

Salisbury, North Carolina
July 19, 2011

REGULAR MEETING

PRESENT: Mayor Susan W. Kluttz, Presiding; Mayor Pro Tem Maggie A. Blackwell, Councilmen William (Pete) Kennedy, William Brian Miller, and Paul B. Woodson, Jr.; City Manager David W. Treme; City Clerk Myra B. Heard; and City Attorney F. Rivers Lawther, Jr.

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 Kluttz at 4:00 p.m. Councilman Kennedy noted City Manager David Treme became City Manager 25 years ago and began the tradition of Council praying before each meeting. He indicated since this is Mr. Treme's last City Council meeting, he thinks it is fitting to ask Mr. Treme to offer the innovation. Mr. Treme then gave the invocation.

PLEDGE OF ALLEGIANCE

Mayor Kluttz led those present in the Pledge of Allegiance to the United States flag.

RECOGNITION OF VISITORS

Mayor Kluttz welcomed all visitors present. She recognized City Manager David Treme's wife Ms. Karen Treme, and his daughter and son-in-law, Dr. Julianne and Mr. Peter VanGraafeiland.

RECOGNITION OF BRYAN ALSTON

Engineering Director Dan Mikkelson introduced Engineer Bryan Alston. Mr. Mikkelson informed Council that Mr. Alston recently obtained his Professional Engineering certification for the State of North Carolina. He explained in order to obtain his certification Mr. Alston earned

his Bachelor of Science Degree and Masters Degree in Civil Engineering. He obtained 12 years of increasingly responsible engineering experience, provided evidence of good character and reputation and successfully completed an eight hour exam. He added as a licensed engineer Mr. Alston is committed to safeguarding life, health, property, the welfare of the public and to maintaining a high standard of integrity, skills and practice in his profession.

Mr. Alston thanked Council, his family and colleagues for their recognition and support.

Mayor Kluttz stated that Council is very proud of Mr. Alston and his accomplishments.

PARKS AND RECREATION DEPARTMENT SELECTION AS A NATIONAL GOLD MEDAL FINALIST

Parks and Recreation Director Gail Elder White addressed Council regarding the selection of the Parks and Recreation Department as a National Gold Medal Finalist. She explained the Gold Medal was established in 1965 by the National Parks and Recreation Association in cooperation with the American Academy for Park and Recreation Administration. She noted it is the most prestigious award given to Parks and Recreation Departments throughout the country. She informed Council the Gold Medal Award honors communities throughout the United States that demonstrate excellence in long-term planning, resource management, and agency recognition. She stated each agency is judged on its ability to address the needs of those it serves through the energies of citizens, staff, and elected officials.

Ms Elder White stated applicants are separated into five classes based on their City's population, and four finalists are selected from each class to compete for the Gold Medal. She noted the award will be presented later this year at a National Conference in Atlanta. She stated Salisbury Parks and Recreation Department has been selected as a finalist after entering the competition eight times.

Ms. Elder White noted Salisbury Parks and Recreation Department is competing as a Class 4 applicant against 3 other agencies: Elmhurst Park District in Illinois, Town of Parker Parks and Recreation in Colorado, and West Bend Parks, Recreation and Forestry in Wisconsin. She stated each finalist is required to prepare a 12 minute video to send to the five member judge's panel. She thanked the Marketing and Communications Division and noted the video was produced in-house. She thanked Marketing and Community Relations Manager Elaney Hassleman, Web Master and Station Manager Jason Parks, and everyone who participated in the video to help the Parks and Recreation Department tell the City's story. She then previewed the video for Council.

Mayor Kluttz stated the video was a beautiful way to tell Salisbury's story. She congratulated the Public Information Department, the Parks and Recreation Department and everyone who participated in the video.

CONSENT AGENDA

(a) Temporary Street Closure for Crossroads Classic Bike Race

Approve closing the 100-500 blocks of North Main Street, 100-200 blocks of East Council Street, 200 block of Depot Street, 100-200 blocks of East Liberty Street, 100 block of West Cemetery Street, 400 block of North Church Street, and the 100 block of West Kerr Street Thursday, August 4, 2011 from 4:30 p.m. until 10:30 p.m. for the Crossroads Classic Bike Race.

(b) Temporary Street Closure for the Salisbury City Park Criterium Bike Race

Approve closing Lake Drive, North Jackson Street, Miller Street, Club House Drive and Annadale Avenue Sunday, August 07, 2011 from 7:30 a.m. until 5:00 p.m. for the Salisbury City Park Criterium Bike Race.

Thereupon, Mr. Woodson made a **motion** to adopt the Consent Agenda as presented. Mr. Miller seconded the motion. Messrs. Kennedy, Miller, Woodson, and Mses. Blackwell and Kluttz voted AYE. (5-0)

2011 JUSTICE ASSISTANCE GRANT (JAG) IN THE AMOUNT OF \$46,012

(a) Police Chief Rory Collins indicated the Salisbury Police Department has an opportunity to receive a Justice Assistance Grant (JAG) to be used for the purchase of needed equipment. He stated the total of the grant is \$46,012 and it is to be shared with the Rowan County Sheriff's Office. He noted the allocation to the Salisbury Police Department will be \$33,004, and \$13,008 will be allocated to the Rowan County Sheriff's Office. He pointed out this is a non-competitive grant and does not require a match. He indicated the Police Department is required to present to Council how it plans to use the funds and hold a public hearing to receive public comment.

Chief Collins stated the Police Department plans to use the funds to acquire a Morpho Trak Live Scan Modification System. He explained those who are arrested and taken into custody are finger printed and these finger prints are then placed into an automated database and cross referenced with finger prints taken from other crime scenes. He noted this enables officers to clear cases more quickly.

Chief Collins stated the Police Department plans to use the remaining funds for specialized vehicles to perform work that cannot be done in a marked police car.

(b) Mayor Kluttz convened a public hearing, after due notice thereof, to receive comments regarding an application for a 2011 Justice Assistance Grant (JAG) in the amount of \$46,012:

There being no one present to address Council, Mayor Kluttz closed the public hearing.

Mayor Pro Tem Blackwell stated she was pleased the grant was available for the unmarked cars because the cars were deferred from the FY2011-2012 City budget. She noted she is in favor of pursuing the grant.

Councilman Woodson stated he appreciates the Police Department pursuing the grant and noted it is money the taxpayers will not have to pay. He stated he supports the grant, and it will help the Police Department.

Thereupon, Mr. Woodson made a **motion** to approve an application for a JAG grant in the amount of \$46,012. Ms. Blackwell seconded the motion. Messrs. Kennedy, Miller, Woodson, and Meses. Blackwell and Kluttz voted AYE. (5-0)

AGREEMENT WITH SPRINGSTEAD AND ASSOCIATES REGARDING A SEARCH FOR A CITY MANAGER

Human Resources Director Zack Kyle addressed Council regarding its search for a new City Manager. He noted at the July 7, 2011 meeting Council authorized the Mayor to enter into discussions with Springstead and Associates concerning the search. He explained Council has been provided a copy of a contract for \$15,700, which outlines the services Springstead and Associates will provide such as meeting with Council and citizens, advertising, initial applicant screening, and help throughout the process.

Councilman Miller asked if the contract was a defined sum regardless of the timeframe. Mr. Kyle stated the total cost to the City would be \$15,700 plus allowed expenses. Mr. Miller stated he is comfortable with Springstead and Associates and the amount of the contract.

Thereupon, Mr. Kennedy made a **motion** to authorize the Mayor to enter into an Agreement with Springstead and Associates regarding a search for a City Manager. Ms. Blackwell seconded the motion. Messrs. Kennedy, Miller, Woodson, and Meses. Blackwell and Kluttz voted AYE. (5-0)

Mayor Kluttz stated she did not want to rush the process, and it is important for Council to take its time and find the right person. Councilman Woodson stated he had spoken to citizens and they appreciate the opportunity to be heard concerning the search for the next City Manager. Mayor Kluttz noted Council will determine what characteristics they want in the next City Manager with the citizen's help.

MEMORANDUM OF UNDERSTANDING WITH THE ROWAN COUNTY HEALTH DEPARTMENT

Parks and Recreation Director Gail Elder White indicated the City has an annual Memorandum of Understanding for a Local Point of Dispensing Site from the Rowan County Health Department. She stated this will allow the Civic Center to be used as a site where the Rowan County Health Department will be able to dispense inoculations in the event of an emergency. She noted the City Manager signs the Memorandum of Understanding but the staff of the Parks and Recreation Department and the Civic Center will execute the agreement if needed.

Thereupon, Mr. Miller made a **motion** to authorize the City Manager to sign a Memorandum of Understanding with the Rowan County Health Department to utilize the Civic Center as a Local Point of Dispensing Site. Mr. Kennedy seconded the motion. Messrs. Kennedy, Miller, Woodson, and Mses. Blackwell and Kluttz voted AYE. (5-0)

DRAFT ORDINANCE ESTABLISHING A HOUSING ADVOCACY COMMISSION

Community Planning Services Director Joe Morris noted at the July 7, 2011 meeting Council directed staff to draft an Ordinance to create a Housing Advocacy Commission. He noted the recommendation came from the Advisory Committee on Better Housing and Neighborhood Stabilization. He explained the draft Ordinance was preliminarily reviewed by a Council Committee consisting of Mayor Pro Tem Blackwell and Councilman Miller. He stated the draft Ordinance is based on the Ordinance that established the Community Appearance Commission.

Mr. Morris reviewed Section 6.1 of the City Code referring to Boards and Commissions:

“In addition to any authorities, boards or commissions now or here after created and established by or pursuant to the General Statutes, special or local acts of the General Assembly, or this Charter, the City Council may created and establish, by Ordinance or Resolution, such other authorities, boards and commissions as it may deem necessary or appropriate to the administration, regulation, and operation of services, activities, and functions which the City is authorized by law to perform, regulate, and carry on.”

Mr. Morris stated the Ordinance is divided into three articles. He reviewed Article One: Authority, Purpose, Membership, and Organization:

- Section 1.01 Establishment of a housing advocacy commission
- Section 1.02 Membership, qualifications and terms of office
- Section 1.03 Organization of the commission

Mr. Morris reviewed Article Two which describes the powers and duties of the Housing Advocacy Commission:

- Meet quarterly with staff to develop programs and receive reports on activities related to housing and neighborhood conditions
- Distribute educational materials to community residents summarizing the Tenant and Landlord Handbook which clearly addresses tenant rights, and tenant / landlord responsibilities
- Provide a forum for issues related to fair housing and tenant / landlord responsibilities
- Partner with neighborhood groups such as the Neighborhood Leaders Alliance, Salisbury Neighborhood Action Group (SNAG) and the Historic Neighborhoods Alliance to improve community conditions
- Promote efforts to improve the eviction process by amending local ordinances to be consistent with state legislation

- Review and recommend changes to city ordinances to create strengthened, common-sense, minimum housing standards
- Formulate and recommend changes to the City Council for the adoption or amendment of Ordinances (including the land development Ordinance and other local Ordinances regulating the use of housing) that will, in the opinion of the commission, serve to improve the condition of housing and neighborhoods within the City and its surrounding areas
- Direct the attention of City Officials to needed enforcement of any Ordinance that may in any way affect the quality of housing and neighborhood conditions within the City
- Promote public interest in, and an understanding of, its recommendations, studies and plans, and, to that end, to prepare, publish and distribute to the public such studies and reports in order to advance the cause of improved housing and neighborhoods
- Conduct public meetings, hearings, community forums and informational workshops while giving reasonable notice to the public thereof

Mr. Morris reviewed Article Three: Reports, Committees, Services and Funds:

- Section 3.01 Requires an Annual Report to City Council
- Section 3.02 Allows the Commission to appoint Special Committees
- Section 3.03 Allows the Commission to make recommendations on staff and technical services to City Council
- Section 3.05 Allows the Commission to accrue funds

Mr. Morris stated the requested Council action is to consider setting a public hearing for Tuesday, August 2, 2011.

Councilman Miller asked if it is necessary to state in the qualifications that candidates for the Housing Advocacy Commission must be residents of the City of Salisbury. Mr. Morris stated the Commission does not have any judicial authority and additional regulations are not necessary.

Councilman Miller noted he will be out of town and unable to attend the August 2, 2011 City Council Meeting. Mayor Klutz asked Mr. Morris if the public hearing could be delayed. Mr. Morris stated it would not affect staff to delay the meeting. Councilman Woodson suggested postponing the public hearing until the August 16, 2011 meeting so Mr. Miller can attend. Mr. Miller asked if the public hearing and the vote could be held in the same meeting. Mr. Morris confirmed the public hearing and vote could be held at the same meeting.

Thereupon, Ms. Blackwell made a **motion** to set a public hearing for August 16, 2011 to receive public comment regarding the Housing Advocacy Commission. Mr. Kennedy seconded the motion. Messrs. Kennedy, Miller, Woodson, and Mses. Blackwell and Klutz voted AYE. (5-0)

PUBLIC COMMENTS

Mayor Kluttz opened the floor to receive public comment.

Reverend Bill Godair, 415 Scottsdale Drive, indicated in his opinion, the Pride Celebration that took place Saturday, June 25, 2011 placed every pastor in Rowan County in a bad position. He noted he received at least 130 phone calls, text messages and emails and was contacted by over 24 churches, pastors and business owners. He indicated the majority were not connected to Cornerstone Church. He stated he was not concerned about the participants, just the silent crowd. He noted in January 2011, there was an event asking citizens to pray, fast and ask God to bless the local economy. He explained Cornerstone Church invested \$15,000 in this event and he pointed out hundreds joined and participated. He stated several months ago Cornerstone Church started El Latino newspaper, encouraging the Latino community to spend their money in Salisbury and Rowan County. He stated a petition is now being circulated, with over 300 signatures, asking people not to shop or spend money in Salisbury. He noted he will not sign the petition, adding the anger and frustration should be taken to the voting polls not taken out on local businesses. He stated the citizens of Salisbury are scared and angry. He indicated there is a major anti-government sentiment in this country, and people are looking for someone to blame. He concluded by stating the worst thing about the Pride Celebration was the timing, and whoever put pressure on Council to support the Pride Celebration was not a true friend of Council.

Mr. Don Sayers, 201 South Ellis Street, asked for the City's help regarding a raccoon problem in his neighborhood. He stated in the past two years, in the area of South Ellis and South Fulton Streets, he is aware of 22 raccoons that have been trapped and disposed of. He commented he has experienced problems at his home as the raccoons have invaded his goldfish pond, attacked his cat, and tormented his elderly neighbor. He stated the raccoons come onto his porch and are not easily frightened away. He indicated he initially hired a professional "critter" remover, but it cost \$165 to have a raccoon removed. Mr. Sayers stated there is an infestation of raccoons in the open crawl space of the Blackmer House, and one of the neighbors actively feeds them. He noted one neighbor has seen as many as six raccoons in their backyard where the raccoons climbed the fence from the Blackmer House. Mr. Sayers asked the City to inspect the Blackmer House, and if raccoons are determined to be there, declare the house a nuisance in order to have the raccoons removed and a lien placed on the property. He stated his family and neighbors should not have to endure this problem living only four blocks from the square of Salisbury. He noted the raccoons can carry rabies and indicated this should not be happening in Salisbury.

There being one else present to address Council, Mayor Kluttz closed the public comment session.

CITY MANAGER'S COMMENTS

(a) ABC Board Annual Budget

City Manager David Treme informed Council the Alcoholic Beverage Control (ABC) Board has now adopted an annual budget. He noted a new requirement for ABC Boards is to prepare an annual budget, and the Rowan/Kannapolis ABC Board has accomplished this. He commented he feels good about the City's representation on the Board through its appointment, Mr. David McCoy. He commended the ABC Board for the strides it has made in financial reporting.

RESOLUTION RECOGNIZING CITY MANAGER DAVID TREME

Mayor Kluttz indicated City Manager David Treme will retire August 1, 2011 after 25 years of service to the City of Salisbury, and she noted today is his last Council meeting. Mayor Kluttz introduced and read a Resolution of Appreciation honoring Mr. Treme for his service as City Manager for Council's consideration.

Thereupon, Mr. Kennedy made a **motion** to adopt a Resolution of Appreciation Honoring David Walton Treme for his service as City Manager. Mr. Woodson seconded the motion. Messrs. Kennedy, Miller, Woodson, and Mses. Blackwell and Kluttz voted AYE. (5-0)

RESOLUTION OF APPRECIATION HONORING DAVID WALTON TREME FOR HIS SERVICE AS CITY MANAGER.

(The above Resolution is recorded in full in Resolution Book No. 14 at Page No. 19, and is known as Resolution 2011-19.)

Councilman Miller stated one of his favorite movies is "It's a Wonderful Life," where the main character is offered a glimpse of what his hometown would have been like if he had not been there. Mr. Miller commented Salisbury would have been a far different place today without Mr. Treme at the helm over the last 25 years. He stated Salisbury is highly respected within municipal government circles for the way the organization is run, the professionalism of its staff, the goals and achievements accomplished, and he noted Mr. Treme is the architect of all of this. He commented when a person who has made a contribution leaves the organization it is better because of their efforts, and they have done a good thing. He stated Mr. Treme has done a good thing, and he thanked Mr. Treme for his service.

Mayor Pro Tem Blackwell thanked Mr. Treme for his 25 years of service to the City. She noted running a city is a mammoth task and although the City has talented staff and managers, Mr. Treme's leadership has allowed everything to run smoothly. She commented the fundamental humanity of public employees is sometimes forgotten, and she noted Mr. Treme has made many personal sacrifices. She stated he has been praised and vilified, but has kept his faith and continued to serve loyally. Ms. Blackwell indicated Mr. Treme has been through decades of change since he was hired by Mayor Wear in 1986. She commented the newer generations of

workers do not serve in one job for 25 years, and the average tenure of a City Manager is only 5 years. She added it is likely Mr. Treme will be the last City Manager to serve the City for this length of time. Ms. Blackwell thanked Mr. Treme for his diligent, long, and faithful service to the City and she wished him a happy retirement.

Councilman Paul Woodson noted he has worked with Mr. Treme for 14 years, and he has always been amazed with Mr. Treme's sense of timing. He stated Mr. Treme seemed to know the future needs of the City and worked with staff to address the issues. He stated Mr. Treme and his staff have put great efforts into the City, and Mr. Treme has been very sincere in what he has done to make the City an outstanding place. Mr. Woodson noted there have been ups and downs, including the required expansion of the water system and then the subsequent loss of textile plants. He stated he thinks Mr. Treme is a great leader and he has learned a lot from him. Mr. Woodson encouraged Mr. Treme to teach others after his retirement, and stated he thinks Mr. Treme has a great future ahead. He noted he admired Mr. Treme for rarely taking time off. Mr. Woodson stated he will miss Mr. Treme and working with him has made him a better person. He wished Mr. Treme the best of luck.

Councilman Kennedy stated when he came on the Council 18 years ago he remembers a ghost of a mall named Towne Mall on East Innes Street. He noted there was also a vacant bakery in the middle of the City, and many neighborhoods were in decline. Mr. Kennedy stated Mr. Treme's leadership provided information to Council to enable them to move on these special projects. He noted there are now major restaurants and development on East Innes Street, the old bakery now houses law offices, and the Community Development Corporation exists because of Mr. Treme's leadership and efforts. Mr. Kennedy noted one reason he is here is because of Mr. Treme's leadership. He commented although each Council he has served on has had differences of opinion, the Council members have been a team and rallied behind the decision made, and he feels this is due to Mr. Treme's leadership. Mr. Kennedy stated Mr. Treme will be missed. He noted this is just the end of one career and he feels sure the next career will be even better. He stated he will continue to call on Mr. Treme for support and guidance, and he wished Mr. Treme the best of health. Mr. Kennedy wished Mr. Treme and his family much luck in the future.

City Clerk Myra Heard indicated she is also a part of the City organization because of Mr. Treme's leadership, and it has been an honor and privilege to serve alongside him for the past 9 years. She noted she has seen firsthand how much Mr. Treme truly loves and cares about other people. She stated he is an encourager and supporter and sees the very best in people. She added Mr. Treme has no greater delight than to see people achieve. Ms. Heard stated Mr. Treme has been a mentor and friend and has always encouraged her, even guaranteeing her success when she first became City Clerk. She commented Mr. Treme has prayed for her and her family for many years, and knowing him has made a big difference in her life. She stated she will be forever grateful for the difference he has made in her and other City Employees' lives. She prayed great joy for Mr. Treme in his retirement and blessings for him and his family. Ms. Heard stated Mr. Treme is loved and will be missed. Mayor Kluttz commented she thinks Ms. Heard speaks for many employees.

Mayor Kluttz then presented a framed copy of the Resolution to Mr. Treme. Mr. Treme thanked his wife Karen and noted being the wife of a City Manager is not an easy job. He

commented she has fielded many calls at their home, and he thanked her for her support throughout his career. He indicated his son Robert and his wife Jiwon will be arriving from Korea where Robert works for General Motors, and he thanked his son for his prayers and support. Mr. Treme also thanked his daughter Julianne and her husband Pete for their support, along with the support of his family. Mr. Treme stated he came to Salisbury with the idea of staying 3 to 5 years, but obviously he like it very much. He commented rather than being a City Manager who wanted to do his own thing, he felt his job was to make City Council successful in achieving those things they wanted for the community. He stated he thinks the City's Outcomes and Goals process is one of the best in the State in regard to producing accomplishments. Mr. Treme thanked the current and past City Councils for working in this format for the past 25 years, because he feels a great deal has been accomplished. He stated he appreciates the employees of the City, and he thinks they are a great group who has embraced servant leadership. He noted they really enjoy serving the citizens of the community, and surveys have shown the citizens appreciate the service. He congratulated and thanked the employees for their outstanding work, accomplishments, professionalism and dedication. He commented employees want to make Council proud and successful and want to serve the citizens of the community. Mr. Treme also thanked the citizens of the community and noted he prays for the community, employees and Council daily. He noted he thinks God has answered the prayers over time and has blessed the City. He stated it has been his honor and pleasure to serve City Council and the citizens of the community. He commented he believes the job of City Manager is a calling and he does feel he was called to serve. He added he does not think he could have picked a better place to serve than in Salisbury and he thanked Council for their support, prayers and encouragement. Mr. Treme thanked the City Clerk's office and staff for their excellent support. He indicated his prayers will continue to be with Council and the City, and he knows the future will be even brighter than the past.

Mayor Kluttz stated no one has given more to the City of Salisbury than Mr. Treme with his 25 years of constant dedicated service and love. She stated it gives her great pleasure to present Mr. Treme with the highest honor she can bestow upon a citizen, and she presented him with a framed Key to the City.

Mayor Kluttz announced a public reception for Mr. Treme will be held Thursday, July 28, 2011 from 2:00 p.m. until 5:00 p.m. at City Hall. She noted comments will be held at 3:00 p.m. and she invited the public to attend.

MAYOR'S ANNOUNCEMENTS

(a) North Lee Street Redevelopment Project

Mayor Kluttz announced the City of Salisbury will receive \$290,000 from the North Carolina Department of Transportation Statewide Contingency Fund to complete the North Lee Street Redevelopment Project. Funds will be used to replace and widen sidewalks, install street lighting, add landscaping and other work as related to the project.

CLOSED SESSION

Mayor Kluttz requested a motion to go into closed session concerning a personnel matter as allowed by NCGS 143-318.11(a)(6).

Thereupon, Ms. Blackwell made a **motion** to go into closed session concerning a personnel matter as allowed by NCGS 143-318.11(a)(6). Mr. Kennedy seconded the motion. Messrs. Kennedy, Miller, Woodson, and Mses. Blackwell and Kluttz voted AYE. (5-0)

RETURN TO OPEN SESSION

Thereupon, Ms. Blackwell made a **motion** to return to open session. Mr. Kennedy seconded the motion. Messrs. Kennedy, Miller, Woodson, and Mses. Blackwell and Kluttz voted AYE. (5-0)

APPOINTMENT OF INTERIM CITY MANAGER

Councilman Paul Woodson stated Council has met and discussed the candidates for Interim City Manager at great length and interviewed three outstanding candidates.

Thereupon, Mr. Woodson made a **motion** that Mr. Doug Paris, Assistant City Manager, become the Interim City Manager and to enter a Memorandum of Understanding and Agreement the Council has on his salary and bonus on taking this position. Ms. Blackwell seconded the motion. Messrs. Kennedy, Miller, Woodson, and Mses. Blackwell and Kluttz voted AYE. (5-0)

Mayor Kluttz noted Council had three excellent candidates from the Management Team for the position of Interim Manager. She stated Council was confident any one of the three could have done a wonderful job in this position. She noted Mr. Paris has worked very closely with Council as Assistant City Manager on both its Goals and Outcomes and as a liaison to the State Legislature. She indicated she has gained trust, confidence and respect for him and his extensive knowledge of municipal government. Mayor Kluttz stated Council is confident because Mr. Paris has worked closely with Mr. Treme and because of the excellent Management Team in place, he will provide a smooth transition until a permanent City Manager is in place.

Councilman Woodson stated Mr. Paris is a very energetic, hard-working and intelligent young man and he thinks he will do a good job.

Councilman Kennedy noted there were very strong candidates for this position and any one could have handled the interim position. He congratulated Mr. Paris, and commented Mr. Paris is an innovative and rising star in the public administration arena who will do a good job.

Mayor Pro Tem Blackwell stated Mr. Paris is a man of amazing intelligence and his work ethic is unquestionable. She noted she has every confidence he will succeed in this role as Interim City Manager, and she expressed her appreciation at his willingness to serve.

Councilman Miller commented he is also pleased to have Mr. Paris serve during this interim period, adding Mr. Paris is often underestimated but never out-worked. Mr. Miller stated the City's Management Team is strong and capable, and all candidates would have been a great selection for this position. He indicated he looks forward to Mr. Paris' service during the interim period and thanked him for his willingness to serve.

Mr. Paris expressed his gratitude for the opportunity to serve as Interim City Manager during the period of transition in the community's leadership. He assured Council the City organization will be behind Council 100 percent during the transition in continuing to achieve its outcomes, goals and vision.

ADJOURNMENT

Motion to adjourn the meeting was made by Mr. Woodson, seconded by Mr. Kennedy. All council members in attendance agreed unanimously to adjourn. The meeting was adjourned at 5:46 p.m.


Susan W. Kluttz, Mayor


Myra B. Heard, City Clerk