

TOWN OF SILER CITY

The Siler City Board of Commissioners met in Regular Session on **Monday, February 7, 2022**, at 6:30pm in Multipurpose at the Wrenn Memorial Library with Mayor Pro Tem Price presiding. Commissioner Siler gave the invocation with the recitation of the Pledge of Allegiance following. Commissioner Boone recited the Town of Siler City Mission Statement and Commissioner Bray recited the Town of Siler City Vision Statement.

ELECTED TOWN OFFICIALS PRESENT: Norma Boone, Cindy Bray, Curtis Brown, Lewis Fadely, Bill Haiges, Thomas “Chip” Price, and Tony Siler

TOWN STAFF PRESENT: Town Manager Roy Lynch, Attorney William Morgan, Finance Director Tina Stroupe, Major James Underwood, Public Works Director Chris McCorquodale, HR Director Nancy Darden, and Town Clerk Jenifer Johnson, Zoom: Planning Director Jack Meadows

AGENDA ADJUSTMENTS/APPROVAL OF AGENDA

Lynch shared an updated agenda with the Board of Commissioners.

A motion to approve the agenda as amended was made by Commissioner Haiges, seconded by Commissioner Boone, and unanimously approved.

CONSENT

A motion to approve the consent agenda which includes the January 3, 2022 Minutes (Incorporation by reference as if fully set forth herein Schedule A), January 18, 2022 Minutes (Incorporation by reference as if fully set forth herein Schedule B), January 24, 2022 Minutes (Incorporation by reference as if fully set forth herein Schedule C), CDBG-NR Legal and Surveying Services (Incorporation by reference as if fully set forth herein Schedule D), Ordinances Amending Zoning Map (Incorporation by reference as if fully set forth herein Schedule E), Audit Contract Extension with Sharpe Patel (Incorporation by reference as if fully set forth herein Schedule K) was made by Commissioner Boone, seconded by Commissioner Haiges, and unanimously approved.

PUBLIC COMMENT

Donald Matthews, 909 12th Street, Siler City, NC 27344

I didn't think I was going to have to do this again, but I get the feeling that you like hearing my voice. So, I'm back again with this same complaint. Nothing has been done. Nothing appears that its going to get done. On January 3, we met, Commissioner Fadely, Town Manager, Public Works Director, and Planning Director and we sat down, and I thought we had a mapped-out way to go, but it seems as though that mine have been one of the reasons it hasn't happened. Again, I back, we have the same issues and the same problems, and it seems like this board is not taking this very seriously. And I definitely have a problem with that. As I mentioned before until something starts, I will be back every time. One of the things is we were showing some progress, but that has not happened, it's been overviewed, looked at, but not been finished. It way pasted time to start to get this thing done. Again, I look forward to the work being started. And if it doesn't get started, I will be back again next month. And I'm sure I won't be by myself. Thank you for your time.

Jimmie Pugh, 330 Womble Street, Siler City, NC 27344

I've talked to Jack about it several times and I called someone with the town maintenance department named Chris, I didn't get a answer. Don't we have a erosion ordinance. Do any of yall know. I think we do. Back in 2014 when we had the review of the UDO, we talked about it then. When you move trees, any

kind of vegetation when it's going to affect the town street and so fourth and someone else's property, someone should be responsible for the impact on the other land. My point exactly is the street, I like on Womble Street, Sears Street is the one impacted with the mud. Coming down the property next to the Edwards property. I don't know why the town didn't do something for this resident. They cut all the trees off the side of the street, and they didn't leave any roots there to hold the soil in place. All the soil is washing down the sidewalk down to our road. It's been doing that about two or three months. I have complained about it and here we are paying taxes for a paved street covered in mud. It doesn't make since. I know something can be done about it. Take the initiative to come out and asset it and take a look at the possibilities. That what I'm looking for, someone, I don't know whose job description that is, but someone to come out there and take care of it. It's ridiculous to drive in that mud all the time and you paying city taxes for a paved street.

PRESENTATION

American Rescue Plan Funding Community Conversations – Courtney Cooper-Lewter – Chatham County
Cooper-Lewter with Chatham County stated that Chatham County will receive about \$14.5 million in American Rescue Plan Act (ARPA) funds to address the negative public health and economic impacts of the COVID-19 pandemic. Cooper-Lewter shared information about the Community Conversation concerning the American Rescue Plan Funding. She stated that Chatham County wants to hear from residents. Cooper-Lewter shared the upcoming meeting times that will be held in Siler City. (Incorporation by reference as if fully set forth herein Schedule L)

The Board of Commissioners thanked Cooper-Lewter for the presentation.

OLD BUSINESS

Employee COVID Vaccinate Incentive

Darden stated that the Town of Siler City employee vaccination rate is currently 41%. NC Municipality statistics show that offering a Covid vaccination incentive significantly raises the vaccination rate 40% or more. Most municipalities who have reported results following the implementation of a vaccination incentive report a vaccination rate of 80% or above. (Incorporation by reference as if fully set forth herein Schedule F)

Darden stated due to the high increase of employee absences related to Covid since the beginning of the year, staff is recommending a one-time Covid Vaccination Incentive which includes the following eligibility requirements and guidelines:

- 1) All full-time and part-time employees are eligible.
- 2) Employees are considered to be fully vaccinated if they have one Johnson and Johnson vaccine or both Pfizer and Moderna vaccines taken within the CDC stated appropriate timeframes.
- 3) Employees who are fully vaccinated no later than April 1, 2022, are eligible for Covid vaccine incentive pay.
- 4) Employees must submit a copy of their vaccination status card to Human Resources by April 10, 2022, to receive Covid vaccine incentive pay.
- 5) Covid vaccine incentive pay will be paid on the payroll following submission of proof of vaccination to Human Resources.
- 6) Covid vaccine incentive pay will be paid under line item "CV19" and will be subject to all the taxes and deductions as regular pay; however, it is not eligible for the Town's 401k employer contribution.

- 7) Fully vaccinated full-time employees will receive Covid vaccine incentive pay of \$1000; fully vaccinated part-time employees will receive Covid vaccine incentive pay of \$250.
- 8) American Rescue Plan (ARP) funds would be used to fund the Covid vaccine incentive pay.

Darden stated since the Town discontinued Extended Emergency Paid Sick Leave (EESL) effective June 30, 2021, employees have been using their own earned sick leave for Covid-related absences and some exhausted all earned sick leave due to these absences. The total amount of available Federal Emergency Paid Sick Leave (EPSL) and Town EESL to each employee was 160 hours. Some employees used the entire allotment while others used a portion or none. Employees with no Covid-related absences and who continued working while others were out, received no extra leave consideration during this period. Staff recommends that employees who did not use all of the 160 hours of leave be awarded the unused portion for future use. This would make this benefit of emergency sick leave equitable to all employees.

Darden stated that it is staff's goal promote the wellness and well-being of Town employees through these recommendations and to protect their leave benefits as much as possible.

The Board of Commissioners discussed the incentive and asked questions of Finance Director Tina Stroupe and Darden.

A motion to approve the proposed COVID Vaccination Incentive for employees was made by Commissioner Haiges, seconded by Commissioner Boone, and unanimously approved.

A motion to award sick leave hours not used during the Federal mandate and Town extension of sick leave to eligible employees was made by Commissioners Fadely, seconded by Commissioner Siler, and unanimously approved.

NEW BUSINESS

Demolition Ordinance – 705 Greensboro Avenue

Meadows stated that the subject dwelling is described as unfit for human habitation and is in violation of the Town's Minimum Housing Ordinance. A complaint notice of hearing was served upon the owner and parties in interest. The administrative hearing was held on Oct. 21, 2021. The findings of fact and order was served upon the owner and parties in interest following the hearing. Town staff filed a Notice of Lis Pendens with the Chatham County Clerk of Superior Court following the hearing. (Incorporation by reference as if fully set forth herein Schedule G)

Meadows shared the following: photo, Aerial Photo, Complaint Notice of Hearing, Findings of Fact and Order, Notice of Lis Pendens, Demolition Ordinance, and the bid tabulation sheet.

The Board of Commissioners discussed the location and asked questions of Meadows.

A motion approve the demolition ordinance for 735 Greensboro Avenue was made by Commissioner Haiges, seconded by Commissioner Fadely, and unanimously approved.

A motion the award the bid for the demolition to Green Revival Landscaping for \$4,860.00 was made by Commissioner Haiges, seconded by Commissioner Boone, and unanimously approved.

Demolition Ordinance – 206 Craven Street

Meadows stated that the subject dwelling is described as unfit for human habitation and is in violation of the Town's Minimum Housing Ordinance. A complaint notice of hearing was served upon the owner and parties in interest. The administrative hearing was held on Oct. 21, 2021. The findings of fact and order was served upon the owner and parties in interest following the hearing. Town staff filed a Notice of Lis Pendens with the Chatham County Clerk of Superior Court following the hearing. (Incorporation by reference as if fully set forth herein Schedule H)

Meadows shared the following: Photo, Aerial Photo, Complaint Notice of Hearing, Findings of Fact and Order, Notice of Lis Pendens, Demolition Ordinance, and the Bid tabulation sheet

The Board of Commissioners discussed the location and asked questions of Meadows.

A motion to approve the demolition ordinance for 206 Craven Street was made by Commissioner Fadely, seconded by Commissioner Haiges, and unanimously approved.

A motion to award the bid for the demolition to Green Revival Landscaping for \$4,860.00 was made by Commissioner Fadely, seconded by Commissioner Haiges, and unanimously approved.

Demolition Ordinance – 1011 East 11th Street

Meadows stated that the subject dwelling is described as unfit for human habitation and is in violation of the Town's Minimum Housing Ordinance. A complaint notice of hearing was served upon the owner and parties in interest. The administrative hearing was held on Oct. 21, 2021. The findings of fact and order was served upon the owner and parties in interest following the hearing. Town staff filed a Notice of Lis Pendens with the Chatham County Clerk of Superior Court following the hearing. (Incorporation by reference as if fully set forth herein Schedule I)

Meadows shared the following: Photo, Aerial Photo, Complaint Notice of Hearing, Findings of Fact and Order, Notice of Lis Pendens, Emails to and from property owner, Demolition Ordinance, Bid tabulation sheet.

Meadows stated that First Missionary Baptist Church is in the process of purchasing the house and plan on demolishing it. The consensus of the Board of Commissioners was to continue this item for 60 days and bring back at the first meeting in April if not movement has taken place.

Nuisance Abatement – 1405 Spring Avenue

Meadows stated on October 22, 2021, he received complaint. The Complaint Investigation found a concrete foundation, 2 piles of dirt and brush. discarded wood and concrete blocks on the property. No building permits were found posted on site. A notice of violation was Mailed and posted, On October 29, 2021, the Ordinance Enforcement Officer (OEO) received a phone call from a translator on behalf of Rodolfo Nava. OEO explained the violations and what needed to be done to abate the violations. The translator explained this to Mr. Nava, and it was stated that he understood. The OEO extended the deadline to Nov. 8, 2021, due to the language barrier. (Incorporation by reference as if fully set forth herein Schedule J)

Meadows stated on November 4, 2021, the OEO received a phone call from the owner's sister stating that he applied for a building permit and will have the debris cleaned up by Nov. 8, 2021. On November 8, 2021 - Re-inspection: The wood and construction debris was moved to the right of way. The foundation remained. On November 29, 2021, Re-inspection: foundation remains, no change.

Meadows stated that the following submitted the request for bids to Town vendors: B.E. York & Sons, Siler City, Caviness Farms Grading, LLC, Siler City, C.L. Summers & Sons Trucking & Grading Inc., Gibsonville, D&R Watts Grading, LLC, Archdale, D.H. Griffin Wrecking Company, Inc., Greensboro, Enpuricon, Inc., Apex, Green Revival Landscaping, Inc., Siler City, KBS Earthworks, Inc., Julian, MGT Enterprise, Archdale, Scott Bryant Grading, Siler City, Smith Contractors, LLC, Siler City, T&G Backhoe, Inc., Siler City, and Timmy Causey Grading and Demolition, Asheboro.

Meadows stated on December 10, 2021, the town received one bid from MGT Enterprise, on December 20, 2021, notice of intent to abate was mailed and posted, and on January 10, 2022, a re-inspection took place and there was no change.

The Board of Commissioners asked about giving them time to get a permit. Meadows stated that the housing plan is under review with Chatham County and this process will take about two weeks. The consensus of the Board of Commissioners was to give them thirty days to get the permit and start the work and bring back if needed.

MANAGER'S REPORT

Lynch shared the following with the Board of Commissioners:

- 5th Street – everything but paving is complete.
- Renovation at City Hall are moving forward, and we have seen a significant increase in work. The timeline looks like we will be able to open the top two floors in April.

TOWN ATTORNEY INFORMATION

none

GOVERNING BODY COMMENTS

Commissioner Fadely stated that he had a meeting about a month ago with Roy, Chris, and Jack and Mr. Matthews and we discussed what could be done with the flooding issues in town with an eye to a policy with wastewater runoff and how streams flood. That's a big project. But we also identified some low hanging items that could be done, not just in Mr. Matthews neighbor, but everywhere, like cleaning out the ditches, leaves, debris. I felt good about it and I'm sorry to hear that there's not progress. I would like to see some progress. We did also discuss the gentleman steps that were damaged. Can we reach out to him. I know we have had a lot of employees out, but at some point, we can't keep telling our citizens that we are understaff. We have to think outside the box.

Lynch stated that we are looking at outside contractors. They are having the same issues in retaining employees. And we have brought in temporary employees. And we had trouble getting them as well.

Commissioner Bray left the meeting.

CLOSED SESSION

A motion to go into closed session §143-318.11(a)(6) to consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee; or to hear or investigate a complaint, charge, or grievance by or against an individual public officer or employee at 7:54 pm was made by Commissioner Haiges, seconded by Commissioner Fadely, and unanimously approved.

A motion to come out of closed session at 8:28 pm was made by Commissioner Haiges, seconded by Commissioner Fadely, and unanimously approved.

Lynch stated that he and Human Resources Director Nancy Darden had been looking at how to be more competitive with the private companies for the public works vacancies. Lynch stated that we have been looking at trying to get everyone up to \$15 per hour. Darden stated that the compensation study that she is working on has shown that the \$31,984 which is over the \$15 per hour for the new minimum. Darden stated that we are not getting the application that we once did years ago.

The Board of Commissioners discussed the new minimum and asked questions of Darden.

The consensus of the Board of Commissioners was to move all the public works employees up to the new minimum salary now instead of waiting.

Darden asked when they want to see resumes and what dates you want to have interviews. Johnson stated that she would send out a poll of dates. Darden stated that she would send out the six resumes she had received so far. The Board of Commissioners decided to have a special meeting on Thursday, February 17 at 6:30pm to discuss the applicants received at that point.

Lynch stated that he had been discussing the accelerated budget process with the budget team. In order for the budget to be mostly prepared before I leave, as you have requested, we feel that we should forgo the retreat this fiscal year. We feel the staff time preparing for the retreat could be better used working on the actual budget. We can send out the full requested budget that we received from the department heads, but we will focus on the needed items that we can afford with our current estimated revenues. We don't anticipate a notable increase in revenues for fiscal year 2022-2023. With the accelerated budget process, I would present a tentative budget and report at the Thursday, March 17, 2022, Budget Workshop with what we could afford, with the unknowns identified. Then at the April 23, 2022, Budget Workshop the budget team along with the interim Town Manager should have more firm numbers to present to the Board. The interim Town Manager then could present the final budget message at the Thursday, May 12, 2022, Budget Workshop as planned on the board approved calendar.

The consensus of the Board of Commissioners was to cancel this year's budget retreat.

Lynch shared the updated scale for the employee performance evaluations.

A motion to excuse Commissioner Siler for the remainder of the meeting at 9:05pm was made by Commissioner Haiges, seconded by Commissioner Fadely, and unanimously approved.

A motion to go into closed session §143-318.11(a)(3) to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public

body, which privilege is hereby acknowledged at 9:07pm was made by Commissioner Fadely, seconded by Commissioner Haiges, and unanimously approved.

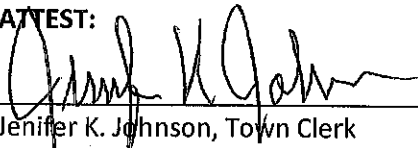
A motion to come out of closed session at 9:09pm was made by Commissioner Fadely, seconded by Commissioner Haiges, and unanimously approved.

ADJOURNMENT

With no further business the Board of Commissioners adjourned at 9:10pm.



Thomas K. Price, Mayor Pro Tempore

ATTEST:


Jennifer K. Johnson, Town Clerk

