

Salisbury, North Carolina
August 3, 2021

REGULAR MEETING

PRESENT: Mayor Karen K. Alexander, Presiding; Mayor Pro Tem Al Heggins, Council Members William Brian Miller, David Post and Tamara Sheffield; City Manager W. Lane Bailey, City Clerk Kelly Baker; and City Attorney J. Graham Corriher.

ABSENT: None.

Salisbury City Council met in Council Chambers in City Hall located at 217 South Main Street. The meeting was called to order by Mayor Alexander at 3:00 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.

RECOGNITION OF VIEWERS

Mayor Alexander welcomed all viewers.

ADOPTION OF THE AGENDA

Thereupon, Mayor Pro Tem Heggins made a **motion** to adopt the Agenda as presented. Mayor Alexander voted AYE, Mayor Pro Tem voted AYE, Councilmember Miller voted AYE, Councilmember Post voted AYE, and Councilmember Sheffield voted AYE. (5-0)

PROCLAMATIONS

Mayor Alexander proclaimed the following observance:

NATIONAL NIGHT OUT

August 3, 2021

CONSENT AGENDA

(a) Budget Ordinance Amendment – Salisbury Community Park

Adopt a budget Ordinance amendment to the FY2021-2022 budget in the amount of \$8,000 to appropriate a grant to assist with trail design at Salisbury Community Park.

ORDINANCE AMENDING THE 2020-2021 BUDGET ORDINANCE OF THE CITY OF SALISBURY, NORTH CAROLINA TO APPROPRIATE REVENUE FROM ROWAN COUNTY FOR TRAIL DESIGN AT SALISBURY COMMUNITY PARK.

(The above Ordinance is recorded in full in Ordinance Book No. 29 at Page No. 141, and is known as Ordinance 2021-58.)

(b) Agreement Extension - North Carolina Department of Transportation

Authorize the City Engineer to extend agreements with the North Carolina Department of Transportation regarding maintenance of signs (Schedule A), markings and markers (Schedule B), traffic signals (Schedule C), and the computerized traffic signal system (Schedule D) until June 30, 2022.

Thereupon, Councilmember Sheffield made a **motion** to adopt the Consent Agenda as presented. Mayor Alexander voted AYE, Mayor Pro Tem Heggins voted AYE, Councilmember Miller voted AYE, Councilmember Post voted AYE, and Councilmember Sheffield voted AYE. (5-0)

PUBLIC COMMENT

Mayor Alexander opened the floor to receive public comments.

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

CONDITIONAL DISTRICT OVERLAY CD-04-2021 – GRANTS LANDING

Development Services Manager Teresa Barringer addressed Council regarding a request to rezone three parcels located at the corner of Mooresville and Rowan Mills Roads from General Residential (GR) and Rural Residential (RR) to GR-3 and establish a new Conditional District (CD) Overlay for the development of a single-family residential subdivision with 236 lots. She noted CD-04-2021 is for Grants Landing. She added the petitioner is Sherwood Development Group, LLC and the representatives are Mr. Justin Mueller, Sherwood Development Group, and Mr. Luke Hanna, Bloc Design, PLLC. She added the property owners are Forest Glen, Inc. and Charles and Grace Steele.

Ms. Barringer explained GR-3 zoning permits single-family residential by right with a maximum of three dwelling units per acre. She stated the proposal before Council is for 1.73 units per acre. She explained the request is to establish a new CD Overlay to allow construction of 236 single family homes and for the voluntary annexation of 77.803 acres abutting Mooresville and Rowan Mill Roads.

Ms. Barringer displayed a map of the area, and she pointed out the site's location to the Forest Glen subdivision, Mooresville and Rowan Mills Roads, and businesses and churches in the area. She reviewed the proposed annexation map, and she noted the developer is working with City Engineer Wendy Brindle regarding the voluntary annexation. She stated there is no connectivity between Grants Landing and Forest Glen, and there will be two connectivity points to Rowan Mills Road and two inner-lot connectivity points to the adjoining parcel.

Ms. Barringer reviewed the elevation of the proposed homes, and she noted there will be a vegetative buffer between Forest Glen and Grants Landing. She added part of the acreage will be undisturbed due to the flood area and the topography.

Ms. Barringer noted the proposal is consistent with the Comprehensive Plan 2020, Vision 2020 policies N-18 and N 21.

Ms. Barringer indicated the Planning Board held a courtesy hearing July 13, 2021 and voted unanimously to recommend approval as proposed with a motion of consistent with Vision 2020 Comprehensive Plan. She stated a traffic impact analysis was performed for this property and was included in Council's Agenda Packet. She pointed out the proposed development will be subject to North Carolina Department of Transportation (NCDOT) improvements.

Councilmember Miller referenced the traffic improvement plan, and he asked if there will be right turn in and right turn out lanes on Rowan Mills Road. Ms. Barringer stated there is a right turn lane in and out on Rowan Mills Road and a proposed improvement along Mooresville Road. She added there will be a change to the signal timing at the intersection.

Councilmember Post noted the proposed development will average 1.73 units per acre, and he asked if the 1.73 units per acres includes the undeveloped space. Ms. Barringer agreed. Mr. Post asked about the density in the developed area. Ms. Barringer explained the density is calculated using the total acreage of the parcels. She noted the majority of the lots are 55 feet by

100 feet. Mr. Post commented the proposed development will bring housing inventory and new customers for the City's water system.

Mayor Alexander convened a public hearing after due notice regarding Conditional District Overlay CD-04-2021.

Ms. Linda Owen Holshouser stated she owns property on Rowan Mills Road. She added the area is extremely congested and the proposed development will bring additional traffic to the region.

Mr. Rodney Queen indicated City needs modestly priced homes, and he complimented the developer for working with Forest Glen. He asked Council to support the project, and he noted traffic issues exist all over the City and he is hopeful NCDOT will address the traffic issues.

Ms. Rebecca Orndorff noted she lives in Forest Glen and will be impacted by the proposed development. She pointed out negotiations have taken place and the developer has been very receptive to the modification requests. She referred to the natural buffer that is in place and asked if the buffer can be removed in the future. She recognized the traffic issues that exist, and she pointed out flooding takes place at Grant Creek during heavy rains.

Mr. Dave Pokela, attorney for Nexsen/Pruet who represents the Forest Glen Homeowners Association (HOA), addressed Council on behalf of the HOA. He stated the HOA supports the proposed development and the rezoning. He added an agreement was reached between the HOA and the developer regarding the landscape allowance for the buffer areas. He added an agreement was also reached with respect to an easement to maintain the buffer areas and the cul-de-sac. He provided handouts of the agreements to Council.

Ms. Mary Heather Steinman indicated she lives on the back side of Forest Glen and seven to eight of the proposed homes will be facing her property. She shared concerns about the sewer easement. She added she is concerned about flooding and how the proposed housing prices will affect home prices in Forest Glen.

Ms. Nancy Washko, homeowner in Forest Glen near Grants Creek, shared concerns regarding the density of the neighborhood and its impact on both Forest Glen and the environment. She commented the wetlands in the area are fragile, and she is concerned the proposed density will impact the area.

Ms. Tameka Falton noted she lives in the Forest Glen community and her lot is closest to the proposed development. She stated she hopes the Planning Board recommendations, including a 50-foot landscape buffer to create complete visual separation of properties abutting Forest Glen will be included if the proposal is approved by Council.

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

Councilmember Sheffield asked about the impact of the development on Grants Creek. She pointed out the proposal is for a dense development, and she asked about the impact will it

have on the buffer zone. She questioned how Council can be sure the buffer cannot be changed once the parcel is developed.

Ms. Barringer indicated the developer is confident he can obtain the needed easements and understands encroachment into the buffer would require the plan to be brought back before the Planning Board and Council.

Councilmember Sheffield clarified a change to the required buffer would have to come back through the process. Ms. Barringer agreed, and she commented any disturbance in the agreed upon 50-foot buffer would have to come back before the Planning Board and Council. She stated there was discussion about the cul-de-sac which is on the property that the developer will be purchasing. She pointed out the developer agreed to put a fence around that area and also grant an easement for continued use by Forest Glen.

Councilmember Sheffield asked if Grants Landing will have an HOA. Ms. Barringer agreed, and she explained any common area will be owned by the developer. Ms. Sheffield asked who will be responsible for ensuring that this neighborhood will not further compound the problems at Grant's Creek. Ms. Barringer noted impacts to the stream could result in violations. She explained it is an undisturbed area and cannot be disturbed within 30-feet of the top of bank. She commented anything that causes stormwater issues to other properties or redirects flow is illegal. She explained this is the master plan and staff has not assessed the civil design and review process. She commented the engineering division and stormwater managers will review the plans to determine that the proposed best management practices will catch the runoff which would help mitigate the existing situation.

Ms. Barringer explained when a CD is approved by Council it is vested for two years. She stated if the structure is built it is held to the CD Overlay. She indicated changes cannot be made to an approved CD master plan.

Councilmember Miller indicated concerns about traffic are well founded, but it should not prevent someone who owns a piece of property from developing it. He pointed out the two access points on Rowan Mills Road will address the concern about traffic flow through the Forest Glen neighborhood. He stated the City needs housing at a price point that buyers can afford. He pointed out the traffic concerns can be addressed by turn lanes and additional resources at the intersection.

Mayor Pro Tem Heggins asked when the traffic study will be completed. Ms. Barringer stated the traffic impact analysis study is included in Council's Agenda Packet. Mr. Mueller explained the traffic study has been sent to state and local NCDOT officials and it recommends a tapered 100-foot turn lane. He stated a turn lane will be added to the intersection of Rowan Mills Road and Highway 150. He noted the developer is planning to install a 75-foot right-turn lane to streamline traffic. He pointed out the easement agreement has been signed and will be deeded to the Forest Glen HOA who will take care of the area.

Mr. George Orndorff asked about traffic on Highway 150. Mr. Mueller explained the traffic impact analysis looked at changing the signals as well as the signalization at Rowan Mills Road. Mayor Pro Tem Heggins pointed out it is a private analysis. Mr. Mueller stated a private

third party consultant was hired to work with NCDOT. He explained the study goes to state NCDOT officials for review.

Ms. Holshouser indicated she spoke to NCDOT who told her the intersection would have to be widened before traffic lights could be installed. Mr. Mueller agreed the recommendation is to widen the road. He explained NCDOT had planned to widen the road, but is passing the cost on to the developer. He noted NCDOT will review the engineering plans for approval and will visit the site during construction. He pointed out additional development will bring additional road improvements.

Mayor Alexander noted improvements made by the developer are bound by NCDOT requirements. Mr. Mueller stated the improvements have to be done in conjunction with the development in order to obtain Certificates of Occupancy in the development. Ms. Barringer explained the City would not be able to accept the final plats until NCDOT requirements have been satisfied.

Councilmember Post pointed out traffic from the community will have one primary entrance and exit point, and he requested clarification regarding the traffic analysis. Mr. Mueller explained the traffic study is based on peak traffic demand, and he commented everyone does not leave at the same time. He pointed out NCDOT has to review and approve the traffic analysis. A project representative stated the traffic study was based on peak hour demand and assumes that drivers will leave at different times.

Councilmember Post noted Planning Board placed conditions on its approval, and he asked if Council's approval incorporates those conditions. Ms. Barringer agreed, and she noted three conditions were identified and are included under the developer's agreement:

- To provide a 50-foot undisturbed landscape buffer along the perimeter butting Forest Glen
- Sherwood Development Group, LLC to provide a fence along perimeter of the cul-de-sac to be a minimum of five foot tall and maximum of seven foot tall fence to wraparound the cul-de-sac and storm drain easement and gates to be provided as needed
- Subject to NCDOT permitting requirements

Mr. Mueller stated the fence has been changed to an eight foot aluminum fence. He explained the agreement with the Forest Glen HOA requires an eight foot aluminum black fence located within the easement area.

City Attorney Graham Corriher pointed out a private agreement exists between the Forest Glen HOA and Sherwood Development that covers who maintains the easement and the location of the buffer. He clarified Council's approval will indicate the buffer has to exist in perpetuity, but the parties can determine who will maintain it.

Ms. Barringer stated she will modify the developer's agreement to reflect the eight foot black aluminum fence.

Ms. Falton requested Council make sure the buffer remain undisturbed. Ms. Barringer noted staff can make sure the language is consistent, and she pointed out changes during the seasons may affect with a vegetative buffer. She clarified it is a landscape buffer for visual separation. Mr. Corriher cautioned against adding complete visual separation because it would be difficult to enforce.

Mayor Alexander clarified it is a natural landscaped buffer which may change during winter and fall. Ms. Barringer indicated the developer and the Forest Glen HOA agreed upon additional plantings by the HOA to increase buffering near the denser areas.

Mr. Orndorff requested clarification regarding the landscape buffer. Ms. Barringer explained the buffer will be an undisturbed landscape buffer with additional plantings.

Councilmember Miller stated the City Council hereby finds and determines that adoption of an Ordinance to rezone one split-zoned parcel from General Residential (GR-3) and Rural Residential (RR) and two parcels from Rural Residential (RR) to General Residential (GR-3); and establishing a Conditional District (CD) Overlay for the parcels is reasonable and in the public interest. The proposal is fundamentally consistent with the Vision 2020 Comprehensive Policy N-18 and Policy N-21. Thereupon, Mr. Miller made a **motion** to adopt an Ordinance amending the Land Development Ordinance and the Land Development District Map of the City of Salisbury, North Carolina, rezoning approximately 136.78 acres by rezoning one split-zoned parcel from General Residential (GR-3) and two parcels zoned Rural Residential (RR) to General Residential (GR-3) establishing a Conditional District Overlay to permit the development of a subdivision for 236 single family homes. Mayor Alexander voted AYE, Mayor Pro Tem Heggins voted AYE, Councilmember Miller voted AYE, Councilmember Post voted AYE, and Councilmember Sheffield voted AYE. (5-0)

ORDINANCE AMENDING THE LAND DEVELOPMENT ORDINANCE AND THE LAND DEVELOPMENT DISTRICT MAP OF THE CITY OF SALISBURY, NORTH CAROLINA, REZONING APPROXIMATELY 136.78 ACRES BY REZONING ONE SPLIT-ZONED PARCEL FROM GENERAL RESIDENTIAL (GR-3) AND TWO PARCELS ZONED RURAL RESIDENTIAL (RR) TO GENERAL RESIDENTIAL (GR-3) ESTABLISHING A CONDITIONAL DISTRICT OVERLAY TO PERMIT THE DEVELOPMENT OF A SUBDIVISION FOR 236 SINGLE FAMILY HOMES.

(The above Ordinance is recorded in full in Ordinance Book No. 29 at Page No. 142-143, and is known as Ordinance 2021-59.)

BOARDS AND COMMISSIONS

Community Appearance Commission

Upon a motion by Councilmember Sheffield. Mayor Alexander, Mayor Pro Tem Heggins, and Councilmembers Miller, Post, and Sheffield voting AYE, the following appointment was made to the Community Appearance Commission to fill an unexpired term:

Mr. James Carli

Term Expires 3/31/2024

Housing Advocacy Commission

Upon a motion by Councilmember Sheffield. Mayor Alexander, Mayor Pro Tem Heggins, and Councilmembers Miller, Post, and Sheffield voting AYE, the following appointment was made to the Housing Advocacy Commission to fill an unexpired term:

Ms. Kyna Grubb

Term Expires 3/31/2022

CITY ATTORNEY'S REPORT

City Attorney Graham Corriher had nothing to report to Council.

CITY MANAGER'S REPORT

a) Organizational Recruitment and Retention Challenges and Fire Department Concerns.

City Manager Lane Bailey addressed Council regarding compensation and retention issues throughout the City organization. He pointed out firefighters compensation is below market, and added the City is experiencing revenue challenges City-wide.

Mr. Bailey explained the approved budget includes a 2% pay increase for employees that will be effective January 1, 2022. He noted employer 401k contribution increased from 3% to 4%, and he pointed out sworn law enforcement employees receive a 5% 401k contribution. He indicated during the budget work sessions Council decided to appropriate \$258,000 for retention and recruitment efforts.

Mr. Bailey referenced vacant Public Works positions, and he noted the City had difficulty recruiting sanitation drivers. He pointed out garbage collection is an essential service. He stated IT is at 29% vacancy, and he commented staff cannot recruit a Network Administrator which is an essential position in the current environment. He indicated caution should be used if additional Fund Balance is appropriated. He suggested conducting a salary study to determine the most efficient use of the appropriated \$258,000. He stated the salary study would cost approximately \$8,000. He commented there are two firms that conduct salary studies in North Carolina, and the firm he spoke with cannot start until November. He added Salisbury is not the only community facing this challenge.

Human Resources Director Ruth Kennerly noted staff has worked to address recruitment and retention in each department. She agreed a salary study is needed.

Ms. Kennerly noted in 2018, Human Resources staff worked closely with Fire Chief Bob Parnell and Fire Department staff to add certification incentives and monthly stipends:

- \$40 per month, \$480 annually, was added for Rescue Tech position
- \$25 per month, or \$300 annually, for Instructor Level II
- \$25 per month, or \$300 annually, for Fire Inspector Level I
- \$40 per month, \$480 annually, for Fire Inspector Level I
- \$50 per month, \$600 annually, for Fire Officer II
- \$25 per month, \$300 annually, for Fire Officer III

Ms. Kennerly clarified incentives were included to pay firefighters for additional skills. She pointed out the 2018 incentives included additional pay for an Acting Battalion Chief. She reviewed salary adjustments that were made which considered rank, years of service, and education.

Ms. Kennerly noted in 2019, Human Resources staff looked at comparable pay in neighboring cities and starting pay was increased for Fire Control Specialist I and II, Engineer I and II, Lieutenant, Captain, and Battalion Chief. She explained as the City made pay increases other cities did the same to remain competitive. She stated overtime was implemented in every third cycle for firefighters. Mr. Bailey explained the City had not budgeted for the overtime which created challenges for the Fire Department's budget. He added the salary study would pick up subtleties like this that might otherwise be missed.

Ms. Kennerly pointed out firefighters received an increase in the City's contribution to their 401k and in January every firefighter will receive a 2% Cost of Living Adjustment (COLA). She stated firefighters do not contribute to Social Security. Mr. Bailey noted he does not believe the firefighter's situation with Social Security can be fixed because it would require a super majority or possibly a unanimous vote of all 80 firefighters to begin withholding it. He explained to receive benefit from Social Security one has to pay into the system for 40 quarters, which is 10 years. He pointed out there would be no financial incentive for those closer to retirement because they would have Social Security taken out of their paycheck, but would never receive the benefit. He added many of the younger firefighters do not have confidence that Social Security will be available when they are ready to retire.

Mr. Bailey explained staff has considered a 457 Plan for the Fire Department with an employee match which has a better return than Social Security. He pointed out the firefighters would not have the spousal benefit that is offered with Social Security. He commented the decision for the firefighter's retirement was made in the 1950s. Councilmember Miller asked if the salary study would consider the firefighter's retirement situation and make a recommendation. Mr. Bailey indicated the salary study could possibly make a recommendation.

Mayor Pro Tem Heggins asked if the salary study would focus on one department or the entire City. Mr. Bailey noted the salary study would consider the entire City. Mayor Pro Tem Heggins pointed out pay increases were given to the Police Department and Public Works. Mr. Bailey explained Human Resources and Finance staff conducted spot studies to determine where the greatest challenges were. He stated the initial pay increases were driven by the number of vacancies in the departments. He explained there are 88 positions in the Fire Department and zero vacancies. He explained there are other areas where the City is having trouble recruiting and that is why something different was done for the Police Department and Public Works.

Mr. Bailey stated a salary study is needed to determine the best way to use the budgeted \$258,000. He noted he will be retired when Council works on next year's budget, and he does not want to leave the incoming City Manager with a problem.

Councilmember Miller asked if Mr. Bailey can conduct the salary study without Council's approval. Mr. Bailey agreed. He commented he wanted to provide an update to Council, and he pointed out recruitment will continue to be a challenge. Mr. Miller stated having the input of a third party expert would be appreciated by the next Council. He added he supports the salary study.

Mr. Bailey indicated he and Interim Finance Director Wade Furches met with the Rowan County Tax Assessor and the Tax Administrator regarding concerns mentioned during the budget process. He pointed out development in the City has not been reflected in the tax base and during the revaluation the City should see an increase.

Councilmember Miller asked about the next property tax revaluation. Mr. Furches noted the next revaluation will take place in 2023. Mr. Miller pointed out in seven years the City will have significant relief relative to the Fibrant debt. He commented if Council must make salary investments in its workforce by using Fund Balance it should. He clarified approximately \$.10 on the property tax rate will come off once the Fibrant debt is retired which will improve Fund Balance.

Mayor Pro Tem Heggins stated police officers and firefighters stand in the gap for community residents, and she wants to make sure their needs are addressed. Councilmember Miller stated the salary study may take some time, but it will provide a broader perspective since the consultants will have an understanding of municipalities across the state. Mayor Pro Tem Heggins stated she wants to make sure the City is on the right track, and she does not want to lose firefighters.

Councilmember Sheffield noted staff is looking at the situation and working to move forward and become an employer of choice. She added a salary study will provide guidance. She commented if employees enjoy their work environment and know a 2% raise is coming she is hopeful they will remain with the City.

b) Resolution accepting American Rescue Plan Funds.

City Manager Lane Bailey requested Council consider the first step in the process to accept American Rescue Plan (ARP) funds. He stated the City's allocation of ARP funds is \$7,227,329, and he noted the City will receive its first half of the allocation of \$3,613,664. He added the Final Ruling has not yet been issued on how these funds can be used, and he commented staff is hoping to have guidance by September. He added staff has worked on recommendations to bring before Council, and he pointed out the funds will not be spent without Council's approval.

Mr. Bailey suggested possible uses could include bonus pay for employees that worked through COVID-19. He indicated the County did something similar where they classified all employees as essential and gave \$2,000 bonuses for employees.

Mr. Bailey stated staff is considering incentive bonuses for vaccinated employees to try to encourage vaccination and also looking to extend COVID-19 leave. He pointed out other possible uses of the ARP funds are infrastructure projects, stormwater projects, and water and sewer projects.

Mr. Bailey noted Council has asked if the ARP funds can be used to pay down the broadband debt. He added the money cannot be used for this purpose, but the City could possibly use it to cover the drop costs for the utility.

Mr. Bailey explained the first step is to adopt a Resolution accepting the funds. Mayor Pro Tem Heggins asked about the City's percentage of vaccinated employees. Mr. Bailey noted accurate data is not available at this time. He stated he has authorized three annual leave days if employees submit a copy of their vaccination card and if the City offers employees a bonus it should produce good results.

Mayor Pro Tem Heggins asked if the exact amount the City is receiving can be included in the proposed Resolution. She also requested CFR, Code of Federal Regulation, be defined in the document.

Thereupon, Mayor Pro Tem Heggins made a **motion** to adopt noted Resolution for accepting American Rescue Plan Act Funds with the two amendments. Mayor Alexander voted AYE, Mayor Pro Tem Heggins voted AYE, Councilmember Miller voted AYE, Councilmember Post voted AYE, and Councilmember Sheffield voted AYE. (5-0)

RESOLUTION FOR ACCEPTING AMERICAN RESCUE PLAN ACT FUNDS.

(The above Resolution is recorded in full in Resolution Book No. 16 at Page No. 21, and is known as Resolution 2021-19.)

c) COVID-19 Update

City Manager Lane Bailey provided an update to Council regarding COVID-19. He stated in 2020 emergency paid sick leave was extended to employees who were dealing with the virus. He noted one month ago there were no employees out of work due to COVID-19. He stated in July the number increased to 14 and the City may be on track to surpass that number in August. He explained the City has reinstated its face mask policy inside City buildings and is returning to Zoom meetings.

Mr. Bailey explained there was discussion regarding whether Council wanted to return to Zoom meetings or continue in person. He added staff is following CDC recommendations and trying to encourage employees to get vaccinated.

Mr. Bailey asked Council if it would like to continue meeting in person or go back to Zoom. He pointed out the distance between seats has been increased from two feet to six feet and 22 seats are available for the public.

Councilmember Miller stated if the City is dealing with a spike in COVID-19 cases the situation needs to be addressed, and he noted Zoom meetings have worked in the past.

Councilmember Post agreed with Councilmember Miller, and he pointed out Rowan County has one of the lowest vaccination rates in North Carolina.

Mayor Pro Tem Heggins stated she support returning to Zoom Council meetings.

Councilmember Sheffield noted a lot of work was accomplished in 2020, and she thanked staff for all it did to support Council during the Zoom meetings.

By consensus, Council agreed to return to Zoom Council meetings.

COUNCIL COMMENTS

Councilmember Sheffield stated she wants the City to be an employer of choice and take care of its employees. She added she knows 2020 has been challenging, and she thanked employees for all they do to make the City great.

Councilmember Sheffield thanked Mayor Alexander for issuing a proclamation for Mr. Robert Jones who retired from the Rowan County Public Library. She noted Mr. Jones had a generational impact on citizens, and he will be missed.

Councilmember Sheffield explained Council adopted a Resolution in 2019 regarding lynchings that took place in Salisbury. She referred to upcoming events for the placement of a marker in remembrance of the lynchings, and she asked citizens to wear their masks and be safe when attending.

Councilmember Post recognized the recent loss of Mr. Ron Turbyfill and Ms. Nancy Stanback.

MAYOR PRO TEM COMMENTS

Mayor Pro Tem Heggins expressed her condolences to the Turbyfill and Stanback families.

Mayor Pro Tem Heggins thanked the Actions in Faith and Justice Committee for its work to bring the marker to Salisbury from the Equal Justice Initiative (EJI). She added she is looking forward to the Mayor's Spirit Luncheon.

MAYOR'S ANNOUNCEMENTS AND COMMENTS

Mayor Alexander noted the losses in community of luminaries and the tremendous impact they had on the City.

Mayor Alexander recognized the Action in Faith and Justice Committee for its work in the community.

(a) Mayor's Spirit Luncheon


Mayor Alexander announced a virtual Mayor's Spirit Luncheon will be held Monday, August 9, 2021 from 12:00 noon until 1:00 p.m. via the City's Facebook page. This year the Spirit Forum will highlight the "Luminaries" of Salisbury and Rowan County who were the guiding lights for our residents during the pandemic. For more information, please contact Anne Little, Human Relations Manager, at anne.little@salisburync.gov or call (704) 638-5218.

(b) Community Resource Fair

Mayor Alexander announced the annual Community Resource Fair will be held Saturday, Aug. 14, 2021 from 10:00 a.m. until 1:00 p.m. at the Civic Center. The Fair brings together local agencies specializing in health, addiction, education and family support in one place to assist local families during the upcoming school year. For more information, please contact Anne Little, Human Relations Manager, at anne.little@salisburync.gov or call (704) 638-5218.

ADJOURNMENT

Motion to adjourn the meeting was made by Councilmember Post. All Council members in attendance agreed unanimously to adjourn. The meeting was adjourned at 5:13 p.m.


Karen Alexander, Mayor


Kelly Baker, City Clerk