

TOWN OF SILER CITY

The Siler City Board of Commissioners met in Regular Session on **Monday, April 1, 2019** at 7:00pm in City Hall Courtroom with Mayor Grimes presiding. Commissioner Price gave the invocation with the recitation of the Pledge of Allegiance following. Commissioner Siler recited the Town of Siler City Mission Statement and Commissioner Bray recited the Town of Siler City Vision Statement.

ELECTED TOWN OFFICIALS PRESENT: Larry Cheek, Mike Constantino, John Grimes, Bill Haiges, Thomas "Chip" Price, and Tony Siler

ELECTED TOWN OFFICIALS ABSENT: Cindy Bray and Lewis Fadely

TOWN STAFF PRESENT: Town Manager Bryan Thompson, Attorney William Morgan, Finance Director Roy Lynch, Interim Police Chief Jeanne Miller, Parks and Recreation Director Joseph Keel, Planning Director Jack Meadows, Human Resources Director Nancy Darden, and Town Clerk Jenifer Johnson.

AGENDA ADJUSTMENTS/APPROVAL OF AGENDA

Thompson requested the addition of Loves Creek Watershed Update under Presentations, Weaver-Kirkland CUP under Old Business, and § 143-318.11(a) (6) Closed Session: 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.

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

CONSENT

A motion to approve the consent agenda which includes the March 14, 2019 Budget Workshop Minutes (Incorporation by reference as if fully set forth herein Schedule A), March 18, 2019 Minutes (Incorporation by reference as if fully set forth herein Schedule B), Retention Schedule Resolution (Incorporation by reference as if fully set forth herein Schedule C), Street Closure for Person to Person Event (Incorporation by reference as if fully set forth herein Schedule D) was made by Commissioner Haiges, seconded by Mayor Pro Tem Cheek and unanimously approved.

PRESENTATIONS

Building Integrated Communities

Thompson introduced Isa Godinez, Jorge Gutierrez, and Hannah Gill with UNC Chapel Hill - Building Integrated Communities Program. The group presented the action plan to the Board of Commissioners. (Incorporation by reference as if fully set forth herein Schedule E)

BIC is a statewide community planning program that works with local governments and community stakeholders to:

- better understand the experiences of local residents born outside of the U.S.
- develop strategies for making the community a better place for everyone

Timeline of BIC in Siler City

Research – Understand community issues

Planning – Create an action plan with strategies to address issues

Implementation – Carry out strategies and Evaluate impact

Progress of BIC in Siler City: Data Sources

- Chatham County Public Schools
- Chatham County Health Department
- Central Carolina Community College
- Town of Siler City
- El Vinculo Hispano
- US Census Bureau
- NC Department of Commerce, Labor & Economic Analysis Division (LEAD)
- 2016 Hispanic Community Needs Assessment for The Hispanic Liaison

Progress of BIC in Siler City

Phase 1: Research and Public Meetings and Report Completed

Phase 2: Action Plan Completed

Key areas identified based on residents' feedback: Communication, Leadership, Business & Entrepreneurship, Parks & Recreation, Housing, Youth Mental Health, Public Safety & Law Enforcement, Public Transportation

Strategic action area:

1. **Communication**
 - a. Improve communication between the Town of Siler City and local residents.
2. **Leadership**
3. **Business & Entrepreneurship**
4. **Parks & Recreation**
 - a. Enhance the participation and leadership of Siler City residents in Parks and Recreation.
5. **Housing**
6. **Youth Mental Health**
 - a. Reduce depression/anxiety and suicide among youth in Siler City
 - b. Improve access to mental health services
7. **Public Safety & Law Enforcement**
 - a. Build trust within the community and improve communication with residents.
 - i. Provide a 5% pay incentive for police officers with fluency in Spanish language.
 - ii. Share traffic stop and investigative (stop and frisk) data on race, ethnicity and gender with public via SCPD website on a quarterly basis.
 - iii. Implement communications/ disaster relief plan for the Town of Siler City
 - iv. Participate in annual September Fiesta and Spring Legal Fair event.
 - v. Explore adoption of the Faith ID Program.
 - vi. SCPD will participate in an implicit bias training.
8. **Public Transportation**

Strategy - Create a Town Communications Specialist Position that is bilingual in Spanish and English.

Intermediate – Enhanced communication and trust with town residents and utility customers.

Performance Measures/Timeline – FY 2021.

Strategy - Increase the number of bilingual employees by: Offer pay incentives for bilingual employees. Make Spanish fluency a minimum requirement and/or preference for positions requiring communication with the public.

Review database of Town job descriptions (starting with FY 2020 new hires)
Intermediate Result – Major improvements in Town communications with and better resolution of community challenges.
Bilingual staff hires will reduce interpretation and translation costs.
Performance Measures/Timeline – Staff communication requests in Spanish.

Next Steps

Follow up on actions requiring Board of Commissioners consideration.
Start an implementation process that includes the creation of an Interim Latino Community Advisory Board, integrated by organizations/individuals already participating in BIC and community members willing to engage in civic participation.

The Board of Commissioners thanked the group for their work on the program.

Fiesta 2019

Ilana Dubester with the Hispanic Liaison. Dubester requested town street closures are on East Second Street from North Second Avenue to North Birch Avenue for the Hispanic Heritage Fiesta for Saturday, September 14, 2019: 6:00 am to 10:00 pm (16 hours). (Incorporation by reference as if fully set forth herein Schedule F)

Thompson stated that Staff will work on a letter to send to NCDOT and work on the requirements.

Legal Fair 2019

Ilana Dubester with The Hispanic Liaison shared the Legal Fair event which will be held on April 6, 2019 at Jordan Matthews High School from 11:30am to 5:30pm. (Incorporation by reference as if fully set forth herein Schedule G)

Loves Creek Watershed Update

Meadows introduced members of the Loves Creek Watershed Committee. Members updated the Board of Commissioners on the environmental grant on two properties: 304 and 312 South Chatham Avenue and shared resolutions accepting conveyance of the properties. (Incorporation by reference as if fully set forth herein Schedule H) Parker shared the Environmental Phase 2 results on 312 South Chatham Avenue. Thompson stated after review by Staff the resolutions will be brought back to a meeting in May.

Messinger shared a grant opportunity for the Park Shopping Center to help with flooding issues and to help manage the storm water with a linear rain garden.

The consensus of the Board of Commissioner was to apply for a 319 EPA grant for a linear rain garden to help with the flooding in the Park Shopping Center area.

OLD BUSINESS

Weaver-Kirkland CUP

Meadows shared a letter from Weaver-Kirkland Housing requesting an extension of the conditional use permit for the Southwest corner of Village Lake Road and Siler Business Drive, Parcel # 80727, 80725, 16070. (Incorporation by reference as if fully set forth herein Schedule I)

A motion to approve the extent the conditional use permit for Southwest corner of Village Lake Road and Siler Business Drive, parcels 80727, 80725, and 16070 to expire on March 20, 2020 was made by Commissioner Haiges, seconded by Commissioner Price and unanimously approved.

NEW BUSINESS

none

MANAGER'S REPORT

none

TOWN ATTORNEY INFORMATION

none

DEPARTMENT REPORTS

The following reports were shared with the Board of Commissioners: Building Inspections, Finance, Fire, Human Resources, Parks and Recreation, Planning and Community Development, Police, and Public Works.

GOVERNING BODY COMMENTS

none

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 7:24pm was made by Commissioner Haiges, seconded by Commissioner Siler and unanimously approved.


A motion to come out of closed session at 8:34pm was made by Commissioner Haiges, seconded by Commissioner Price and unanimously approved.

ADJOURNMENT

With no further business the Board of Commissioners adjourned at 8:37pm.


John F Grimes, Mayor

ATTEST:


Jenifer K Johnson, Town Clerk

