I would like to help Salisbury become more accessible for walkers, joggers, and cyclists. Additionally, I would like to ensure that the many college students we have in our community feel safe during their travels to and from their schools and the Downtown area.

I am also interested in serving on our Tree Board because I know how crucial tree biodiversity is not only for our local pollinators, but also for our residents. More trees and native plantings equal less flooding, more carbon sequestration, and lower temperatures in urban settings.

I am interested in serving on the Alternate Methods of Design Board because I know that structural changes need to be made in order for our community to be a resilient one in the face of climate change.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I am very passionate about Salisbury and Rowan County, as someone who has lived here essentially my whole life and I believe that I have many positive attributes to bring to the Board. I care deeply for people and truly want what is best for our citizens. I graduated from Catawba College in 2018 with a BA in Music, and earned a Certification in Sustainable Architecture from Central Piedmont Community College in 2021. I currently serve as Catawba College's Sustainability Specialist where I work on a variety of projects to ensure Catawba becomes the leading small environmental college in the southeast. I have also served on the Forsyth Audubon Chapter Board since 2020 and am still an avid member and birder with the chapter.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Jennifer

Baldi

Submission Date	Jan 27, 2024 3:49 AM
First Name	Jennifer
Last Name	Baldi
E-mail	jbaldi0429@gmail.com
Home Phone	(704) 995-1423
Business Phone	(704) 995-1423
Address	128 Ridge Ave
City	SALISBURY
State	NC
ZIP Code	28144
Ethnicity	Caucasian/Non-Hispanic
Gender	Female
Place of Employment	Fox Run Rentsls,LLC
Occupation	Residential Apartments
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	Yes
Please indicate your #1 preference:	Community Appearance Commission

Please indicate your #2 preference:

Human Relations Council

Please indicate your #3 preference:

Parks and Recreation Advisory Board

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

Recently moved here from Concord,NC and I'm looking to get more involved with the community.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I have a Marketing Degree from Southern New Hampshire University. I also went to school last year for Commercial Electrical training. I own, manage and personally renovate residential apartments located by downtown Concord.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Matthew

Beaver

Submission Date Feb 21, 2024 5:15 PM

First Name Matthew

Last Name Beaver

E-mail mbeaver@captechconsulting.com

Home Phone 202-246-5915

Address 428 W Bank St

City Salisbury

State NC

ZIP Code 28144

Ethnicity Caucasian/Non-Hispanic

Gender Male

Place of Employment CapTech Consulting

Occupation Director - Diversity, Inclusion, and Belonging

Do you reside within the City limits of Salisbury? Yes

Are you within the City's Extraterritorial Jurisdiction (ETJ) area? No

Please indicate your #1 preference: Human Relations Council

Have you served on a board or commission of the City of Salisbury? No

Why are you interested in serving on the Board or I'm a Salisbury native and graduate of Salisbury High, then after college, I moved away for over 25 years working in Washington, DC, then Charlotte and

Commission for which you are applying?

returned "home" in 2022 and bought a historic house in the West Square neighborhood. I'm interested in giving back to my community by supporting the efforts related to the Human Relationship Council, as I understand it takes a diversity of thought, people, and voices to strengthen a community. I want to join a team of dedicated citizens to help drive the Salisbury DEI strategic plan forward, and I believe the HRC is the right opportunity to assist.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

As a career management consultant working for Federal and commercial clients, I bring a solid set of relationship-building, organizational, and strategic planning skills. In addition, I lead my company's Diversity, Inclusion, and Belonging efforts for over 1,000 employees and am responsible for executing activities to support and foster an inclusive culture, celebrate diversity in our company, industry, and communities, and create a sense of belonging for all CapTech employees. For more information on my career/experience, feel free to check out my LinkedIn profile: <https://www.linkedin.com/in/mhbeaver/>

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Krystal

Biskner

Submission Date	Feb 7, 2024 10:51 AM
First Name	Krystal
Last Name	Biskner
E-mail	krystal.aea@gmail.com
Home Phone	9899654795
Address	500 Gold Hill Dr
City	Salisbury
State	NC
ZIP Code	28146
Ethnicity	Caucasian/Non-Hispanic
Gender	Female
Place of Employment	Wallace & Graham, P.A.
Occupation	Administrative
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	No
Please indicate your #1 preference:	Community Appearance Commission
Please indicate your #2 preference:	Bell Tower Green Committe

Please indicate your #3 preference:

Historic Preservation Commission

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I participated in the 2023 Salisbury Citizens Academy and learned a lot about this wonderful city. I have only lived here for 2.5 years but feel like this is my hometown. I enjoy Salisbury and would like to give my time to help in keeping this community beautiful.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

Before moving to Salisbury, I worked as a real estate appraiser in Michigan. I have taken classes regarding housing (historic and modern), property feasibility, neighborhood development, etc.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Annie

Boone-Carroll

Submission Date	Feb 16, 2024 11:17 AM
First Name	Annie
Last Name	Boone-Carroll
E-mail	carrollab8@yahoo.com
Home Phone	17043145997
Business Phone	7042783640
Address	301 Lloyd Street
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	African American
Gender	Female
Place of Employment	Carroll-Waters Funeral & Cremations
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	Yes
Please indicate your #1 preference:	Housing Advocacy Commission
Please indicate your #2 preference:	Parks and Recreation Advisory Board

Please indicate your #3 preference:

Transportation Advisory Board (No Requirement of Residency)

Have you served on a board or commission of the City of Salisbury?

Yes

Why are you interested in serving on the Board or Commission for which you are applying?

I want to serve on the Housing Committee to ensure the people of Salisbury have knowledge of fair and affordable houses. Also, to influence the policies and regulations of fair housing rights. There are so many people that do not have knowledge of the rules and regulations of fair housing. I want to be the person to bridge that gap.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I have a passion for people and can communicate well with the public. I have been working with the public as a funeral director for over 30 years and have taught school for 18 years. I served on the Human Relation Commission for two terms. I feel that I am well experience to communicate with the commission as well as the public.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Auyanna

Brooks

Submission Date Nov 23, 2023 6:38 PM

First Name Auyanna

Last Name Brooks

E-mail teambrooks2015@gmail.com

Home Phone 7046451636

Address 322 mccubins rd

City Salisbury

State NC

ZIP Code 28145

Ethnicity African American

Gender Female

Place of Employment Salisbury Health and rehab

Occupation Cna

Do you reside within the City limits of Salisbury? Yes

Are you within the City's Extraterritorial Jurisdiction (ETJ) area?

Yes

Please indicate your #1 preference:

Housing Advocacy Commission

Please indicate your #2 preference:

Fair Housing Committee

Please indicate your #3 preference:

Other

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I am a young black women with four kids single mother also i know the city really well praying for change in our city!! Something needs to be done cost of living super expensive and folks didnt get raises to afford to living which cause people to be homeless and on the street!!! These schools need some fixing

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Edward Brown

Submission Date	Feb 7, 2024 9:12 PM
First Name	Edward
Last Name	Brown
E-mail	ebrown121@yahoo.com
Home Phone	7042324100
Business Phone	7046364420
Address	533 Pinewood Ave
City	Salisbury
State	NC
ZIP Code	28146
Ethnicity	African American
Gender	Male
Place of Employment	Rowan Salisbury Schools
Occupation	School Counselor
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	Yes
Please indicate your #1 preference:	Human Relations Council

Please indicate your #2 preference:

Housing Advocacy Commission

Please indicate your #3 preference:

Human Relations Council

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

To be engaged in community.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

Leadership skills, public engagement, knowledge of mental health.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Lisa

Bowman

Submission Date	Feb 3, 2024 6:14 PM
First Name	Lisa
Last Name	Bowman
E-mail	lisabowman1@aol.com
Home Phone	2404605020
Address	410 Spence Drive
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	African American
Gender	Female
Place of Employment	Retired
Occupation	Government
Do you reside within the City limits of Salisbury?	No
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	Yes
Please indicate your #1 preference:	Housing Advocacy Commission
Please indicate your #2 preference:	Parks and Recreation Advisory Board

Please indicate your #3 preference:

Greenway Committee (No Requirement of Residency)

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I currently serve on the Rowan Family Crisis Center Board, as treasurer. I joined the board in January 2023. I am a retiree (3 yrs) and have time to devote to causes that I am interested. I worked for the Federal Government for 34.5 years. I've lived a life of service and want to continue. I am interested in making/keeping Salisbury a great place to live, play and visit.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I have a BS in Human Resources. Almost 35 years of Federal service. More than 15 years of leadership. Have overseen HR, Finance and Administrative functions in large government agencies for many years. Worked with a diverse group of people throughout my career. Been trained in EEO, D&I, Conflict Resolution, Negotiations and more.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Anne Scott

Clement

Submission Date	Feb 5, 2024 10:40 AM
First Name	Anne Scott
Last Name	Clement
E-mail	director@waterworks.org
Home Phone	704.633.8443
Business Phone	7046361882
Address	314 S. Ellis Street
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	Caucasian/Non-Hispanic
Gender	Female
Place of Employment	Waterworks Visual Arts Center
Occupation	Executive Director
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	Yes
Please indicate your #1 preference:	Public Arts Commission

Have you served on a board or commission of the City of Salisbury?

Yes

Why are you interested in serving on the Board or Commission for which you are applying?

To continue to help promote arts and culture in our Salisbury-Rowan community and region.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

Experience as an Arts Leader in the visual arts, museum education and arts administration. Member/Immediate Past President - Rowan Arts Council, member American Alliance of Museums, Arts North Carolina, and have served on Downtown Sculpture Show Selection Committee since 2008. Served on PAC board from 2003-2020 and would like to re-engage.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Misty

Ebel

Submission Date	Feb 27, 2024 10:33 PM
First Name	Misty
Last Name	Ebel
E-mail	misty.ebel@gmail.com
Home Phone	704-577-5005
Address	230 Frances St
City	Salisbury
State	NC
ZIP Code	28147
Ethnicity	Caucasian/Non-Hispanic
Gender	Female
Place of Employment	Self Employed
Occupation	Communications Consultant
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	No
Please indicate your #1 preference:	Housing Advocacy Commission
Please indicate your #2 preference:	Parks and Recreation Advisory Board
Please indicate your #3 preference:	Bell Tower Green Committe
Have you served on a board or commission of the City of Salisbury?	No
Why are you interested in serving on the Board or Commission for which you are applying?	I am keenly interested in housing issues, having watched my parents struggle to find decent, affordable housing when I was growing up. I previously worked for Habitat for Humanity in the Charlotte area and learned a great deal about affordable housing challenges. I am also interested in fair housing access.
Interest/Skills/Education/Areas of Expertise/Professional Organizations	I have 20+ years working in marketing, communications and nonprofits. Specifically, I have experience in crisis communications,public relations, social media management, website

that you feel would be of assistance to you in your duties as a member of the Board or Commission: **copywriting and newsletter development.**

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Ryan

Emerine

Submission Date Feb 16, 2024 12:32 AM

First Name Ryan

Last Name Emerine

E-mail ryanemerine@gmail.com

Home Phone 7046773013

Address 117 E Steele St

City Salisbury

State NC

ZIP Code 28144

Ethnicity Caucasian/Non-Hispanic

Gender Male

Do you reside within the City limits of Salisbury? Yes

Please indicate your #1 preference: Historic Preservation Commission

Please indicate your #2 preference: Historic Preservation Commission

Please indicate your #3 preference: Historic Preservation Commission

Have you served on a board or commission of the City of Salisbury? No

Why are you interested in serving on the Board or Commission for which you are applying? I think the historic preservation committee needs new and younger insight to bring new visions and ideas on how it should be run to make Salisbury better.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I have business expertise capable of assisting with the proper running on historic downtown and other districts to ensure the town thrives because of its historic nature.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Christine

Goetz

Submission Date	Feb 3, 2024 10:34 AM
First Name	Christine
Last Name	Goetz
E-mail	ChristineGoetz711@gmail.com
Home Phone	704-216-1258
Address	126 East Steele Street
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	Caucasian/Non-Hispanic
Gender	Female
Occupation	retired
Do you reside within the City limits of Salisbury?	Yes
Please indicate your #1 preference:	Public Arts Commission
Have you served on a board or commission of the City of Salisbury?	No

Why are you interested in serving on the Board or Commission for which you are applying?

As an artist I believe public art has a meaningful and transformative role to play, making a difference in the community. Not only does public art contribute to city beautification but it sparks an expanded interest in and appreciation of the visual arts, stimulating thought and conversation in the community about the arts. It also serves to build cohesiveness in the art community and, through selection, has the opportunity to highlight the contribution of all cultures. Further, public art has much to contribute as the city works to rebuild the downtown businesses and create community by

drawing residents to downtown, developing Bell Tower Park and adding outdoor spaces for the community to gather to sit and talk. Finally, Salisbury already draws visitors as an historic city. If properly developed our public art can also serve as a draw.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

Education: B.S. Art Education, University of Dayton, Dayton, Ohio, M.A. Art Education, Miami University, Oxford, Ohio, studied art and computer technology at the Center for Applied Scientific Technology, Harvard University, and have completed extensive course work in documentary video and photography.

Teaching: Art teacher in schools in Michigan and Ohio, Art Director, Seven Hills Schools, Cincinnati, and Cincinnati Country Day School, Artist-in-Residence for a one month "Day of the Dead" symposium at Clermont College, University of Cincinnati, to promote cultural understanding of Hispanics, art teacher/tutor, Taos Pueblo Day School, Taos, New Mexico, participating in an exchange program between the school and a public school in Ciudad Juarez, Mexico, Coordinator, Artist in the Schools Program, Ohio Arts Council, lecturer on learning style differences and creativity for the National Conference on Adults and Children with Learning Disabilities, the Independent Schools of the Central States and the Southwest Teachers Association

Exhibitions: Have exhibited in 15 galleries in Taos and Santa Fe, New Mexico, Vail, Colorado, and Cincinnati and Dayton, Ohio, had a one month Day of the Dead Exhibition at the Mean Mug, Salisbury, NC, invited by Sisters of St. Joseph, Pineapple, Alabama, to involve the Black community in creating an out-of-doors installation representing a grandmother's cabin, memorializing generations past, and had a shrine in "Images of Mary: Contemporary Variations", a juried exhibition, touring nationally, to celebrate the 50th anniversary of the Mariological Society of America, Dayton, Ohio,

Publication: Edited an interactive arts curriculum for Very Special Arts, Washington, D.C., published in Arts and Activities.

Related Experience: Spent two weeks developing a photographic record of members of the Black community for the Sisters of St. Joseph, Pineapple, Alabama, worked in art production for the motion picture industry for Jody Foster, followed a strong interest in art and archaeology, working at sites including Ballylough, Ireland, and Caesarea by the Sea, Israel, and studying sites in Ecuador, Belize, Guatemala, Mexico and Australia, and selected the exterior colors and designed the gardens for the Mary Steele Scales House (ca 1893), our home, recently designated one of Salisbury's historic landmarks.

My art mediums are painting and multimedia.

Past president, Taos, NM, Archaeological Society.
I volunteer three days a week stocking inventory at the Rowan History Museum resale store.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my

I agree

knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

Eugene

Goetz

Submission Date Feb 3, 2024 5:36 PM

First Name Eugene

Last Name Goetz

E-mail Goetz.Gene@gmail.com

Home Phone 704-216-1258

Address 126 East Steele Street

City Salisbury

State NC

ZIP Code 28144

Ethnicity Caucasian/Non-Hispanic

Gender Male

Occupation retired

Do you reside within the City limits of Salisbury? Yes

Please indicate your #1 preference: Historic Preservation Commission

Have you served on a board or commission of the City of Salisbury? Yes

Why are you interested in serving on the Board or Commission for which you are applying? I believe the HPC is a body where I can make a contribution to something key to the future development of Salisbury.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in Six years as a member of the HPC with experience gained getting our home designated an Historic Landmark.

your duties as a member of the Board or Commission:

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Jonathan

Handy

Submission Date	Oct 4, 2023 9:27 AM
First Name	Jonathan
Last Name	Handy
E-mail	Jonhandy34@gmail.com
Home Phone	3364661540
Address	823 Lincolnton rd.
City	salisbury
State	NC
ZIP Code	28144
Ethnicity	African American
Gender	Male
Place of Employment	City of Salisbury
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	Yes

Please indicate your #1 preference:

Fair Housing Committee

Please indicate your #2 preference:

Human Relations Council

Please indicate your #3 preference:

Housing Advocacy Commission

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I have lived in this community, raising a family in this community and I have been always intrigued on ways I could help my community with my knowledge and experience.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I have helped with my family with running businesses, I am a people person, i am great at coming up with solutions, I have moved up in employment with gaining knowledge and experience. I believe I have a lot to offer and especially with my age and being able to communicate with people from all walks of life.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Shanikka

Gadson-Harris

Submission Date	Mar 22, 2023 12:49 PM
First Name	Shanikka
Last Name	Gadson-Harris
E-mail	shanikkagadson@yahoo.com
Home Phone	7042675440
Address	833 Maple Avenue
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	African American
Gender	Female
Place of Employment	East Spencer Housing Authority
Occupation	Family Self-Sufficiency Coordinator
Do you reside within the City limits of Salisbury?	Yes

Are you within the City's Extraterritorial Jurisdiction (ETJ) area?

Yes

Please indicate your #1 preference:

Human Relations Council

Please indicate your #2 preference:

Housing Advocacy Commission

Please indicate your #3 preference:

Fair Housing Committee

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

My interest in making my community a better place to live sparked my interest in serving on a Board or Commission. I know that getting involved and knowing what is going on in the community starts here. Rowan County has been my home since I was the tender age of 14 and this is where I choose to create my own family, I love the city of Salisbury.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I am interested in creating a safer environment for all the children in our community because my passion lies with the youth. I have an Undergraduate and Graduate degree in Criminal Justice. I work with the community through my position at the East Spencer Housing Authority as the Family Self-Sufficiency Coordinator. I network and build partnerships with agencies that have resources and services available to participants in need. I am an active member at Love Christian Center church, where I am the acting Church Administrator. I am an active member of Alpha Kappa Alpha Sorority, Incorporated, where I serve on the Executive Board and several committees. Scholarships, Sisterhood and Service to all mankind are our main missions. I am a devoted Mother and Wife.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Karen

South Jones

Submission Date	Feb 8, 2024 4:45 PM
First Name	Karen
Last Name	South Jones
E-mail	whitehousewoman@gmail.com
Home Phone	704-642-9314
Fax	704-636-8117
Business Phone	704-633-5636
Address	810 Old Stone House Road
City	Salisbury
State	NC
ZIP Code	28146
Ethnicity	Caucasian/Non-Hispanic
Gender	Female
Place of Employment	Rowan County Youth Services Bureau, Inc.
Occupation	Executive Director
Do you reside within the City limits of Salisbury?	No
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	No

Please indicate your #1 preference:

Greenway Committee (No Requirement of Residency)

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I am an avid walker who travels the streets throughout Salisbury on a regular basis. As such, I am interested in helping make our streets, sidewalks, and greenways safer and more accessible to walkers and bikers.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I have been involved in numerous Boards of Directors, advisory committees, and other oversight entities. I know how to work collaboratively and collegially with diverse members of our community.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

louis

kandl

Submission Date Feb 13, 2024 12:30 PM

First Name louis

Last Name kandl

E-mail kandl@carolina.rr.com

Home Phone 7047985597

Fax none

Business Phone none

Address 303 W Marsh St

City Salisbury

State **NC**

ZIP Code 28144

Ethnicity **Caucasian/Non-Hispanic**

Gender **Male**

Place of Employment self

Occupation retired physician

Do you reside within the City limits of Salisbury? **Yes**

Are you within the City's Extraterritorial Jurisdiction (ETJ) area? **No**

Please indicate your #1 preference:

Tree Board

Please indicate your #2 preference:

Greenway Committee (No Requirement of Residency)

Please indicate your #3 preference:

Other

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I am interested on being on the tree board because: 1. My education/background is biology, ecology and medicine. 2. life long interest and love for the outdoors and outdoor activities such as fishing, hiking, camping, boating, and now nature journaling (watercolor/ink/watercolor. 3.My realization as to the importance of trees in a healthy environment. 4. Knowing that climate change is real and that trees are or should be part of the solution. And that is within our capability.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

1. BA in Biology and Understanding of ecology
2.Understanding how trees improve the human habitat both socially and economically (lowering utility bills, wind brakes, beautifying your lawn/home and home value
3.Willingness to go to meetings, spend my time, to add to the beauty of Salisbury.
4. Prime directive for me is to see more trees growing in Salisbury for all the above reasons.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Lisa

Kelley

Submission Date Dec 8, 2023 8:56 AM

First Name Lisa

Last Name Kelley

E-mail fixer.todd@gmail.com

Home Phone 704 310 8662

Address 231 W D ave apt 21

City Salisbury

State NC

ZIP Code 28144

Ethnicity Caucasian/Non-Hispanic

Gender Female

Place of Employment Retiired

Do you reside within the City limits of Salisbury? Yes

Are you within the City's Extraterritorial Jurisdiction (ETJ) area? No

Please indicate your #1 preference:

Housing Advocacy Commission

Please indicate your #2 preference:

Human Relations Council

Please indicate your #3 preference:

Other

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

As a senior with disabilities and limitations, I have many concerns over housing for seniors, transportation issues and lack of resources.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I hold a business degree, i am disabled, i have raosed premature twins, born at 27 weeks, i jave a an adult child with autism and a brain injury, i am a disabled senior woman who can offer a lot of insight into the lack of resources in this community and looking to change this situation. Particularly housing, veterans and unable to reach free legal services and Advocacy, due to overwhelming demand and not enough setvices.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

Yes

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Michael

Kepley

Submission Date	Jul 20, 2023 3:12 PM
First Name	Michael
Last Name	Kepley
E-mail	mekepley@yahoo.com
Home Phone	3365900102
Address	721 S Fulton St
City	Lexington
State	NC
ZIP Code	27292
Ethnicity	Prefer not to answer
Gender	Male
Place of Employment	City of Concord
Occupation	Construction Coordinator
Do you reside within the City limits of Salisbury?	Yes

Are you within the City's Extraterritorial Jurisdiction (ETJ) area?

Yes

Please indicate your #1 preference:

Historic Preservation Commission

Please indicate your #2 preference:

Housing Advocacy Commission

Please indicate your #3 preference:

Alternate Methods of Design Commission

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I have worked with the Salisbury Community Development Corporation for many years as a Housing Rehab Specialist consultant that prepares work write ups for homes that are funded by State and local funding. The housing stock in Salisbury is far superior to many of the other jurisdictions that I have worked in as a Housing Rehab Specialist. I have also worked in creating new affordable housing for citizens for 20 years. I recently moved to Salisbury and I would like to become involved with the community and give back my time to a community that I live in and love.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I have extensive experience in housing rehabilitation as I have been in that role for 20+ years. I started in construction when I was in high school and have been involved with that arena since then. I started work as a Housing Rehab Specialist for a non-profit in Lexington called the Lexington Housing Community Development Corporation and I loved helping the community I lived in. I have worked several housing rehab projects in Salisbury and have experience with submitting Certificates of Appropriateness forms for historical properties. I have felt blessed to have been able to help so many families in Salisbury and I would like the chance to give back more since I live here now.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Famous

Lusti

Submission Date Oct 9, 2023 11:08 AM

First Name Famous

Last Name Lusti

E-mail frlusti81@gmail.com

Home Phone 623-233-9627

Address 111 E. Innes St

City Salisbury

State NC

ZIP Code 2814r

Ethnicity Caucasian/Non-Hispanic

Gender Male

Place of Employment Populus Group

Occupation Recruiter

Do you reside within the City limits of Salisbury? Yes

Are you within the City's Extraterritorial Jurisdiction (ETJ) area?

Yes

Please indicate your #1 preference:

Planning Board

Please indicate your #2 preference:

Fair Housing Committee

Please indicate your #3 preference:

Housing Advocacy Commission

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I want to give back to the small community I'm moving to, support it's growth, and protect its history.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I have a high business acumen, having owned several businesses over the years. I am well versed in real estate, zoning, planning, etc.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Susannah

MacNeil

Submission Date	Jan 21, 2024 10:18 AM
First Name	Susannah
Last Name	MacNeil
E-mail	susannah.macneil@gmail.com
Home Phone	8603245701
Address	135 East Corriher Avenue
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	Caucasian/Non-Hispanic
Gender	Female
Place of Employment	Lutheran Services Carolinas
Occupation	communications manager
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	No
Please indicate your #1 preference:	Human Relations Council
Please indicate your #2 preference:	Historic Preservation Commission

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I'm especially interested in serving on the HRC because it aligns with my personal values around diversity, equity, and inclusion and making Salisbury as welcoming as possible to diverse newcomers. As a second choice, I'd be interested in serving on the Historic Preservation Commission as I have a longstanding personal interest in historic preservation and a long family history in Salisbury.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

For HRC: I volunteer with a Lutheran Services Carolinas New Americans Program Circle of Welcome that is helping to resettle a Syrian family in Salisbury. I am also the mother of a transgender young adult, and I am Jewish. I have over 15 years of professional nonprofit marketing and communications experience.

For Historic Preservation: I am a member of the Historic Salisbury Foundation and volunteer in the Edith M. Clark History Room at the Rowan Public Library. I have owned two historic homes and have a special interest in architectural styles and period gardening. I am an amateur genealogist and my mother's family has lived in Rowan County since the mid-1700s.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Faye

Moser

Submission Date	Feb 9, 2024 6:46 PM
First Name	Faye
Last Name	Moser
E-mail	fmluvsherdoxies@gmail.com
Home Phone	8284892351
Address	905 N Main St
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	Caucasian/Non-Hispanic
Gender	Female
Place of Employment	Electric Power Research Institute (EPRI)
Occupation	Engineer/Scientist
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	No
Please indicate your #1 preference:	Public Arts Commission
Please indicate your #2 preference:	Community Appearance Commission

Please indicate your #3 preference:

Tree Board

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I am interested in serving on this commission because I am passionate about contributing to my community and making a positive impact. As a percussionist with educational and professional experience, including with the Salisbury Symphony Orchestra, I could offer a unique perspective to the Public Arts Commission. While not a visual artist, I understand the transformative power of the arts and bring a collaborative mindset to the table. My advocacy for the arts, coupled with my ability to work effectively with others, will contribute to the commission's goal of promoting inclusive and impactful public art initiatives.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

Building on my previous response, my experience as a musician has deeply informed my understanding of creative processes and the significance of art within our community. Through years of musical engagement, I've witnessed firsthand the transformative power of artistic expression in enriching lives and fostering community connections. This understanding of creation and the profound impact of art on our community is why I believe I would be a valuable addition to the Public Arts Commission. With a perspective grounded in artistic practice and community engagement, I am committed to advocating for inclusive and meaningful public art initiatives that resonate with diverse audiences and contribute to the cultural vitality of our community.

If not selected for the Public Arts Commission, I believe I could properly contribute to either the Tree Board or the Community Appearance Commission, as well. I work in geoscience/engineering, which could be beneficial to the Tree Board. Additionally, my residency in and appreciation for a Salisbury Historic District and volunteer work for the BlockWork initiative underscore my understanding of the importance of community appearance.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Linda

Moser

Submission Date Feb 26, 2024 1:00 PM

First Name Linda

Last Name Moser

E-mail ldognut@hotmail.com

Home Phone 8285076097

Address 907 N Main St

City Salisbury

State NC

ZIP Code 28144

Ethnicity Caucasian/Non-Hispanic

Gender Female

Place of Employment Retired

Occupation Retired

Do you reside within the City limits of Salisbury? Yes

Are you within the City's Extraterritorial Jurisdiction (ETJ) area? No

Please indicate your #1 preference: Community Appearance Commission

Please indicate your #2 preference: Historic Preservation Commission

Have you served on a board or commission of the City of Salisbury? No

Why are you interested in serving on the Board or Commission for which you are applying? I would like to join the Community Appearance Commission due to my hands-on experience with landscaping my personal properties, advocating for and living in a historic community, and participation in initiatives like BlockWork. Living in such an area has instilled in me a deep appreciation for aesthetics, sustainability, and community involvement. My educational background in art and design further enhances my ability to contribute creatively to the commission's efforts. I'm eager to collaborate on strategies for enhancing public spaces, drawing from my expertise in landscaping, historic preservation, and design. Serving on the commission aligns perfectly with my passion for beautification, community development, and active participation in initiatives like BlockWork.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

With an educational background in art, and personal experience with interior design and landscaping design, along with active participation in beautifying my own properties and those of my neighbors, I bring a comprehensive understanding of aesthetics and practical experience to the Salisbury, NC Community Appearance Commission. My involvement in initiatives like BlockWork and advocacy for historic preservation have provided me with a familiarity with the city's appearance and design standards. These experiences, coupled with my commitment to maintaining the unique character of our neighborhoods, equip me to contribute effectively to the commission's mission of enhancing our community's visual appeal and adherence to design standards.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Nichole

Pequeño

Submission Date	Oct 13, 2023 10:25 AM
First Name	Nichole
Last Name	Pequeño
E-mail	nmpequeno@gmail.com
Home Phone	847.890.5664
Address	400 Heilig Ave
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	Hispanic
Gender	Female
Place of Employment	Railwalk Studios and Gallery
Occupation	Artist and educator
Do you reside within the City limits of Salisbury?	Yes

Are you within the City's Extraterritorial Jurisdiction (ETJ) area?

Yes

Please indicate your #1 preference:

Public Arts Commission

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I want to help out with Public Arts in our vibrant arts community we have here in Salisbury. Public Arts is important in the sustainability and growth of a community and I would love to be involved more in my art community.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

As an artist of Railwalk Studios and Gallery in downtown Salisbury I can contribute to the Public Arts Commission. I have knowledge in the field of arts and teach art here as well. I have facilitated meetings and am a board member for Families First in Rowan County.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Steven

Raffa

Submission Date	Feb 9, 2024 1:57 PM
First Name	Steven
Last Name	Raffa
E-mail	swraffa7@yahoo.com
Home Phone	4014874480
Business Phone	4014874480
Address	903 North Main Street
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	Caucasian/Non-Hispanic
Gender	Male
Place of Employment	Semi-retired as of 12/2023
Occupation	Lawyer/Educator
Do you reside within the City limits of Salisbury?	Yes
Please indicate your #1 preference:	Historic Preservation Commission
Please indicate your #2 preference:	Planning Board

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I have lived in Salisbury since June 2020. Unfortunately, work consumed my life until my recent retirement; I plan to only do some part-time consulting in the future.

Last night, I attended a Historic Preservation Commission (HPC) meeting and was somewhat horrified that at least some HPC board members were considering applications without any apparent regard for the applicable HPC guidelines. Previously as a young lawyer, I worked for two private firms as a trial attorney for seven years, and also had experience in zoning matters; in these capacities, I learned that what is relevant is adherence to applicable law and regulations. Otherwise, for 12 years of my legal career I worked to improve policy and treatment for mentally ill incarcerated individuals, and also served as legal counsel to two Rhode Island state agencies for two years. With two other individuals, and significant business community support, I also started Rhode Island's first charter high school, which served so-called at-risk teenagers. In all of these positions, decision making was based on applicable law, guidelines, rules, and/or regulations. I would use this experience, and my common sense, to follow the established guidelines of the HPC and the Planning Board in rendering decisions. As my house is located in the North Main Street Historic District, I think that it is important that all homes in all of Salisbury's historic districts comply with applicable HPC guidelines.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I have an undergraduate degree in international affairs from Georgetown University and a law degree from the University of Pennsylvania.

I previously served on boards when I lived in Rhode Island, where I resided for 33 years. These boards included the Textron Chamber of Commerce Providence Public Charter School, where I was employed for 15 years, the Mount Hope Day Care Center, and the Providence Haitian Project. As indicated above, my positions as legal counsel for the RI Department of Revenue, where I worked for the RI Department of Motor Vehicles and the Rhode Island Lottery, and as a trial lawyer, as well as 12 years working to implement and evaluate policies for the treatment of the mentally ill who were incarcerated, trained me in the importance of adhering to established policy. Admittedly, these employment and other experiences did not involve historic preservation or planning issues. I nonetheless believe that the skills that I have learned and utilized throughout my career would be transferrable to historic preservation and planning issues.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Andrea

McCann Reeder

Submission Date Feb 2, 2024 11:38 AM

First Name Andrea

Last Name McCann Reeder

E-mail mccann611@yahoo.com

Home Phone 2142232459

Address 820 North Main St

City Salisbury

State NC

ZIP Code 28144

Ethnicity Caucasian/Non-Hispanic

Gender Female

Do you reside within the City limits of Salisbury? Yes

Are you within the City's Extraterritorial Jurisdiction (ETJ) area? No

Please indicate your #1 preference: Historic Preservation Commission

Have you served on a board or commission of the City of Salisbury? No

Why are you interested in serving on the Board or Commission for which you are applying? I have recently moved to the North Main Historic District. I am interested in preservation, my neighborhood and the future of historic Salisbury.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in I have interests in design and beautiful places and things. I have worked in an office setting in administrative, accounting and management roles my entire career. My life experience and interest in historic Salisbury as a home owner in the North Main Historic District make me an asset to the commission.

your duties as a member of the Board or Commission:

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

DENNIS

ROGERS

Submission Date	Feb 2, 2024 5:43 PM
First Name	DENNIS
Last Name	ROGERS
E-mail	DENNIS.ROGERS@NCFBINS.COM
Home Phone	7046376813
Business Phone	7042139600
Address	419 CAMELOT DRIVE
City	SALISBURY
State	NC
ZIP Code	28144
Ethnicity	Caucasian/Non-Hispanic
Gender	Male
Place of Employment	ROWAN CO FARM BUREAU
Occupation	MULTILINE AGENT
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	No
Please indicate your #1 preference:	Transportation Advisory Board (No Requirement of Residency)

Please indicate your #2 preference:

Parks and Recreation Advisory Board

Please indicate your #3 preference:

Greenway Committee (No Requirement of Residency)

Have you served on a board or commission of the City of Salisbury?

Yes

Why are you interested in serving on the Board or Commission for which you are applying?

CONTINUING NEED TO BE INVOLVED IN THE IMPROVEMENT OF OUR CITY.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

BA DEGREE-BUSINESS ADMIN. CATAWBA COLLEGE(1972); BANKING AND CONSTRUCTION PLANNING AND LENDING; ENDING A 6 YEAR TERM ON CITY PLANNING AND BOARD OF ADJUSTMENT; BORN IN ROWAN CO. AND 60 YEAR RESIDENT.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Beth

Rutledge

Submission Date	Jan 23, 2024 1:32 PM
First Name	Beth
Last Name	Rutledge
E-mail	rutledgeb2@gmail.com
Home Phone	3364062195
Business Phone	7049216103
Address	715 Mapin Avenue
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	Caucasian/Non-Hispanic
Gender	Female
Place of Employment	City of Concord
Occupation	Grant Writer
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	No
Please indicate your #1 preference:	Community Appearance Commission

Please indicate your #2 preference:

Historic Preservation Commission

Please indicate your #3 preference:

Housing Advocacy Commission

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I've always been drawn to opportunities that allow me to serve other people. I understand how the City operates. I've worked for the City of Concord for 9 years and seen how the different community programs offered positively impact the citizens of Concord and Cabarrus County. I want to make a difference in my county.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I understand the workings of City government and I also worked in the corporate sector for 20 years. I can see both sides of the coin. I feel I can contribute a great deal a a Board Member.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Robert

Schmidt

Submission Date	Jan 4, 2024 12:13 AM
First Name	Robert
Last Name	Schmidt
E-mail	robert.eleanor@gmail.com
Home Phone	7045501923
Address	514 S Jackson St
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	Caucasian/Non-Hispanic
Gender	Nonbinary or third gender
Place of Employment	Retired
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	Yes
Please indicate your #1 preference:	Historic Preservation Commission
Please indicate your #2 preference:	Planning Board
Please indicate your #3 preference:	Bell Tower Green Committe

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

Since buy are house here in West Square I always want to be involved with are town. I'm proud of everything that happens around the town.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

Retired Army and belonging to the Salisbury Elks, Salisbury DAV, Salisbury VFW, Salisbury American Legion, and Salisbury Masonic Temple

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Ephrum

Schwartz-Laubhann

Submission Date	Feb 8, 2024 11:44 PM
First Name	Ephrum
Last Name	Schwartz-Laubhann
E-mail	Schwartztini@aol.com
Home Phone	8285530255
Address	925 N Main Street
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	Caucasian/Non-Hispanic
Gender	Female
Place of Employment	FRONTSTEPS
Occupation	Software Implementation
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	No
Please indicate your #1 preference:	Historic Preservation Commission
Please indicate your #2 preference:	Historic Preservation Commission

Please indicate your #3 preference:

Historic Preservation Commission

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I am deeply passionate about historic preservation and believe that serving on the Historic Preservation Commission aligns perfectly with my interests and expertise. My dedication to historic preservation stems from a profound appreciation for the cultural, architectural, and social significance of our built heritage. I firmly believe that preserving our historic structures and sites is essential for maintaining a sense of place, identity, continuity, and community pride.

Through my involvement in various preservation projects and initiatives, I have gained valuable experience and insights into the challenges and opportunities inherent in this field. I am eager to contribute my knowledge, skills, and enthusiasm to the Historic Preservation Commission, leveraging them to support efforts aimed at safeguarding our cultural heritage for future generations.

Furthermore, I recognize the significance of striking a balance between preservation and progress. I am committed to fostering collaboration among stakeholders, advocating for innovative preservation strategies, and ensuring that decisions regarding historic resources are informed by rigorous research, thoughtful planning, and community input. By serving on the Historic Preservation Commission, I see an opportunity to make a tangible and lasting impact in preserving our shared history and enriching the quality of life in our community.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

As a prospective member of the Historic Preservation Commission, I bring a unique blend of interests, skills, and expertise that I believe would be invaluable. My background in property management of historic properties in Salem, Massachusetts, has provided me with firsthand experience in the preservation and maintenance of historic structures. This experience has equipped me with a deep understanding of the challenges and opportunities associated with historic properties, including navigating regulatory frameworks, addressing maintenance needs, and ensuring sensitive restoration efforts.

Additionally, my brief background in the local government planning department has equipped me with knowledge of zoning regulations, land use policies, and historic preservation guidelines. This experience has given me insight into the intersection of preservation efforts with broader planning initiatives and community development goals.

Overall, I believe that my combination of hands-on experience, governmental insights, and involvement professionally positions me well to contribute meaningfully to the Historic Preservation Commission's efforts in safeguarding and promoting Salisbury's sense of place.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my

I agree

knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

Kristin

Stauffer

Submission Date	Dec 7, 2023 4:07 PM
First Name	Kristin
Last Name	Stauffer
E-mail	rascal102774@hotmail.com
Home Phone	(704) 232-5170
Business Phone	(704) 232-5170
Address	324 Knollwood Ave
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	Caucasian/Non-Hispanic
Gender	Female
Do you reside within the City limits of Salisbury?	Yes
Please indicate your #1 preference:	Other

Please indicate your #2 preference:

Housing Advocacy Commission

Please indicate your #3 preference:

Human Relations Council

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I am interested in the police advisory board. I think it would be an opportunity to see how the police and community are able to work together to help our citizens.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

I have a degree in criminal justice and psychology and I am finishing up my master's in forensic psychology. I have completed Salisbury Citizens Academy and I am on my home owner Association board.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Katherine

Thornton

Submission Date	Sep 7, 2023 10:13 PM
First Name	Katherine
Last Name	Thornton
E-mail	katherinethornton2015@gmail.com
Home Phone	704-636-9418
Address	1130 Faith Road
City	Salisbury
State	NC
ZIP Code	28146
Ethnicity	Other
Ethnicity (Other):	Middle Eastern
Gender	Female
Place of Employment	TIAA
Occupation	Director

Do you reside within the City limits of Salisbury?

Yes

Are you within the City's Extraterritorial Jurisdiction (ETJ) area?

No

Please indicate your #1 preference:

Planning Board

Please indicate your #2 preference:

Tree Board

Please indicate your #3 preference:

Human Relations Council

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

To participate in my community, to model leadership, to work for the greater good

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

MBA, corporate enterprise program management, collegiate professor, small business owner

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Rebecca

Wells

Submission Date	Jan 8, 2024 7:44 PM
First Name	Rebecca
Last Name	Wells
E-mail	wells.rebeccaj@gmail.com
Home Phone	4402234437
Address	127 West Henderson Street
City	Salisbury
State	NC
ZIP Code	28144
Ethnicity	Caucasian/Non-Hispanic
Gender	Female
Place of Employment	Fisher Athletic
Occupation	Operations/Production Manager
Do you reside within the City limits of Salisbury?	Yes
Are you within the City's Extraterritorial Jurisdiction (ETJ) area?	No
Please indicate your #1 preference:	Hurley Park Advisory Board
Please indicate your #2 preference:	Public Arts Commission

Please indicate your #3 preference:

Human Relations Council

Have you served on a board or commission of the City of Salisbury?

No

Why are you interested in serving on the Board or Commission for which you are applying?

I am eager to join the Hurley Park Advisory Board because I am deeply passionate about contributing to the development and enhancement of public spaces within our community. Hurley Park holds immense value as a vital green space, and I believe my dedication to fostering community engagement aligns seamlessly with the objectives of the Advisory Committee. My personal connection to Hurley Park, as evidenced by the frequent visits I make to the park, underscores my commitment to its well-being and reinforces my desire to actively participate in its development.

Being part of a team that actively contributes to the realization of the master plan for Hurley Park is an exciting prospect. I am committed to working collaboratively with fellow board members to provide valuable insights and recommendations for the continuous improvement of the park. My enthusiasm for sustainable and inclusive urban development, coupled with my firsthand experiences of the park's charm and utility, fuels my desire to contribute to the evolution of Hurley Park into a vibrant and welcoming space for all residents.

Moreover, as a frequent visitor to Hurley Park, I have witnessed the positive impact it has on the community, and this has only strengthened my resolve to actively participate in its growth. I bring a genuine appreciation for the park's current attributes and a vision for its future potential, making me well-positioned to contribute meaningfully to the Advisory Board's objectives. In joining the board, I aim to channel my passion for the park's well-being into actionable strategies that will benefit the entire community.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

As someone with a background as a Production and Operations Manager, I am enthusiastic about the opportunity to contribute my expertise to the Hurley Park Advisory Board. My experience in production and operations management brings several skills and perspectives that can positively impact the board's efforts in developing and enhancing Hurley Park. Here's how my role as a Production and Operations Manager aligns with the board's objectives:

****Efficient Project Execution:**** In my capacity as a Production and Operations Manager, I have honed skills in planning and executing projects with efficiency and precision. This experience is directly applicable to the advisory board's role in realizing the master plan for Hurley Park. I am well-versed in managing project timelines, optimizing resources, and ensuring smooth operations, which will contribute to the successful implementation of park-related initiatives.

****Resource Optimization and Budget Management:**** Managing resources effectively is a key aspect of production and operations management. I am skilled in budgeting and resource allocation, and I can apply this financial acumen to assist the advisory board in securing sponsors and managing funds for the development of Hurley Park. My focus on resource optimization will contribute to the financial sustainability of the park.

****Streamlined Operations and Process Improvement:**** Operations management involves streamlining processes for optimal efficiency. I am dedicated to improving operational workflows, and I can bring this mindset to the advisory board. By identifying opportunities for process enhancement, I aim to contribute to the continuous improvement of Hurley Park's operations.

****Attention to Detail in Developmental Planning:**** As a Production and Operations Manager, attention to detail is paramount in ensuring the quality of outcomes. I am committed to applying this meticulous approach when

reviewing and assessing developmental ideas and plans for Hurley Park. My goal is to provide comprehensive insights that contribute to the board's informed decision-making.

****Problem-solving and Continuous Improvement:**** Problem-solving is inherent in my role, and I am adept at addressing challenges that may arise during projects. I bring a proactive approach to problem-solving, coupled with a commitment to continuous improvement. This mindset will be valuable in navigating and resolving any challenges faced by the advisory board in the development and maintenance of Hurley Park.

In summary, my background as a Production and Operations Manager equips me with the skills necessary to contribute to the strategic development, efficient execution, and ongoing improvement of Hurley Park. I am excited about the prospect of leveraging my experience to enhance the overall functionality and success of the park as a cherished community space.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree

Rebecca

Wells

Submission Date Feb 21, 2024 11:49 AM

First Name Rebecca

Last Name Wells

E-mail wells.rebeccaj@gmail.com

Home Phone 4402234437

Address 127 West Henderson St

City Salisbury

State NC

ZIP Code 28144

Ethnicity Caucasian/Non-Hispanic

Gender Female

Place of Employment Fisher athletic

Occupation Operations Management

Do you reside within the City limits of Salisbury? Yes

Are you within the City's Extraterritorial Jurisdiction (ETJ) area? No

Please indicate your #1 preference: Community Appearance Commission

Have you served on a board or commission of the City of Salisbury? No

Why are you interested in serving on the Board or I am eager to join the Community Appearance Commission because of my deep love for Salisbury and my strong desire to contribute to initiatives that

Commission for which you are applying?

enhance our town's physical appearance and quality of life.

Interest/Skills/Education/Areas of Expertise/Professional Organizations that you feel would be of assistance to you in your duties as a member of the Board or Commission:

Project Planning and Scheduling: Operations management techniques such as project planning and scheduling can help the commission to effectively plan and execute initiatives, ensuring timely completion and successful implementation of projects.

Overall, operations management provides valuable tools and methodologies that can assist the Community Appearance Commission in achieving its objectives and making tangible improvements to the town of Salisbury.

Has any formal charge of professional misconduct ever been sustained against you in any jurisdiction?

No

Is there any possible conflict of interest or other matter that would create problems or prevent you from fairly and impartially discharging your duties as an appointee of the Salisbury City Council?

No

I certify that the facts contained in this application are true and correct to the best of my knowledge. I understand and agree that any misstatement will be cause for my removal from any board or commission.

I agree