

Salisbury, North Carolina
March 19, 2024

REGULAR MEETING

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

ABSENT: Councilmember Anthony Smith.

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/CHANGES TO THE AGENDA

Mayor Alexander stated the applicant for the voluntary annexation on Woodleaf Road has pulled the request. She noted the item and associated public hearing will be rescheduled at a later date.

Thereupon, Mayor Pro Tem Sheffield made a **motion** to adopt the Agenda as amended. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, and Post voted AYE. (4-0)

INTRODUCTION – TRAFFIC ENGINEER VICTORIA TREXLER

Transportation Director Wendy Brindle introduced Traffic Engineer, Victoria Trexler. She stated Ms. Trexler began her career with the City on March 4, 2024. Council welcomed Ms. Trexler to the City.

PROCLAMATION

Mayor to proclaim the following observance:

TRANSGENDER DAY OF VISIBILITY

March 31, 2024

CONSENT AGENDA

(a) Minutes

Approve Minutes of the special meeting of January 24-25, 2024 and the regular meeting of March 5, 2024.

(b) Budget Ordinance Amendment – Public Safety Grant

Adopt a budget Ordinance amendment to the FY2023-2024 budget in the amount of \$10 million to appropriate a state grant for public safety.

ORDINANCE AMENDING THE 2023-2024 BUDGET ORDINANCE OF THE CITY OF SALISBURY, NORTH CAROLINA TO APPROPRIATE A STATE GRANT FOR PUBLIC SAFETY.

(The above Ordinance is recorded in full in Ordinance Book No. 32 at Page No. 33, and is known as Ordinance 2024-18.)

(c) Budget Ordinance Amendment – Ring in Spring Event

Adopt a budget Ordinance amendment to the FY2023-2024 budget in the amount of \$900 to appropriate a donation for the Ring in Spring event.

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

(The above Ordinance is recorded in full in Ordinance Book No. 32 at Page No. 34, and is known as Ordinance 2024-19.)

(d) Purchase Order Approval

Authorize the City Manager to approve Purchase Order 240914 in the amount of \$156,039.91 for the purchase of a new John Deere 75 P-Tier Excavator from James River Equipment for Salisbury-Rowan Utilities. The purchase is being made from a Sourcewell Cooperative Contract and funding is available in the Salisbury-Rowan Utilities Operating Fund.

(e) Purchase Order Approval

Authorize the City Manager to approve Purchase Order 240928 in the amount of \$320,935.75 for the purchase of ballistic vests and helmets for Police and Fire from Lawmen's Distribution, LLC. This purchase is being made from NC State Contract 680C using funds from the state grant for public safety.

(f) 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 right-of-way of Ludwick Heights Lane per Section 11-24(27) of the City Code.

(g) Resolution of Support – Comprehensive Bicycle Plan Update

Adopt a Resolution of Support for an application to the North Carolina Department of Transportation Integrated Mobility Division for a grant to update the City's Comprehensive Bicycle Plan. If awarded the grant will require a 30% City-match.

RESOLUTION OF SUPPORT FOR NORTH CAROLINA DEPARTMENT OF TRANSPORTATION BICYCLE AND PEDESTRIAN PLANNING GRANT.

(The above Resolution is recorded in full in Resolution Book No. 17 at Page No. 16, and is known as Resolution 2024-11.)

(h) Master Services Contract – Wolf Trail Engineering

Approve master service contracts with Technical Assurance, Inc. and Wolf Trail Engineering for on-call engineering services related to the City's roofing needs. These contracts are for on-call services and will be used on an as-needed basis. Funds are allocated in Public Work's FY24 operating budget for these expenses.

(i) Deputy Finance Officers

Appoint Tracey Keyes, Kaley Sink and Crystal McBride as Deputy Finance Officers under NCGS 159-28(a) until such time as they are no longer employed by the Finance Department.

(j) Update – Job and Pay Classification System

Approve an update to the job and pay classification system to add the position of Assistant Land and Development Services Director at Pay Grade 21.

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

PUBLIC COMMENT

Mayor Alexander opened the floor to receive public comments.

Ms. Heather Depalma-Spivey thanked Council for proclaiming March 31, 2024 as Transgender Day of Visibility in the City.

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

VOLUNTARY ANNEXATION – WOODLEAF ROAD

This item was pulled.

LAND DEVELOPMENT DISTRICT MAP AMENDMENT – PEACH ORCHARD LANE

Senior Planner Victoria Bailiff addressed Council regarding a Land Development District Map amendment to rezone one parcel, approximately 10.88 acres from Rowan County Commercial Business Industrial (CBI) to Light Industrial (LI). She explained the request is a general request that does not include conditions or a site plan, and she reviewed permitted uses.

Ms. Bailiff stated staff finds the zoning request is consistent with Forward 2040 Policies 7.8.2 and Policy 7.8.3. and recommends designating the parcel as an employment center in the Future Land Use Map. She added the Planning Board held a courtesy hearing at its February 27, 2024 meeting and voted unanimously to recommend approval and to designate the area as an employment center in the Future Land Use Map.

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

Mr. Jason Dolan representing the applicant spoke in favor of the request. Councilmember McLaughlin asked how the developers plan to utilize the parcel. Mr. Dolan noted the developer is planning to use the land to store landscape materials and vehicles.

Ms. Dottie Hoy addressed Council with concerns for tree canopy preservation on the site.

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

Mayor Alexander asked about the setback and architectural requirements for LI zoning. Ms. Bailiff noted the setback for LI is 100 feet, and she pointed out developers are required to leave a vegetative buffer around the site which has minimal architectural requirements. Mayor Alexander asked if there are tree protection requirements. Ms. Bailiff noted there is a 30% tree canopy requirement.

Mayor Pro Tem Sheffield stated the City Council hereby finds and determines that adoption of an Ordinance to rezone the properties described herein, is reasonable and in the public interest. The proposal is fundamentally consistent with the goals, objectives, and policies of the Forward 2040 Comprehensive Plan due to the proposed petition, site characteristics, surrounding development pattern, and observations provided by City staff, identifying the policies that support the petition. Thereupon, Ms. Sheffield made a **motion** to adopt an Ordinance amending the Land Development District Map of the City of Salisbury, North Carolina, rezoning Tax Map 407B Parcel 043, approximately 10.88 acres, from Rowan County Commercial Business Industrial zoning to City of Salisbury Light Industrial zoning, thereby also amending the Forward 2040 Future Land Use map place type for Tax Map 407B Parcel 043 to Employment Center. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin and Post voted AYE. (4-0)

ORDINANCE AMENDING THE LAND DEVELOPMENT DISTRICT MAP OF THE CITY OF SALISBURY, NORTH CAROLINA, REZONING TAX MAP 407B PARCEL 043, APPROXIMATELY 10.88 ACRES, FROM ROWAN COUNTY COMMERCIAL BUSINESS INDUSTRIAL ZONING TO CITY OF SALISBURY LIGHT INDUSTRIAL ZONING.

(The above Ordinance is recorded in full in Ordinance Book No. 32 at Page No. 35, and is known as Ordinance 2024-20.)

LAND DEVELOPMENT DISTRICT MAP AMENDMENT – MAIN STREET

Senior Planner Victoria Bailiff addressed Council regarding a request to amend the Land Development District Map to rezone once parcel, approximately 13.1 acres from Light Industrial (LI) to Highway Business (HB) in anticipation of future development.

Ms. Bailiff explained the request is a general use request that does not include conditions or a site plan. She reviewed permitted uses, and she referenced the Future Land Use Map which designates the area as an employment center.

Ms. Bailiff stated staff finds the zoning request consistent with Forward 2040 Policy 11.1.7, which encourages the redevelopment and reuse of underutilized surface parking lots, brownfield sites, and vacant buildings and lots. She indicated Planning Board held a courtesy hearing at its

February 27, 2024 meeting and voted unanimously to recommend approval and found the request consistent with the Forward 2040 Comprehensive Plan.

Councilmember McLaughlin asked if staff has received feedback from the community regarding the rezoning request. Ms. Bailiff stated she had not received feedback.

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

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

Councilmember Post stated the City Council hereby finds and determines that adoption of an Ordinance to rezone the properties described herein, is reasonable and in the public interest. The proposal is fundamentally consistent with the goals, objectives, and policies of the Forward 2040 Comprehensive Plan due to the proposed petition, site characteristics, surrounding development pattern, and observations provided by City staff, identifying the policies that support the petition. Thereupon, Mr. Post made a **motion** to adopt an Ordinance amending the Land Development District Map of the City of Salisbury, North Carolina, rezoning Tax Map 470 Parcel 029, approximately 13.1 acres, from Light Industrial to Highway Business zoning. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin and Post voted AYE. (4-0)

ORDINANCE AMENDING THE LAND DEVELOPMENT DISTRICT MAP OF THE CITY OF SALISBURY, NORTH CAROLINA, REZONING TAX MAP 470 PARCEL 029, APPROXIMATELY 13.1 ACRES, FROM LIGHT INDUSTRIAL TO HIGHWAY BUSINESS ZONING.

(The above Ordinance is recorded in full in Ordinance Book No. 32 at Page No. 36, and is known as Ordinance 2024-21.)

LAND DEVELOPMENT DISTRICT MAP AMENDMENT – KLUMAC ROAD

Senior Planner Victoria Bailiff addressed Council regarding a request to amend the Land Development District Map to rezone once parcel, approximately 5.71 acres located at 1125 Klumac Road from Highway Business (HB) to HB with a Conditional District (CD) Overlay. She displayed the master plan, and she noted the applicant is proposing development of a four-story hotel with 121 rooms. She explained the developer is making two design alternative requests:

- Alternative to Section 5.17 requesting maximum height increases from three to four stories
- Alternative to Section 10.6 requesting one parking lot connection to adjacent lots

Ms. Bailiff stated the recommended alternative method of compliance is to Section 8.8 regarding landscaping. She explained the applicant has requested to use ornamental trees as street yard trees and to place them at a distance of at least eight feet from the edge of the waterline

easement along the Klumac Road right-of-way. She referenced the Future Land Use Map which designates the property as a regional commercial center with a CD overlay.

Ms. Bailiff stated staff finds the request consistent with Forward 2040 Policies 3.2.2, Policy 11.1.7 and Policy 7.1.2. She noted the master plan was reviewed by the Technical Review Committee (TRC) who recommended approval of the plan with minor revision which were satisfied upon resubmittal.

Ms. Bailiff noted Planning Board held a courtesy hearing at its February 27, 2024 meeting, and found the request to be consistent with the Forward 2040 Comprehensive Plan and recommended approval subject to landscaping plan revisions to accommodate the location of an existing waterline on Klumac Road.

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

Mr. Luke Dickey, Director of Land Planning for Stimmel Associates, noted the hotel would be a division of Hilton Hotels and would include extended stays with suites and kitchenettes. Councilmember McLaughlin asked about the use for the remaining parcel. Mr. Dickey noted there are no future land use plans at this time.

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

Councilmember Post asked if having only one parking lot connection would pose a public safety risk. Fire Chief Bob Parnell stated the plan meets state fire codes and access point requirements.

Councilmember Post stated the City Council hereby finds and determines that adoption of an Ordinance to rezone the properties described herein, is reasonable and in the public interest. The proposal is fundamentally consistent with the goals, objectives, and policies of the Forward 2040 Comprehensive Plan due to the proposed petition, site characteristics, surrounding development pattern, and observations provided by city staff, identifying the policies that support the petition. Thereupon, Mr. Post made a **motion** to adopt an Ordinance amending the Land Development District Map of the City of Salisbury, North Carolina, rezoning Tax Map 060 Parcel 099, approximately 5.71 acres located at 1125 Klumac Road from Highway Business to Highway Business with a Conditional District Overlay. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin and Post voted AYE. (4-0)

ORDINANCE AMENDING THE LAND DEVELOPMENT DISTRICT MAP OF THE CITY OF SALISBURY, NORTH CAROLINA, REZONING TAX MAP 060 PARCEL 099, APPROXIMATELY 5.71 ACRES LOCATED AT 1125 KLUMAC ROAD FROM HIGHWAY BUSINESS TO HIGHWAY BUSINESS WITH A CONDITIONAL DISTRICT OVERLAY.

(The above Ordinance is recorded in full in Ordinance Book No. 32 at Page Nos. 37-38, and is known as Ordinance 2024-22.)

LOCAL HISTORIC LANDMARK DESIGNATION – THE SALISBURY BUILDING

Planner Emily Vanek asked Council to consider adopting an Ordinance designating the Salisbury Building located at 121 West Council Street as a Local Historic Landmark. She noted the Salisbury Building was constructed in 1929 in the art deco style by the Architect Firm Mayre, Alger, and Vinour. She stated the property is a contributing resource to the Salisbury National Register Historic District and is considered to have significance under Criterion C.

Ms. Vanek explained for Local Historical Landmark property (LHLP) designation integrity is assessed based on location, setting, design, materials, workmanship, feeling, and association and staff finds the building retains integrity in all seven aspects. She stated the entire exterior and partial interior is included in the designation Ordinance.

Ms. Vanek noted the Historic Preservation Commission (HPC) received the pre-application in November 2023 and found the property meets LHLP designation and the designation report was forwarded to the State Historic Preservation Office (SHPO) for comment. She stated in January 2024, HPC reviewed the application and found that the property has special significance for its architectural and historical importance and retains all seven aspects of integrity.

Mayor Alexander convened a public hearing after due notice to receive comments regarding the proposed Local Historic Landmark designation for the Salisbury Building.

Mr. Josh Barnhardt spoke in favor of designating the building as a Local Historic Landmark.

Ms. Karen Lilly-Bowyer spoke in favor of designating the Salisbury Building as a Local Historic Landmark and noted the building is the only true art deco style in the City

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

Councilmember Post asked if converting the Salisbury Building for non-residential use would result in loss of its historic designation. Ms. Vanek clarified that it would not.

Thereupon, Councilmember McLaughlin made a **motion** to adopt an Ordinance designating the “Salisbury Building” located at 121 West Council Street in Salisbury, North Carolina as a Local Historic Landmark. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post and Smith voted AYE. (5-0)

ORDINANCE DESIGNATING THE “SALISBURY BUILDING” LOCATED AT 121 WEST COUNCIL STREET IN SALISBURY, NORTH CAROLINA AS A LOCAL HISTORIC LANDMARK.

(The above Ordinance is recorded in full in Ordinance Book No. 32 at Page No. 39-41, and is known as Ordinance 2024-23.)

COMMUNITY DEVELOPMENT BLOCK GRANT AND HOME PROGRAM FUNDS
DRAFT ACTION PLAN AND BUDGET

Planning and Neighborhoods Director Hannah Jacobson and Planner Malikia Cherubala presented the 2024 Community Development Block Grant (CDBG) Draft Action Plan and Budget to Council. Ms. Cherubala stated the anticipated funding 2024 is \$535,000.

Ms. Cherubala reviewed programs supported in the Action Plan including owner-occupied rehabilitation. She noted the proposed budget for the program is \$128,250 of the CDBG funds, and the goal is to increase the supply of decent, affordable housing in the City.

Ms. Cherubala reviewed the affordable rental housing program, which would provide a low-interest loan to support a 64-unit mixed-income development to offer housing to seniors and older adults. She stated the units would be affordable to a renter earning less than 80 % of the area median income and the proposed budget for the project is \$100,000 of CDBG funds.

Ms. Cherubala reviewed the new single-family construction program. She noted the proposed budget is \$85,051 of HOME Program funds.

Ms. Cherubala referenced the down payment assistance program, which provides \$20,000 of down-payment assistance for first-time, low-to-moderate income homebuyers through HOME Program funds. She added the proposed budget is \$60,000.

Ms. Cherubala noted the Action Plan would also support public service agencies that serve low-to-moderate-income individuals and households and the proposed budget is \$45,750 of the CDBG funds. She stated planning and administration cost for programs includes contracts with the Community Development Corporation (CDC) to manage the programs and keep records. She indicated the planning and administration budget is \$5,000 of CDBG funds and \$8,703 of HOME Program funds.

Ms. Cherubala provided an Action Plan timeline and noted a public comment period will be held from March 19, 2024 through April 19, 2024. She added on April 4, 2024, a public input meeting will be held, and on May 7, 2024 staff will bring the finalized Action Plan to Council for its consideration.

Mayor Alexander thanked Ms. Cherubala and staff for identifying programs to assist with housing.

REVISIONS - DOWNTOWN REVITALIZATION INCENTIVE GRANT PROGRAM

Planning and Neighborhoods Director Hannah Jacobson and Urban Design Planner Alyssa Nelson addressed Council regarding revisions to the Downtown Revitalization Incentive Grant Program (DRI) for FY 2024-2025. Ms. Nelson noted Council established the DRI grant program in 2014 to promote economic growth within the Municipal Service District (MSD). She stated the

program contributed to the completion of 16 significant downtown projects and leveraged over \$20 million in private investment.

Ms. Nelson explained the City received a grant from the state that will be used to construct a fire loop system, which will reduce the financial burden for developers and private property owners to install fire suppression sprinkler systems in their buildings.

Ms. Nelson noted the grant is divided into three sections: building rehabilitation, residential creation, and fire suppression. She added grant revisions include amending eligibility for local historic landmark requirements to exclude properties designated as Local Historic Landmarks and minor adjustments to the project scoring system.

Ms. Nelson referenced the scoring rubric and noted the addition of a 20-point maximum score under residential units created and an increase to the minimum contributions of overall project investment and fiscal benefit from \$100,000 to \$200,000. She noted points were increased for sustainable design elements and preservation.

Councilmember Post asked about the total allocated for the grant program. Ms. Nelson stated \$150,000 is available for the program. Councilmember Post asked about the selection process. Ms. Nelson explained a review committee will evaluate the applications and score each project based on the scoring rubric. She noted the committee's recommendations will be presented to Council for its approval.

Mayor Alexander requested clarification on the increase of the minimum project investment from \$100,000 to \$200,000. Ms. Nelson explained the grant from the State for the fire loop has significantly reduced financial burden on developers, and the increase in project costs has made the minimum contribution increase necessary.

Councilmember Post referenced the scoring rubric and asked if businesses with back entrances, such as retail or residential units, would be disqualified under the impact and visibility scoring section. Ms. Nelson noted as long as the building is primarily facing 100 North Main Street, 100 South Main Street, 100 East Innes Street, 100 West Innes Street, 200 North Main Street, 200 South Main Street, and 200 East Innes Street it would qualify.

Councilmember Post expressed concerns related to the scoring rubric for the project. He pointed out disparity in the scoring system under street level activation noting restaurant spaces are given five points, whereas retail and entertainment services only receive one point. Ms. Jacobson explained five points were assigned to restaurant services to compensate for the additional equipment and supplies needed to operate the business. Mayor Pro Tem Sheffield stated Council should encourage any businesses downtown and noted the scoring should be equitable among restaurant and retail services. Mayor Alexander recommended splitting the points and each receiving three. By consensus, Council agreed to approve revising the scoring rubric under street level activation so that retail and restaurant spaces receive three points each.

Mayor Alexander requested staff provide examples of projects with the scoring rubric for Council's review. Ms. Jacobson agreed.

Councilmember Post inquired about the total investment made in downtown businesses over the past two years. Downtown Development Director Sada Troutman estimated the private and public investment at over \$30 million.

Thereupon, Councilmember Post made a **motion** to approve revisions to the Downtown Revitalization Incentive Grant Program. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin and Post voted AYE. (4-0)

HEALTH INSURANCE PREMIUMS

City Manager Jim Greene stated health and dental insurance premiums are reviewed each year and are typically approved as part of the budget. He indicated there has not been an increase to employee health and dental insurance premiums in seven years, and staff is requesting Council consider a small rate increase.

Finance Director Wade Furches addressed Council regarding a proposed 3% increase to health insurance premiums for the fiscal year beginning July 1, 2024 for both employees and the City. He explained the City is self-insured, and he noted Blue Cross Blue Shield manages the City's claims which are paid from the City's Healthcare Fund comprised of premiums paid by employees and the City. He added the City works with Mark III, a health insurance broker that provides benchmark information from municipalities including High Point, Huntersville, Concord, and Kannapolis, and Rowan and Cabarrus Counties. He indicated the City coverage and premiums are competitive, but its family coverage is more expensive than other benchmark cities.

Mr. Furches noted the City offers two plan options a health savings account (HAS) and a buy-up plan. He explained the HSA has a higher deductible, lower premiums and a \$0 cost option for employee health and dental insurance. He added the City contributes \$850 to the HSA for employees annually. He stated the buy-up option is more expensive, but it offers lower deductibles and copay options. He indicated the City has a wellness program to help reduce claims that includes:

- Wellness Center with a Nurse Practitioner at no costs to employees
- Weight Management Program
- Waist incentives
- Diabetes Health Map Program
- Know Your Numbers Campaign
- April Move More Month
- Health and Wellness Committee Benefit Expo – May 2024
- Health and Wellness Quarterly Newsletter
- Employee Assistance Program Monthly Newsletter

Mr. Furches referenced the Healthcare Fund which peaked in FY2021 at \$5.464 million. He noted the fund has decreased and is estimated to be at \$4.965 million at the end of the current fiscal year. He noted expenses are projected to be \$5.591 million in FY2025. He added the City has a \$100,000 claim stop loss and a supplemental insurance policy. He pointed out claims include

everything that is paid on behalf of employee healthcare including administrative fees paid to Blue Cross Blue Shield and the Wellness Center.

Mr. Furches pointed out there has been a 12% reduction in the Healthcare Fund Balance in the last two years to \$4,907,743, or 93.8% of total expenses as of June 30, 2023. He compared current insurance premiums and the proposed 3% premium increase. He noted the proposal will decrease the premium for family coverage to equal the premium cost of employee spouse and employee children:

2024-2025 Renewal Rates - 4 Tier Rates - 3% Across All Tiers, Except Family

Current **Recommended - 3% Across the Board (except family)**

Medical Plan Rates - H S A Plan

	Sub	City		Employee		City		Employee	
		Count	Per Payroll	Total Per P/R	Per Payroll	Total Per P/R	Per Payroll	Total Per P/R	Per Payroll
EE Only	99	\$ 258.60	\$ 25,601.86	\$ -	\$ -	\$ 266.36	\$ 26,369.91	\$ -	\$ -
EE & Spouse	19	317.90	6,040.07	168.76	3,206.47	327.44	6,221.27	173.82	3,302.66
EE & Children	9	301.06	5,419.02	120.83	2,174.87	310.09	5,581.60	124.45	2,240.12
EE & Family	13	366.84	4,768.86	308.04	4,004.58	377.84	4,911.93	298.28	3,877.58
Per Payroll	149		\$ 41,829.81		\$ 9,385.92		\$ 43,084.71		\$ 9,420.36
Annually			\$ 1,087,575.12		\$ 244,033.92		\$ 1,120,202.37		\$ 244,929.34

Medical Plan Rates - Buy Up Plan

	Sub	City		Employee		City		Employee	
		Count	Per Payroll	Total Per P/R	Per Payroll	Total Per P/R	Per Payroll	Total Per P/R	Per Payroll
EE Only	202	\$ 334.80	\$ 67,630.53	\$ 10.00	\$ 2,020.31	\$ 344.85	\$ 69,659.45	\$ 10.30	\$ 2,080.92
EE & Spouse	31	413.87	12,829.85	235.02	7,285.48	426.28	13,214.75	242.07	7,504.04
EE & Children	29	391.41	11,350.82	171.10	4,961.94	403.15	22,979.55	176.23	10,045.37
EE & Family	18	479.11	8,624.05	420.72	7,573.04	493.49	8,882.77	418.30	7,529.41
Per Payroll	308		\$ 111,394.67		\$ 26,631.62		\$ 114,736.51		\$ 27,159.74
Annually			\$ 2,896,261.44		\$ 692,422.08		\$ 2,983,149.28		\$ 706,153.25

Dental I Plan Rates

	Sub	City		Employee		City		Employee	
		Count	Per Payroll	Total Per P/R	Per Payroll	Total Per P/R	Per Payroll	Total Per P/R	Per Payroll
EE Only	301	\$ 13.85	\$ 4,167.69	\$ -	\$ -	\$ 14.26	\$ 4,292.72	\$ -	\$ -
EE & Spouse	50	17.72	886.15	9.97	498.46	18.25	912.69	10.27	513.46
EE & Children	38	19.66	1,474.62	14.95	1,121.54	20.25	1,518.92	15.40	1,155.12
EE & Family	31	23.54	729.69	24.92	772.62	24.24	751.58	25.67	795.79
Per Payroll	457		\$ 7,258.15		\$ 2,392.62		\$ 7,475.92		\$ 2,464.37
Annually			\$ 188,712.00		\$ 62,208.00		\$ 194,373.96		\$ 64,073.64

Mr. Furches explained the current premium projection is \$5.17 million and the recommended change would increase the premium to approximately \$5.3 million for a total projection of \$5.487 million including interest income. He indicated FY2025 expenses are anticipated to be approximately \$5.6 million and if the projection is correct the City will incur a slight loss. He then reviewed the impact of the proposed premium increase on employees, and he stated the most expensive increase will be employee spouse with a projected increase of \$183.31 annually.

Mr. Greene noted the majority of coverage is employee only and the maximum premium increase would be \$7.80 per year. He pointed out it is important to make sure the City's coverage is strong and the premiums are competitive. Mr. Furches added the information will be given to employees before open enrollment.

Councilmember Post commented the City went seven years without a rate increase while healthcare costs continue to rise. Mayor Pro Tem Sheffield clarified the proposed increase is 3% of the current premium and not 3% of employee pay. She suggested Council wait to act so it can receive input from the full Council. She asked about mental health options for employees. Mr. Greene stated, with Council's approval, the item will be brought back to Council at the April 2, 2024 meeting.

Councilmember Post questioned if a premium adjustment will be needed annually if healthcare costs continue to increase. Mr. Greene stated staff will continue to review the Healthcare Fund revenue and expenses. Mayor Alexander asked if a mechanism should be in place to make sure the Fund Balance remains healthy, and she stated if the numbers continue to decrease it will need to be addressed. Mayor Pro Tem Sheffield agreed.

Council thanked Mr. Furches for his presentation.

STORMWATER UPDATE

Public Works Assistant Director Michael Hanna pointed out in 2021, Stormwater consulted with HDR Engineering to develop a Master Plan to guide the City through the implementation of a Capital Improvement Plan (CIP) and to support initiatives. He added the CIP Master Plan includes a design for planning, constructing, and funding 15 years of CIP projects that address infrastructure conditions, capacity issues, flooding concerns and water quality. He explained the CIP projects for FY2024 include designs for Jackson Street, North Long Street, and Sunset Drive, and he added projects for FY2025 are construction for Jackson Street and North Long Street and the design for Marsh Street and Eaman Park.

Mr. Hanna indicated as part of the CIP there is recommendation for a fee schedule adjustment to fund the projects. He noted the FY2024 fees were adjusted to \$4.81 per Equivalent Residential Unit (ERU) and for FY2025 an increase of 10% to \$5.29 ERU or \$0.48 is proposed.

Mr. Hanna explained single family residential properties are billed one ERU, or \$4.81, per month and multifamily and commercial properties are billed one ERU per 2,500 square feet of impervious surface area. He stated 5,000 square feet is equal to two ERUs which is also a \$9.62 monthly fee. He indicated commercial and multifamily properties pay more due to the impervious service area creating a bigger impact on streams and systems. He commented due to growth in the City the impervious surface area added in 2023 was 213,000 square feet and in 2024 is 430,800 square feet was added.

Mr. Hanna reviewed the schedule for the 15-year CIP which includes increasing the Stormwater fee which pays for leaf collection, street sweeping, and public education and

involvement. He indicated there were 18,441 cubic yards of leaves collected last year which equals a football field 9 feet deep. He noted street sweeping consists of 351 miles swept which collected 203 tons of debris, and public education included stocking trout at City Lake and Community Park in partnership with the North Carolina Wildlife Resource Commission.

Mr. Hanna explained the infrastructure projects include the Johnson Street improvements which replaced 60 feet of failing pipe and rebuilt a handmade catch basin in the system. He noted the other project is 14th Street infrastructure which upsized approximately 150 feet of pipe in the system with the installation of a new catch basin and junction boxes.

Mr. Hanna pointed out the three CIP projects are currently being conducted including the Jackson Street draining project, the Long Street Drainage improvement study, and the Sunset Drive Drainage Improvement Study. He noted staff is exploring the possibility of a Mahaley Branch Stream Restoration project. He added the City partnered with McAdams Engineering to conduct a feasibility study to determine what is in the stream, what can be done to improve the stream and how a failing stream be improved to impact the citizens. He added staff is exploring grant options for the project.

Mr. Hanna noted the City received a Local Assistance for Stormwater Infrastructure Investments Program (LASII) grant in the amount of \$400,000 from the North Carolina Department of Environment Quality (NCDEQ). He explained the grant is for a system inventory and condition assessment which began this month and will be completed in 2025. He noted it will be compared with the City's current CIP.

Mayor Pro Tem Sheffield expressed concerns regarding Stormwater fees being added to tenant's bills and not to property owners. Mr. Hanna noted the Stormwater fee is supposed to go to the owner of the parcel. Public Works Director Chris Tester explained Stormwater fees are intended to be charged to the property owner, not the tenants.

City Manager Jim Greene thanked Council for its feedback, and he noted Stormwater will be brought back to Council with the overall budget. Mayor Pro Tem Sheffield thanked Mr. Hanna for his presentation.

2024 STREET RESURFACING CONTRACT

Public Works Director Chris Tester pointed out in 2022 the City contracted with TransSystem to perform a pavement condition survey and to develop a five-year Capital Improvement Plan (CIP). He added the City is currently in the second year of the CIP paving list with a total of 9.16 lane miles to be resurfaced in 2024. Mayor Alexander asked how many miles were paved in 2023. Mr. Tester commented approximately 7 miles were resurfaced, and he noted previous year's average was between 6 to 7 miles.

Mr. Tester reviewed the 2024 paving list for both mill and fill streets and thin lift streets. He provided a map showing where the paving is planned to take place. Mayor Alexander asked about the streets on the list to be paved being scattered throughout the City. Mr. Tester commented

the streets on the list are determined by the consultant and rated on their condition. He indicated the budget is \$1 million, and he pointed out the City received an additional \$124,000 of Powell Bill funding to be used for resurfacing so no streets will be removed from the paving list.

Mr. Tester pointed out the contract will be written as a not to exceed contract with daily inspections by the City to ensure unit numbers, estimates, and milling numbers are correct and to ensure the contractor stays within budget. He noted at the end of the project if funds are left then additional streets will be resurfaced.

Thereupon, Councilmember Post made a **motion** to award the 2024 Street Resurfacing Contract to NJR Group, Inc. in the amount of \$1,081,898 for street paving. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin and Post voted AYE. (4-0)

Thereupon, Councilmember Post made a **motion** to adopt an Ordinance amending the 2023-2024 Budget Ordinance of the City of Salisbury, North Carolina in the amount of \$124,192 to appropriate additional Powell Bill revenue. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin and Post voted AYE. (4-0)

ORDINANCE AMENDING THE 2023-2024 BUDGET ORDINANCE OF THE CITY OF SALISBURY, NORTH CAROLINA IN THE AMOUNT OF \$124,192 TO APPROPRIATE ADDITIONAL POWELL BILL REVENUE.

(The above Ordinance is recorded in full in Ordinance Book No. 32 at Page No. 42, and is known as Ordinance 2024-24.)

BOARDS AND COMMISSIONS

Alternate Methods of Design Commission

Upon a motion by Councilmember Post with Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following reappointment was made to the Alternate Methods of Design Commission:

Mr. Jon Palmer

Term Expires 3/31/2027

Bell Tower Green Advisory Committee

Upon a motion by Councilmember McLaughlin with Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following reappointments were made to the Bell Tower Green Advisory Committee:

Ms. Meredith Abramson

Term Expires 3/31/2027

Mr. Bill Wagoner

Term Expires 3/31/2027

Upon a motion by Councilmember McLaughlin with Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following appointment was made to the Bell Tower Green Advisory Committee:

Ms. Misty Ebel

Term Expires 3/31/2027

Greenway, Bicycle and Pedestrian Committee:

Upon a motion by Councilmember McLaughlin with Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following reappointments were made to the Greenway, Bicycle and Pedestrian Committee:

Ms. Sara Clymer

Term Expires 3/31/2027

Ms. Amy Smith

Term Expires 3/31/2027

Upon a motion by Councilmember McLaughlin with Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following appointment was made to the Greenway, Bicycle and Pedestrian Committee:

Ms. Lisa Bowman

Term Expires 3/31/2027

Housing Advocacy Commission

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

Mr. Gemale Black

Term Expires 3/31/2027

Mr. Lorenzo Debose

Term Expires 3/31/2027

Mr. Russell Michalec

Term Expires 3/31/2027

Hurley Park Advisory Board

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

Mr. Jerry Lawson

Term Expires 3/31/2027

Ms. Linda Sufficool

Term Expires 3/31/2027

Ms. Laura Thompson

Term Expires 3/31/2027

Parks and Recreation Advisory Board

Upon a motion by Councilmember McLaughlin. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following reappointments were made to the Parks and Recreation Advisory Board:

Mr. Dennis Rivers	Term Expires 3/31/2027
Ms. Sylvia Fosha	Term Expires 3/31/2027

Upon a motion by Councilmember McLaughlin. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following appointments was made to the Parks and Recreation Advisory Board:

Mr. Dennis Rogers	Term Expires 3/31/2027
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Planning Board/Board of Adjustment

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

Ms. Famous Lusti	Term Expires 3/31/2027
Ms. Katherine Thornton	Term Expires 3/31/2027

Public Arts Commission

Upon a motion by Mayor Alexander. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following reappointments were made to the Public Arts Commission:

Mr. Reg Boland	Term Expires 3/31/2027
Shanna Glawson	Term Expires 3/31/202

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

Ms. Anne Scott Clement	Term Expires 3/31/2027
Ms. Nichole Pequeno	Term Expires 3/31/2027

Tree Board

Upon a motion by Councilmember McLaughlin. Mayor Alexander, Mayor Pro Tem Sheffield, and Councilmembers McLaughlin, Post, and Smith voting AYE, the following reappointments were made to the Tree Board:

Mr. Jonathan Barbee
Ms. Melissa Eller

Term Expires 3/31/2027
Term Expires 3/31/2027

CITY MANAGER'S COMMENTS

(a) Panhandling Signs

City Manager Jim Greene updated Council regarding the installation of the panhandling educational signs to encourage citizens to give to local charities rather than providing money to panhandlers on the street.

Transportation Director Wendy Brindle noted the Police Department identified eight intersections to place the signs with the intent to include a sign at each leg of the intersection for a total of 32 signs. She noted staff worked with the North Carolina Department of Transportation (NCDOT), who elevated the request to their state traffic engineer, but the request was denied. She explained the request was denied because the sign is a public information type not allowed in the NCDOT right-of-way for the fear of sign clutter at the intersection. She added staff has worked to place the signs on encroachments owned by the City and will work to identify areas outside of NCDOT rights-of-way at these intersections that may be appropriate areas to place the signs. She indicated where the ten signs will be placed. She pointed out signs are available for purchase by the public at the Police Department for \$60, and if a channel and hardware is needed it can be purchased for an additional \$45. She added signs do not have to be in place for the Ordinance to be enforced, and she indicated the signs are for educational purposes only.

Mayor Alexander thanked staff for the update and making the public aware of the signs.

COUNCIL COMMENTS

Councilmember Post asked about the Consent Agenda item regarding the \$10 million grant from the state of North Carolina for public safety. City Manager Jim Greene noted the funding will be used to assist with the new Fire Station, the downtown fire loop, and for the purchase of ballistic vests. He explained a budget Ordinance was needed to accept the money and that the funding is already being used to purchase items.

Councilmember McLaughlin pointed out the recipients to receive funding with the Byrne Criminal Justice Innovation (BCJI) Program should be notified by March 29 2024.

MAYOR PRO TEM'S COMMENTS

Mayor Pro Tem Sheffield thanked staff for the great work it does for the City.

MAYOR'S ANNOUNCEMENTS AND COMMENTS

Mayor Alexander pointed out the trip to Washington, D.C. last week with Councilmember Harry McLaughlin and Administrative Services Director Kelly Baker, along with the City's Federal Lobbyists was a success. She added they met with various delegates and attended numerous sessions at the National League of Cities Congressional City Conference.

(a) Ring in Spring

Mayor Alexander announced Ring in Spring will be held Saturday, March 23rd from 11:00 a.m. until 2:00 p.m. at Bell Tower Green. Get your free professional photo with the Easter Bunny and spend the afternoon exploring downtown events, restaurants and shops. For more information call (704) 637-7814.

(b) Paint the Pavement

Mayor Alexander the Public Arts Commission invites artists of all ages and skillsets to submit their designs for the second Paint the Pavement Project. There is no cost to enter and all materials will be supplied. A \$200 stipend will be given to artists upon completion. Entries will be accepted through Wednesday, May 1st. For more information call (704) 638-5235.

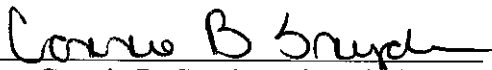
ADJOURNMENT

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 9:20 p.m.



Karen Alexander, Mayor



Connie B. Snyder, City Clerk