

Salisbury, North Carolina
February 3 - 4, 2005

The City Council of the City of Salisbury met in special session at the Rowan Public Library, in City Hall in the City Council Chambers, at the Gateway Building Food Lion Board Room, and at Horizons Unlimited, Salisbury, North Carolina, on Thursday and Friday, February 3 and 4, 2005 with the following members being present and absent:

PRESENT: Mayor, Susan W. Kluttz, Presiding; Mayor Pro Tem Paul B. Woodson, Jr., Councilmen, William (Bill) Burgin, William (Pete) Kennedy, and Mark Lewis.

ABSENT: None

The meeting was called to order by Mayor Kluttz. The invocation was given by City Manager David Treme.

Staff present was:

David W. Treme	-	City Manager
Matt Bernhardt	-	Assistant City Manager for Utilities
Mike Crowell	-	Information Technology Manager
Myra Heard	-	City Clerk
Rivers Lawther	-	City Attorney
Dan Mikkelson	-	Director of Land Management & Development
Joe Morris	-	Planning & Community Development Manager
Bob Parnell	-	Fire Chief
Vernon Sherrill	-	Public Services Director
John Sofley	-	Management Services Director
Melissa Taylor	-	Human Resources Director
Gail Elder White	-	Parks & Recreation Director
Mark Wilhelm	-	Police Chief

AMERICAN PUBLIC VALUES TRAINING

Dr. Phillip Boyle led Council, members of the Planning Board and staff through a training session titled "Public Leadership in a Democratic Society: Balancing Values and Choices." Dr. Boyle noted that the core set of values shared by the public are liberty, equality, community, and prosperity.

RECESS

Mayor Kluttz asked for a motion to recess the meeting until 12:00 p.m. in Council Chambers in City Hall, Salisbury, North Carolina.

Thereupon, Mr. Woodson made a **motion** to recess the meeting. Mr. Lewis seconded the motion. Messrs. Burgin, Kennedy, Lewis, Woodson and Ms. Kluttz voted AYE. (5-0)

LUNCHEON

Thereupon, Mr. Burgin made a **motion** to reconvene the meeting. Mr. Woodson seconded the motion. Messrs. Burgin, Kennedy, Lewis, Woodson and Ms. Kluttz voted AYE. (5-0)

Guest Speaker, Mayor Allen Joines, City of Winston-Salem, spoke to Council, Management Team and members of the business community about the art of Economic Development in a changing economy.

BUSINESS INCUBATORS

Mr. Warren Miller, Facilitator, and Mr. Brent Lane, Executive Director of the Center for Competitive Economics led Council, the Management Team, and local business leaders through a discussion concerning developing a business incubator in Salisbury.

Thereupon, Mr. Burgin made a **motion** to recess the meeting until 2:30 p.m. at the Gateway Building, Food Lion Board Room, 204 East Innes Street, Salisbury, NC. Mr. Woodson seconded the motion. Messrs. Burgin, Kennedy, Lewis, Woodson and Ms. Kluttz voted AYE. (5-0)

RECONVENE

Mayor Kluttz asked for a motion to reconvene the meeting.

Thereupon, Mr. Woodson made a **motion** to reconvene the meeting. Mr. Burgin seconded the motion. Messrs. Burgin, Kennedy, Lewis, Woodson and Ms. Kluttz vote AYE. (5-0)

A City employee panel comprised of Mr. Jason Parks, Ms. Ruth Chapparro, Mr. Kareem Puranda, Mr. Preston Mitchell, and Ms. Lana Bird discussed issues involved in attracting and retaining young people in Salisbury.

Council also received a presentation from Mr. Mike Miller and Ms. Jill McCartney regarding SURGE. SURGE is a new group targeting young professionals to become involved in the Salisbury-Rowan community. The group hopes to keep young professionals in the community and to create a network to continue to bring in new professionals to the area.

FIRE DEPARTMENT STRATEGIC PLAN

Fire Chief Bob Pamell and Mr. Mike McLaurin from Centralina Council of Governments reviewed the strategic plan which has recently been completed for the Salisbury Fire Department. The plan has three (3) main areas: life safety issues, accreditation, and the North Carolina Response Rating. Battalion Chief David Morris reviewed the life safety issues and Assistant Fire Chief Rick Fesperman reviewed the accreditation standards. Mr. Rick Hall, Rick Hall Associates, reviewed the North Carolina Response Rating study, which rates fire departments solely for insurance purposes.

RECESS

Mayor Kluttz asked for a motion to recess the meeting until 8:00 a.m. at Horizons Unlimited, 1636 Parkview Circle, Salisbury, NC.

Thereupon, Mr. Burgin made a **motion** to recess. Mr. Woodson seconded the motion. Messrs. Burgin, Kennedy, Lewis, Woodson, and Ms. Kluttz voted AYE (5-0).

FRIDAY, FEBRUARY 4, 2005 - RECONVENED

Mayor Kluttz asked for a motion to reconvene at 8:00 a.m. at Horizons Unlimited, Salisbury, North Carolina.

Thereupon, Mr. Woodson made a **motion** to reconvene the special meeting. Mr. Burgin seconded the motion. Messrs. Burgin, Kennedy, Lewis, Woodson, and Ms. Kluttz voted AYE. (5-0).

GOOD TO GREAT

Dr. Stephen Hiatt, Catawba College, reviewed the Good to Great concept, based on the book written by Jim Collins, with Council and the Management Team. Mr. Matt Bernhardt, Assistant City Manager for Utilities, and Fire Chief Bob Pamell reviewed how the Good to Great concept has been used in their respective departments.

STREAMLINING THE DEVELOPMENT PROCESS

Mr. Dan Mikkelson, Director of Land Management and Development, Mr. Matt Bernhardt, Assistant City Manager for Utilities, and Ms. Melissa Taylor, Human Resources Director reviewed several of the FY2004-05 Outcomes and Goals related to streamlining the development process and customer service. Mr. Mikkelson and Mr. Bernhardt explained that there has been a transition from permitting in Utilities to Land Management and as of January 1, 2005 Development Services provides a single source review for permits.

FISCAL CONDITIONS

Management Services Director John Sofley and Budget and Performance Management Manager Teresa Harris led a discussion with Council and the Management Team regarding fiscal conditions, levels of service, and capital needs within the City.

GOALS AND OUTCOMES FOR 2005-2006

City Manager David Treme and staff reviewed the Outcomes and Goals for 2004-2005. Updates on the status of the Outcomes and Goals were given, and with direction from Council, changes were incorporated and new Outcomes and Goals established for 2005-2006.

Each Council member was given twelve (12) dots to place on the Goals and Outcomes they felt most important to them that they would like to have accomplished by June 30, 2006, in order for staff to develop a one year tactical plan.

PARTNER WITH ROWAN-SALISBURY SCHOOLS

Council discussed the need to have the ability to discuss issues that affect the City of Salisbury with the Rowan-Salisbury School Board, specifically the proposed redistricting plan being discussed by the School Board. Mayor Kluttz appointed Councilmen Lewis and Burgin to serve as a Council Committee to meet with the proper officials to convey Council's interest. Council members noted the short time frame for implementing this goal before a decision is reached on the redistricting plan.

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ELECTION METHODS

Council discussed the possible change in term lengths from two (2) year terms to four (4) year terms. It was noted that following the public hearing and input received from citizens it appears that two (2) year terms are favored. By consensus Council agreed to discuss this issue at its next regular meeting along with the possible consideration of four (4) year staggered terms.

ADJOURNMENT

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There being no further business, Mr. Kennedy **moved** that the meeting be adjourned. Mr. Burgin seconded the motion. Messrs. Burgin, Kennedy, Lewis, Woodson and Ms. Kluttz voted AYE (5-0). The meeting adjourned at 3:55 p.m.

Mayor

City Clerk