

Salisbury, North Carolina
July 18, 2023

REGULAR MEETING

PRESENT: Mayor Karen K. Alexander, Presiding; 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: Mayor Pro Tem Tamara Sheffield.

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, Councilmember Post made a **motion** to adopt the Agenda as presented. Mayor Alexander and Councilmembers McLaughlin, Post, and Smith voted AYE. (4-0)

OATH OF OFFICE – POLICE CHIEF PATRICK SMITH

City Manager Jim Greene reviewed the hiring process for the Police Chief for the City of Salisbury. He stated the search started in December of 2022, and the top priority was to hire the most qualified individual to lead the police department. He added the search began with an internal survey of the police department. He noted Council prioritized engagement and transparency through the hiring process, and community and stakeholder meetings.

Mr. Greene stated 26 applicants were reviewed by a committee that included community members. He added five finalists participated in full-day assessment panels that included 18 members of the community, police chiefs from the area, and City department directors.

Mr. Greene emphasized after the thorough process Police Captain Patrick Smith was selected to serve as the next Police Chief. He added Captain Smith was the most qualified, with 18 years of progressive service with the Salisbury Police Department, and throughout the process, he demonstrated leadership, experience, and innovation. He stated that Captain Smith is a team-oriented visionary with a history of building collaborative, open, and trusting relationships in the community and the department. He stated Captain Smith is committed to expanding our community policing and crime reduction strategies through partnerships and innovation, and Captain Smith reflects the values of an ethical, trustworthy, approachable, empathetic, and caring leader.

Mayor Alexander then administered the Oath of Office for Police Chief to Patrick “PJ” Smith as Chief Smith’s wife Venise held the Bible. Council welcomed Mr. Smith to his new role as Police Chief.

Chief Smith recognized and thanked his family, Mr. Greene, Council, the Police Department, and staff for the opportunity to serve as Police Chief. He stated he looks forward to building and expanding community relationships.

INTRODUCTION – SUMMER YOUTH EMPLOYEES

Human Resources Business Partner Souwan Kiengkham introduced Summer Youth Employees Bralen Mitchell, Eva Carter, and Kimberly Turcios. He noted the Summer Youth Employment Program is funded through Community Development Block Grant funding. He stated they will work with various departments over the next few weeks.

Council welcomed the Summer Youth Employees to the City.

PROCLAMATIONS

Mayor to proclaim the following observances:

ICE CREAM MONTH	July 2023
PARKS AND RECREATION MONTH	July 2023

CONSENT AGENDA

(a) Minutes

Approve Minutes of the special and regular meetings of June 6, 2023.

(b) Budget Ordinance Amendment – Police Department Controlled Substance Tax Funds

Adopt a budget Ordinance amendment to the FY2023-2024 budget in the amount of \$60,000 to appropriate Police Department Controlled Substance Tax Funds to purchase evidence tracking software and for DNA testing.

ORDINANCE AMENDING THE 2022-2023 BUDGET ORDINANCE OF THE CITY OF SALISBURY, NORTH CAROLINA TO APPROPRIATE POLICE DEPARTMENT CONTROLLED SUBSTANCE TAX.

(The above Ordinance is recorded in full in Ordinance Book No. 31 at Page No. 254, and is known as Ordinance 2023-48.)

(c) Budget Ordinance Amendment – Joint Operations Funds

Adopt a budget Ordinance amendment to the FY2023-2024 budget in the amount of \$7,500 to appropriate Joint Operation Funds from the United States Secret Service to be used for purchasing equipment for criminal investigations.

ORDINANCE AMENDING THE 2022-2023 BUDGET ORDINANCE OF THE CITY OF SALISBURY, NORTH CAROLINA TO APPROPRIATE JOINT OPERATION SECRET SERVICE FUNDS.

(The above Ordinance is recorded in full in Ordinance Book No. 31 at Page No. 255, and is known as Ordinance 2023-49.)

(d) Right-of-Way Use Permit – 221 North Main Street

Approve a Right-of-Way Use Permit for the use of sidewalk adjacent to 221 North Main Street for roof restoration in accordance with Section 22-50 of the City Code. The sidewalk will have scaffolding set up to provide a safe pedestrian walkway.

(e) Parking – Lee Street

Adopt an Ordinance amending Section 13-338 of the City Code to state “parking is prohibited at all times along Lee Street beginning at a point 212 feet north of Fisher Street to Kerr Street” to correct a discrepancy in the Code.

ORDINANCE AMENDING CHAPTER 132, ARTICLE X, OF THE CODE OF THE CITY OF SALISBURY, NORTH CAROLINA RELATING TO PARKING.

(The above Ordinance is recorded in full in Ordinance Book No. 31 at Page No. 256, and is known as Ordinance 2023-50.)

(f) Street Closure – A Avenue

Adopt a Resolution declaring the intent to permanently close an unimproved portion of A Avenue, located off of the 1500 and 1600 blocks of Second Street, and set a public hearing for August 15, 2023.

RESOLUTION PERTAINING TO THE PROPOSED CLOSING OF AN UNIMPROVED PORTION OF WEST “A” AVENUE LOCATED OFF THE 1500 AND 1600 BLOCKS OF SECOND STREET.

(The above Resolution is recorded in full in Resolution Book No. 17 at Page No. 25, and is known as Resolution 2023-18.)

(g) Garbage Truck Purchase

Approve the purchase of a New Way automated sidearm Roto Pac garbage truck in the amount of \$405,410.76 as listed on the state contract. This purchase is included in the FY 2023-2024 budget.

(h) Update – Job Classification

Approve an update to job classifications system based on department re-organizations and to assist with recruitment in our Police Department by increasing sworn officer pay ranges by 5% and adjusting salary grades for sworn officers.

Thereupon, Councilmember Post made a **motion** to adopt the Consent Agenda as presented. Mayor Alexander and Councilmembers McLaughlin, Post, and Smith voted AYE. (4-0)

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.

DIVERSITY, EQUITY, AND INCLUSION ANNUAL REPORT

Diversity, Equity, and Inclusion (DEI) Director Anne Little provided a DEI annual report to Council. She noted on July 20, 2021, WPR Consulting presented a comprehensive report on the findings and recommendations from its work with the Salisbury Police Department. She added at the meeting, WPR Consulting recommended designating staff and funding resources for DEI programs across all City departments. She indicated on July 19, 2022, Council received the first comprehensive DEI report outlining inaugural programs, activities, strategies, and goals.

Ms. Little stated the DEI annual report re-affirms the City's commitment to eliminating wrongful disparities and inequities and celebrating its achievements. Ms. Little noted Council established a priority in 2022-2023 to grow the City's DEI Department and focus on integrating DEI into organizational culture. She reviewed DEI highlights from the past year:

- Department funded through Council approved budget
- Human Relations Specialist staff position approved and filled
- Conducted staff DEI training and information sessions
- Assisted with staff engagement initiatives
- Human Relations Commission (HRC) Ordinance updated and codified
- HRC members completed DEI Training
- Council DEI training scheduled for September
- Participated in and helped coordinate police chief selection process including community engagement
- Helped define "Salisbury Housing Umbrella" in partnership and collaboration with Community Planning Department
- Served as partner to help coordinate and participate in diverse community events and festivals like Pride, Juneteenth, National Night Out and the Rowan Chamber's Minority Business Trade Show
- Completed a draft Strategic Action Plan to be finalized fall 2023
- Response and intake process for citizen queries related to the Non-discrimination Ordinance and Fair Housing is in progress

Ms. Little noted 2023-2024 primary goals include:

- Hold next phase of Salisbury Police Department's *Cultivating Community Conversations* with a focus on youth, college students, businesses and targeted communities
- Increase opportunities for community dialogs and engagement; offer community DEI training and information sessions
- Strengthen the structure and work of the HRC
- Continue staff training and information sessions; create programming for specific subject matter education and engagement
- Complete a comprehensive staff demographics report
- Begin a review of City practices and policies to identify and remove equity barriers
- Work with the Finance Department to review and update procurement processes
- Define and initiate a process to identify and celebrate internal and external DEI champions
- Emphasize DEI organizational growth and development as a priority in the City's new strategic plan
- Continue partnerships and support for ongoing internal and external priorities and programs

Ms. Little thanked WPR Consulting Firm consultants Dr. Dennis Wade and Mr. Willie Ratchford for their instrumental support and work in developing the City's DEI program.

Council thanked Ms. Little and staff for their commitment to diversity, equity, and inclusion.

City Manager Jim Greened thanked Ms. Little for her leadership and focus on diversity, equity and inclusion in the City's culture.

RESOLUTION OF SUPPORT – WESTERN NORTH CAROLINA RAIL

City Engineer Wendy Brindle asked Council to adopt a Resolution of Support endorsing the Western North Carolina Rail Service for the Cabarrus-Rowan Metropolitan Planning Organization (CRMPO) priority list.

Ms. Brindle displayed a North Carolina Passenger Rail Opportunities map developed by the North Carolina Rail Division, which shows existing service and future service opportunities for increased passenger rail access across the state. She added staff is focusing on the Western North Carolina Passenger Service, which would connect Salisbury and Asheville. She added the service used to exist but ended in 1975. She stated in 1997, the North Carolina Department of Transportation (NCDOT) started looking at plans and feasibility for restoring the passenger service, and between 1997 and 2020 six plans were considered. She commented service would run along the Salisbury to Asheville alternative line, and the intent would be to restore the 139-mile service in 2045. She noted the anticipation would be 100,000 local trips and an additional 290,000 Western North Carolina trips with Salisbury serving as the hub.

Ms. Brindle added the anticipated cost for this project is \$665 million with a conceptual annual operating cost of \$7.3 million to \$10.9 million.

CRMPO Executive Director Phil Conrad stated Salisbury would benefit from the increased passenger rail access, and once Council has endorsed the project the next steps would include qualifying for federal grants to provide substantial funds.

Mayor Alexander stated the project would not compete with highway funds, and the grants would be specifically for rail passage. She added Council provided a letter of support, and this project would benefit the City.

Thereupon, Councilmember McLaughlin made a **motion** to adopt a Resolution of Support endorsing a new project for Western North Carolina Rail service for the Cabarrus-Rowan Metropolitan Planning Organization Regional Priority List. Mayor Alexander and Councilmembers McLaughlin, Post, and Smith voted AYE. (4-0)

RESOLUTION ENDORSING A NEW PROJECT FOR WESTERN NORTH CAROLINA RAIL SERVICE FOR THE CABARRUS-ROWAN METROPOLITAN PLANNING ORGANIZATION REGIONAL PRIORITY LIST.

(The above Resolution is recorded in full in Resolution Book No. 17 at Page No. 25, and is known as Resolution 2023-18.)

EASEMENT – 124 EAST INNES STREET

City Engineer Wendy Brindle stated staff received a request from Bogle Architecture Firm regarding the property located at 124 East Innes Street. She explained the request is for a 10-foot permanent easement for pedestrian ingress and egress to comply with North Carolina Building Code.

Ms. Brindle displayed images of the property and noted the plan is to add residential units to the building and provide doorway and window openings. She explained the 10-foot easement is needed to satisfy Building Code which states in order to allow opening for residential units there must be access to a public way.

Ms. Brindle noted City Attorney Graham Corriher has determined the easement can be granted for continued public use without monetary compensation from the requester. She stated staff recommends Council approve the 10-foot easement. She added the City owns the parcel beside the building, and if the City redeveloped the property in the future the same 10-foot easement would be used for the redevelopment.

Mayor Alexander stated parking is still available at the side of the building and because there is a sidewalk in place the request would add five additional feet for a future walkaway. Councilmember McLaughlin asked if any parking spaces would be lost. Mayor Alexander stated no parking spaces would be lost.

Councilmember Post asked if an easement is the only legal avenue for granting the 10 feet for public use. Mr. Corriher noted Council could dedicate the additional 10 feet as a public alley, but there are limitations due to Ordinances that restrict parking in alleys. Mr. Corriher stated granting an easement to the building and reserving the right to continue using the space would satisfy the building requirements.

Mayor Alexander asked why the grantee needs 10 feet and not 5 feet. Ms. Brindle stated 5 feet would be sufficient for the percentage of opening but Building Code requires residential units to have a means of egress via a public way.

Councilmember Post noted he is concerned about the City granting a public property right to a private owner. Mr. Corriher noted staff and the property owner can further explore ways to satisfy the Building Code whether it is dedicating the 10 feet as a public alley instead of granting an easement to a private property owner.

Council agreed for staff to look into dedicating the space as a public alley instead of granting an easement and bringing its findings back to Council.

CITY ATTORNEY'S COMMENTS

City Attorney Graham Corriher stated Council has a line item in its budget for special project funding. He explained there is a new state law that requires recusal when Councilmembers serve on the board of directors for nonprofits. He noted the allocations are listed as separate motions so any Councilmember who also serves on one of the boards can recuse themselves from voting on a particular contract.

Mr. Corriher noted the agreements for Council's consideration are for the Salisbury Community Development Corporation (CDC), Rufty Holmes Senior Center, Horizons Unlimited, and the Rowan Arts Council.

Thereupon, Councilmember Post made a **motion** to authorize the City Manager to enter into a funding agreement for the allocation of special project funds for Rowan Economic Development Council. Mayor Alexander and Councilmembers McLaughlin, Post, and Smith voted AYE. (4-0)

Thereupon, Councilmember Smith made a **motion** to authorize the City Manager to enter into a funding agreement for the allocation of special project funds for Salisbury Community Development Corporation. Mayor Alexander and Councilmembers McLaughlin, Post, and Smith voted AYE. (4-0)

Councilmember Post asked to recuse himself from voting on the funding agreement for the Rufty Holmes Senior Center. By consensus, Council agreed.

Thereupon, Councilmember McLaughlin made a **motion** to authorize the City Manager to enter into a funding agreement for the allocation of special project funds for Rufty-Holmes Senior Center. Mayor Alexander and Councilmembers McLaughlin and Smith voted AYE. (3-0)

Thereupon, Councilmember Post made a **motion** to authorize the City Manager to enter into a funding agreement for the allocation of special project funds for Horizon's Unlimited. Mayor Alexander and Councilmembers McLaughlin, Post, and Smith voted AYE. (4-0)

Thereupon, Councilmember McLaughlin made a **motion** to authorize the City Manager to enter into a funding agreement for the allocation of special project funds for Rowan Arts Council. Mayor Alexander and Councilmembers McLaughlin, Post, and Smith voted AYE. (4-0)

COUNCIL COMMENTS

Councilmember Post congratulated Police Chief Smith on his promotion.

Councilmember Smith congratulated Police Chief Smith and said he looks forward to working with him.

MAYOR'S ANNOUNCEMENTS AND COMMENTS

(a) Summer Litter Sweep

Mayor Alexander announced Sustainable Salisbury, a division of the Public Works Department, will host Summer Litter Sweep Saturday, July 22, 2023 from 8:30 a.m. until 10:00 a.m. with a focus on removing litter along North Long Street and East Council Street. To sign up or for more information please call (704) 638-2098.

(b) National Night Out Community Resource Fair

Mayor Alexander announced the City of Salisbury and the Salisbury Police Department will host a National Night Out Event and Community Resource Fair Tuesday, August 1, 2023 beginning at 5:30 p.m. at Bell Tower Green. Students will receive backpacks with a selection of school supplies. The event will feature food and music. Local resource agencies will also be on hand for the event.

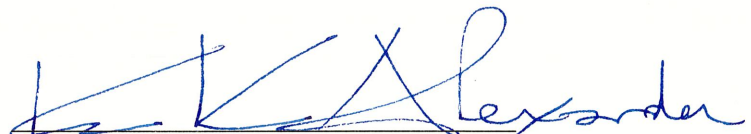
(c) August 1, 2023 City Council Meeting

Mayor Alexander announced the August 1, 2023 City Council meeting will begin at 3:00 p.m. to allow Council to participate in National Night Out and the Community Resource Fair.


ADJOURNMENT

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

The meeting was adjourned at 7:12 p.m.



Karen Alexander, Mayor



Connie B. Snyder, City Clerk