

TOWN OF SILER CITY

The Siler City Board of Commissioners met in Regular Session on **Monday, August 20, 2018** at 7:00pm in City Hall Courtroom with Mayor Grimes presiding. Mayor Pro Tem Cheek gave the invocation with the recitation of the Pledge of Allegiance following. Commissioner Constantino recited the Town of Siler City Mission Statement and Commissioner Fadely recited the Town of Siler City Vision Statement.

ELECTED TOWN OFFICIALS PRESENT: Cindy Bray, Larry Cheek, Mike Constantino, Lewis Fadely, John Grimes, Bill Haiges, Chip Price, and Tony Siler.

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

AGENDA ADJUSTMENTS/APPROVAL OF AGENDA

Thompson shared an updated agenda with several amendments listed as Agenda #2.

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

CONSENT

A motion to approve the consent agenda which includes the June 18, 2018 Minutes (Incorporation by reference as if fully set forth herein Schedule A), Chatham Studio Tour Opening November 30, 2018 (Incorporation by reference as if fully set forth herein Schedule C), Fire Engine Purchase Financing (Incorporation by reference as if fully set forth herein Schedule G) was made by Commissioner Price, seconded by Commissioner Siler and unanimously approved.

PUBLIC COMMENT

none

PRESENTATIONS

none

PUBLIC HEARING

Town of Siler City proposes to rezone the following parcels located along the western boundary of the railroad corridor: portion of 16280 (S. Cedar Ave, ~1.72 acre), 16281 (Railroad, 1.547 acres), 61438 (W. Dolphin St, 0.76 acre), 16358 (W. Elk St, 0.96 acre) from R-20 (Residential) to G-C (General Commercial); & a portion of 17202 (W. Elk St, ~11.31 acre) from L-I (Light-Industrial) to G-C (General Commercial).

Mayor Grimes opened the public hearing for Town of Siler City proposes to rezone the following parcels located along the western boundary of the railroad corridor: portion of 16280 (S. Cedar Ave, ~1.72 acre), 16281 (Railroad, 1.547 acres), 61438 (W. Dolphin St, 0.76 acre), 16358 (W. Elk St, 0.96 acre) from R-20 (Residential) to G-C (General Commercial); & a portion of 17202 (W. Elk St, ~11.31 acre) from L-I (Light-Industrial) to G-C (General Commercial) at 7:09pm. (Incorporation by reference as if fully set forth herein Schedule D)

Meadows stated that the subject property is:

1. owned by:
 - a. Piedmont Conservation Council
 - b. Nancy W. Brown Trust
 - c. Oscar Guarin
 - d. Raul & Rogelo Merlo

- e. Mabry Holdings LLC
- 2. located inside the Town's Corporate Limits;
- 3. located within Central Chatham fire district;
- 4. located within the Duke Energy Progress electric service district;
- 5. not located within a watershed protection area; and
- 6. located within a special flood hazard area (portion of parcel # 16280 & 16281).

Meadows shared the size of tract:

- 1. Subject tract is ~ 16.3 acres and includes 5 property owners and 5 tax parcels
- 2. Size of surrounding tracts: an average of 2.1 acres

Meadows shared the compatibility with existing comprehensive Land Development Plan (Meadows stated that the items that are ***bold and italicized*** may be selected as reasons why the proposed amendment is consistent with the land development plan):

- 1. Low-density residential development for the subject property.
- 2. Conservation/recreation for the subject property.
- 3. Low-density Residential Objectives and Strategies
 - a. Limit impacts of development of the environment and promote sustainability.
 - b. ***Encourage development to occur in areas with existing or planned infrastructure such as water, sewer, roads, and sidewalks.***
 - c. Improve the appearance of properties.
 - d. Permit residential development at a low density in keeping with the character of many existing neighborhoods in the Town.
 - e. Maintain the integrity of existing neighborhoods.
 - f. Promote walkable, interconnected neighborhoods.
 - g. Encourage provision of recreation and park land for Town residents.
 - h. Encourage efficient use of transportation networks.
 - i. The portions of the planning region within and near the existing Town limits and not designated as industrial or mixed use areas should be preserved for future residential growth and the extension of public water and sewer to these areas should be a top priority.
 - j. ***Urban development densities should be restricted to areas in which sufficient water and sewer service is available.***
 - k. Preserve the existing density and scale of development in established residential neighborhoods by excluding the introduction of intensive, non-residential land uses into such neighborhoods and by avoiding the rezoning of established residential areas to a higher density.
 - l. ***Encourage in-fill development in established residential areas.***
 - m. Preserve the existing housing stock by vigorously enforcing the minimum housing code and providing financial assistance to rehabilitate and stabilize deteriorating housing.
 - n. Require that as a condition of receiving public water and/or sewer service, all new developments be incorporated into the Town limits.
 - o. Revise zoning and subdivision ordinance standards to promote interconnectivity of neighborhoods and use of sidewalks.
 - p. Promote cluster development with usable open space and amenities.
 - q. Ensure quality aesthetics in developments through appropriate landscaping, lighting, parking, and signage standards.
 - r. Encourage planned developments.

- s. Develop driveway regulations to require access from service drives, prevent multiple driveways on a single lot, and control the spacing of driveways.
 - t. Develop specific standards for those properties abutting major highway corridors, to place more stringent controls on building setbacks and height, vehicular access, sign size and location, and buffering of parking and service areas.
 - u. Designate areas of the Town's planning jurisdiction as growth areas and give priority to utility extensions in those areas.
 - v. Provide parks and recreation programs to meet the recreation and fitness needs of all citizens of Siler City.
 - w. Expand the greenway system of trails for bicyclists and pedestrians, and the Town's sidewalk network, in accordance with the Town's Pedestrian Plan.
 - x. Coordinate with county schools to look for ways to share recreation facilities and to encourage pedestrian access to schools.
 - y. Explore the option of allowing developer fees-in-lieu for park facilities and other public facilities.
 - z. Develop a planting plan for street trees along public rights-of-way.
 - aa. Encourage schools and other public facilities to be located in walkable, convenient locations proximate to high-density areas.
 - bb. Modify the development ordinances to be more user friendly where possible.
 - cc. Develop policies to encourage maintenance of structures.
 - dd. Implement recommendations from the Town's 2016 Natural Resource and Conservation Study.
 - ee. Prevent the conversion of residences to other land uses unless such conversion will assist in stabilizing the large residential neighborhood or unless such conversion will preserve the unique quality or architectural significance of residences.
4. Conservation and Recreation Objectives and Strategies
- a. Limit impacts of development of the environment and promote sustainability.
 - b. Improve the appearance of properties.
 - c. Encourage provision of recreation and park land for Town residents.
 - d. Encourage preservation of sensitive environmental areas from development.
 - e. **Encourage efficient use of transportation networks.**
 - f. Promote cluster development with usable open space and amenities.
 - g. Ensure quality aesthetics in developments through appropriate landscaping, lighting, parking, and signage standards.
 - h. Develop driveway regulations to require access from service drives, prevent multiple driveways on a single lot, and control the spacing of driveways.
 - i. Develop specific standards for those properties abutting major highway corridors, to place more stringent controls on building setbacks and height, vehicular access, sign size and location, and buffering of parking and service areas.
 - j. Provide parks and recreation programs to meet the recreation and fitness of all citizens of Siler City.
 - k. Expand the greenway system of trails for bicyclists and pedestrians, and the Town's sidewalk network, in accordance with the Town's Pedestrian Plan.
 - l. Coordinate with county schools to look for ways to share recreation facilities and to encourage pedestrian access to schools.
 - m. Explore the option of allowing developer fees-in-lieu for park facilities and other public facilities.
 - n. Develop a planting plan for street trees along public rights-of-way.
 - o. Modify the development ordinances to be more user friendly where possible.
 - p. Implement recommendations from the Town's 2016 Natural Resource and Conservation Study.

Meadows stated that the property is served by public water and sewer. Street/road frontage:

| Street/Road | Road Frontage (feet) | Travel Lanes | Maintenance | Speed Limit (mph) | Average Daily Trips |
|----------------|----------------------|--------------|-------------|-------------------|---------------------|
| W. Dolphin St. | 150 | 2 | Town | 35 | NA |
| W. Elk St. | 459 | 2 | Town | 35 | NA |

The pedestrian master plan recommends pedestrian improvements along W. Elk St.

Meadows shared the impact on landowners, immediate neighbors, and the surrounding community:

| Zoning District | L-I | R-20 | G-C |
|--------------------------------|-----|--------|-----|
| Minimum lot size (square feet) | 0 | 20,000 | 0 |
| Minimum lot width | 100 | 100 | 100 |
| Front/street building setback | 30 | 35 | 15 |
| Side/rear building setback | 20 | 15 | 0 |
| Height limitation | 90 | 35 | 60 |

Meadows stated that the Board shall consider the entire range of permitted, special, and conditional uses for the existing and proposed zoning district as listed in the Table of Uses.

Meadows shared the relationship of uses:

1. Current use of subject property is vacant, conservation/recreation, forestry
2. Surrounding land uses include; single- & two-family residential, church, sawmill, motor vehicle repair, car wash, railroad, and vacant
3. Surrounded by R-20, L-I, A-R, R-10, C-C, and G-C zoning

Meadows shared the Planning Board recommendations from the August 13, 2018 meeting:

1. The planning board tabled the item and will consider a recommendation at their September 10, 2018 Planning Board meeting.
2. The planning board's discussion centered around questions of why rezone:
 - a. property on the west side of the tracks to a mixed use zoning district when the surrounding neighborhood is currently residential and the land development plan recommends residential; and
 - b. the Mabry property since the owner wants it to be zoned light-industrial.
3. The planning board shall prepare and submit a written recommendation to the town board as soon as practical, but not later than thirty-five (35) days (September 17, 2018) following the date of the planning board meeting. Failure of the planning board to submit a recommendation to the town board within the prescribed time limit shall be construed as a favorable recommendation.

The Board of Commissioners discussed the proposed rezoning.

A motion to recess the public hearing to rezone the following parcels located along the western boundary of the railroad corridor: portion of 16280 (S. Cedar Ave, ~1.72 acre), 16281 (Railroad, 1.547 acres), 61438 (W. Dolphin St, 0.76 acre), 16358 (W. Elk St, 0.96 acre) from R-20 (Residential) to G-C (General Commercial); & a portion of 17202 (W. Elk St, ~11.31 acre) from L-I (Light-Industrial) to G-C (General Commercial) until September 17, 2018 was made by Commissioner Fadely, seconded by Commissioner Haiges and unanimously approved.

OLD BUSINESS

Pay for Performance Plan 2018-2019 Review

Darden stated that she was picking up from the last meeting where staff could announce to the employees what the program would look like for the year. Thompson stated that the decision would impact the 2019-2020 Budget.

Mayor Pro Tem Cheek stated that he was the one that brought up the percentage of the 2, 4, and 6, brought up maybe cost of living plus merit would be more satisfying to the employees. Mayor Pro Tem Cheek stated that he is concerned about the percentage being what they are, and he would like to see the Board go with cost of living and the merit be dropped. Commissioner Bray stated that she agreed with Mayor Pro Tem Cheek that we should revisit going back to the cost of living increase. Commissioner Fadely asked Mayor Pro Tem Cheek, if you were to reduce the merit, what would your recommended percentage be? Mayor Pro Tem Cheek stated that we go with a not to exceed the cost of living increase.

Darden stated, in her opinion, you would have to do a cost of living that would fluctuate with the CPI, the Customer Price Index, but the merit would need to be fixed, so the employees would know what they're aiming for with their goals for the year, so maybe a cost of living plus the merit for exceeds and outstanding. Commissioner Fadely asked what are the categories now. Darden shared the levels with the Board of Commissioners.

Commissioner Fadely asked Mayor Pro Tem Cheek if some needs improvement or meets expectations, what would be your position on those two, would the cost of living kick in if they meets expectations or if they fail to meets expectations? Mayor Pro Tem Cheek stated if they failed to meet, they wouldn't get a cost of living increase. Commissioner Fadely asked if you tie the cost of living to the PFP and they fail to meet expectations and have a zero score that they would still get an increase. Mayor Pro Tem Cheek stated that's why he asked the question, they would get a cost of living but they wouldn't get a merit. Thompson explained the scores for each level.

Commissioner Haiges asked do we know what the percentage of the CPI is or has been in the past. Darden stated this past year it was around 2.5%. Commissioner Haiges stated so what you are saying is if you meet expectations, you are getting a cost of living increase, if you are exceeding or outstanding, you are getting a merit in addition to the cost of living. Mayor Pro Tem Cheek stated then you adjust the percentage. Commissioner Haiges stated if what you're giving someone that meets exceptions is a 2% increase, which is basically a cost of living and the exceeds and outstanding get merit plus cost of living. Darden stated that with a cost of living typically it would go to everyone, no matter what their performance is. Commissioner Haiges stated he can't agree with that, if someone is needing improvement, then they don't get a raise. Commissioner Fadely stated if you are going that low, where you're between 0 and 1, he can't get behind giving that person a raise. Commissioner Haiges stated he couldn't either. Darden stated that we don't have anyone scoring between 0 and 1, right now, but we do have people score between 1 and 2. Commissioner Haiges stated anything that is less than meets expectations, in my opinion; they should not receive a raise until they bring their performance to meets expectations.

Commissioner Bray stated that there were several people in the list that got a zero increase. Commissioner Bray asked if someone is struggling in their job, what kind of help are they getting someone coming to them and saying, look were going to help you or do you just give them a list of things that the need to improve on. Darden stated it is the supervisor's responsibility to do remedial

training with them and work with them on a day to day basis in order to bring that performance up. Thompson added that sometimes you have systemic issues, where the supervisor gets to the evaluation and if it's the first time the employee is hearing about it, then we have an issue. Often what we see is that the employee knows of the issue and a performance improvement plan will help identify those issues with a short period of time to resolve those issues.

Mayor Pro Tem Cheek stated are we going ahead with the top percentage being 4%. Commissioner Haiges stated the top would be 4% plus the cost of living, which would equal 6%. Commissioner Bray stated that is thinks 6% is too high. Commissioner Fadely ask if you're going to attach the cost of living to the CPI, which would fluctuate with the CPI. Commissioner Haiges agreed. Commissioner Fadely stated if you're making the CPI the baseline then you're saying the exceeds and outstanding is going to be CPI plus. Darden stated that the CPI has been less than 1% some years, it fluctuates, over the last 5 years it's been all over the place. Commissioner Fadely stated you would be setting it up where you could be more than the 6%. Commissioner Fadely stated that we are at 2, 4, 6%, but we have also established in our meeting that people aren't leaving because of these percentages. Commissioner Constantino stated that's true, we did get to that; we didn't have anybody leaving because of a pay check.

Commissioner Price stated when we originally did the pay study several years ago, one of the things that the consultant group suggested was to move away from the cost of living and do a pay for performance. We were all out of whack across the board and we have made some progress and corrected that. Commissioner Price stated that he likes the very heart of the plan, but the percentages seem high, the 6% is a bit much, but I prefer the pay for performance versus a cost of living.

Mayor Pro Tem Cheek stated he could live with the pay for performance with a percentage adjustment to the top 6%. Darden stated that she suggested if you want to give something across the board, don't call it a cost of living and tie it to the CPI. Darden also stated if you're going to decrease the pay for performance percentages, you need to do it on every category. Commissioner Fadely asked is the county moving to the merit base. Darden stated yes. Commissioner Fadely asked are they doing cost of living. Darden stated that they are not doing across the board. Commissioner Fadely asked what are their categories. Darden stated, meets, exceeds, and outstanding. Commissioner Haiges stated that he is going to be very troubled if we are going to quivel between a score of 2.3 getting meets and a 2.4 getting exceed, I don't want to get in to that. I think we need to set that there is a flat percentage for each category, whether that's 2, 4, 6 or something else. Commissioner Fadely asked how many times does 1% meet CPI. Darden stated over the last 5 years, it has averaged out to around 2%. Mayor Pro Tem Cheek stated that we stated last week that we don't need to go over 2%.

Commissioner Fadely stated that if we're all in agreement if a meets expectations is a 2%, then the real question is what do you assign to exceeds and outstanding. Commissioner Fadely stated for me personally I would like to see the top end have the bigger carrot so we can reward people that are doing an outstanding performance. Commissioner Haiges stated if you're looking at a \$50,000 a year salary, which works out to about \$25 per hour, then the difference between a 5% raise and a 6% raise is 500 per year or .25 cents per hour difference, it's a minor difference.

Commissioner Fadely stated that he would like to get back to what Commissioner Constantino stated the last time, that we're talking about a little bit of money, but we know that's not the real reason their leaving. Commissioner Price asked if we make a decision tonight, when will this become effective. Thompson stated that this would become effective July 1, 2019, so we're getting ahead of the next year.

Commissioner Haiges stated that we are getting ahead because the review period is coming up and employees are setting goals.

Darden stated that the Board of Commissioners suggested that we do a mid-year evaluation, which has to be done in September and it's only fair to employees that they know half way through the year that they know what the goal is that their working on. Commissioner Price stated that Haiges had some good points, like when you look at dollars and cents, its minor, but the thing we can control very well, and we have to depend on our supervisor staff, that the evaluations are accurate and their not automatically going to the top and checking off the top one every time. But with the proper guidance from the Town Manager and the HR Department that probably won't be an issue. Commissioner Price stated after hearing the arguments on each side, I think it will be alright as long as our evaluation process is fair. Darden stated that she could assure the Board of Commissioners that was not happening. Supervisors send those evaluations in and Thompson and Darden both review the evaluations and send them back to the supervisors with comments both bad and good. Mayor Pro Tem Cheek stated based on what Commissioner Price said, I agree that each department head needs to be able to evaluate the employee fairly, but based on what I've been told and based on what I've been hearing there was some dissatisfaction in some of the evaluations. Commissioner Fadely agreed that we need to make the evaluation objective.

Mayor Grimes asked if a person has an issue with their evaluation, do they have recourse to appeal. Thompson stated they do. Darden stated we have had some employees do that, there's a statement at the end that says that if they sign it, that they are not necessarily in agreement with it, they can write any comment that they want. Thompson stated that we have had circumstance as he is reviewing the evaluation, where it seemed that an issue is being brought up for the first time in the evaluation. Thompson stated he called the supervisor into my office and ask have you made communication with this person about this issue. In this particular case they had not had that conversation with the employee, so my suggestion to them at the time of an evaluation was to place the issue in the evaluation but don't let the score reflect the issue because that's been disingenuous to the employee.

Commissioner Haiges stated this is not a cookie cutter review, they're going to have that conversation, and they are going to have that mid-year review with their supervisor so that they can see where they're trending so when the annual comes up there are no surprises. Darden stated at that time when they make a 1 or a 2 on something, then they would ask what they need to do to improve that score.

Commissioner Bray stated that she noticed from the list of who got what, that some of the people we had talked about as a board, how hard it would be to replace these people, when the time comes, yet some of those got 2% increases. If it's going to be very difficult to replace this person why did they only get 2%. Thompson stated that there is a lot that goes into an evaluation, you can have an employee that reports excellent in some areas then in other areas that they don't, and then you accumulate the scores. Then that compares against the chart and you may have someone that is 1/10 of a point because of the lower scores. Commissioner Bray said that is what makes a lot of people unhappy when they're 1/10 of a point away. Thompson stated to safe guard against bias during the process or outcome driven, the evaluation instrument, the score, is hidden from the supervisor so they can't try and manipulate an outcome.

A motion to move forward with the Pay for Performance with the categories of Meets Expectations, Exceeds Expectations, and Outstanding at 2, 4, and 6 percent for Fiscal Year 2019-2020 was made by Commissioner Haiges, seconded by Commissioner Price.

Discussion:

Commissioner Bray stated that 6 is too high.

Commissioner Fadely stated he could get behind the scores but not a 1 on meets.

Mayor Pro Tem Cheek stated that he could live with 2, 3, 5.

Commissioner Constantino stated we just need to put a stake in the ground somewhere.

Commissioner Fadely stated he would like to see a carrot at the top end and he wouldn't want the bottom to be below 2.

Commissioner Constantino stated if we use the CPI number sometimes it's going to be less than 2.

Commissioner Haiges stated if you have a 1 percent difference in meets and exceeds, does that make a difference, and we're trying to reward those that exceed in their performance, we're not talking about a CEO bonus, and we're talking about 400 to 500 dollars a year.

Voting for on the motion: Constantino, Fadely, Haiges, Price

Voting against the motion: Bray, Cheek, Siler

Conditional Use District Rezoning – Cambridge Southeast Estates – Manufactured Home Park – R-MH-C
(Incorporation by reference as if fully set forth herein Schedule F)

Meadows stated that the Siler City Board of Commissioners approved a conditional use district rezoning with conditions for Development Engineering, Inc. to rezone 25.71 acres from A-R to R-MH-C and develop 31 new manufactured homes sites within an existing 32 unit manufactured home park. The subject property is located off of Hamp Stone Rd, Hyatt Ct, Santa Fe. Cir. and is identified as parcel # 13625 & 13637. The conditions were as follows:

- a. All sites, facilities, parking area, street, etc. are connected by a minimum 5' wide sidewalk.
- b. 60' minimum lot width; and
- c. 20'x20' concrete pad at each site for parking; and
- d. Minimum 40' access easement for new and existing streets; and
- e. Pave cul-de-sac at the end of Hyatt Ct; and
- f. Dedicate 20' wide multi-use path easement for future greenway trail (0.705 acre); and
- g. Reserve 7.299 acres of usable open space; and
- h. Reserve 22,093 square feet of minipark area; and
- i. 5 miniparks (3 regular & 2 tot lots); and
- j. 7,404 square feet of area for tot lots; and
- k. 4 play equipment structures (to be installed by equipment supplier or approved contractor) in which 2 are for ages 2-5 (56 kid capacity) and 2 are for ages 5-12 (92 kid capacity); and
- l. 13 picnic tables & 18 benches (made of metal and composite or engineered wood); and
- m. Playground equipment surface: engineered wood fibers bordered by rounded pressure treated wood landscape timbers; and
- n. Provide 1 parking space at new mail box; and
- o. Install new 15'x10' school bus shelter.

Meadows shared the proposed minor design modifications:

During the application process the developer shared interest in paying a fee in lieu rather than constructing and providing recreational facilities on site. After the Town Board adopted the fee in lieu

opportunity, the developer began submitting information to request a minor design modification to their conditional use rezoning approval.

| <u>Existing approval</u> | <u>Proposed minor design modifications</u> |
|--|---|
| 22,093 square feet of minipark area (only 21,954 was required) | 20,766 square feet of minipark area (required <u>minimum</u>) (1,327 square feet less than existing approval) |
| 5 miniparks (3 regular & 2 tot lots) | 4 miniparks (2 regular & 2 tot lots) |
| 7,404 square feet of area for tot lots | 4,649 square feet of area for tot lots |
| 4 play equipment structures (to be installed by equipment supplier or approved contractor) in which 2 are for ages 2-5 (56 kid capacity) and 2 are for ages 5-12 (92 kid capacity) | 5 play equipment structures (to be installed by equipment supplier or approved contractor) in which 3 are for ages 2-5 (2 <u>tot play equipment structures and swing set with 4 swings</u>) and 2 for ages 5-12 (<u>swing set structure with 2 swings and basketball court with 2 goals (asphalt or concrete surface)</u>) |
| 13 picnic tables & 18 benches (made of metal and composite or engineered wood) | 7 picnic tables & 12 benches (made of metal and composite or engineered wood) |
| NA | \$10,506 fee in lieu |

A motion to approve the minor design modification for Cambridge Southeast Estates – Manufactured Home Park and the fee in lieu of \$10,506 will be assigned to Bray Park was made by Commissioner Fadely, seconded by Commissioner Haiges and unanimously approved.

Hispanic Liaison Fiesta Updated Request

Thompson stated that the Hispanic Liaison is requesting that the street closure take place the evening before. The Board of Commissioners discussed the request.

A motion to approve putting signs out in the evening before the event and let downtown businesses know was made by Commissioner Fadely, seconded by Commissioner Haiges and unanimously approved.

Aquatics Facility Fundraising Update

Keel stated that the Capital Campaign for the Bray Park Aquatic Facility renovation has currently brought in \$308,215 in donations and pledges. While this is a substantial and gracious amount of funds, staff is still awaiting a significant pledge from a local prospect with hopes to exceed our capital campaign goal. Lee Mikell with Convergent Non-profit also has multiple requests for funding applications out to Foundations around the state. (Incorporation by reference as if fully set forth herein Schedule I)

Keel stated at this point in the Capital Campaign, the majority of the behind the scenes work has been completed and now we are just awaiting answers from our prospects. Staff recommends discontinuing the Convergent Non-profit contract and taking on the final negotiations with our local prospect. Staff will request all the documentations sent to the Foundations while we await their response.

A motion to discontinue the contract with Convergent Nonprofit was made by Commissioner Haiges, seconded by Commissioner Constantino and unanimously approved.

NEW BUSINESS

Octoberfest October 6, 2018 Support

Thompson shared a request to support the Saturday, October 6, 2018 Octoberfest from Jackie Adams. Adams will be requesting the closing of North Chatham Avenue from Beaver Street to Raleigh Street from NCDOT from 9am to 8:30pm. (Incorporation by reference as if fully set forth herein Schedule B)

Thompson shared the North Carolina Department of Transportation (NCDOT) will require the following conditions:

The Town of Siler City will provide for the following:

- Adequate law enforcement personnel and traffic control devices along all effected roadways.
- Notify all emergency services and other responders of any impending closures.
- Should the event end early, all effected routes should be opened immediately.
- Written support, or endorsement by the Town of Siler City.
- Written acknowledgement and approval by the Town of Siler City Police Department.

And the Sponsoring Organization; Jackie Adams and Oasis Open Air Market, will provide for the following:

- Assume responsibility for any claims or damages associated with any actions or closures resulting from this event.
- Secure appropriate insurance prior to initiating any road closures for the event.

A motion to approve the NCDOT conditions for the Town and the street closure of North Chatham Avenue from Beaver Street to Raleigh Street for Saturday, October 6, 2018 from 9:00am to 2:00pm and support the Octoberfest was made by Commissioner Haiges, seconded by Commissioner Fadely and unanimously approved.

Brownfields Steering Committee

Thompson stated that a slate of proposed members will be presented at the next board meeting.

Boling Lane Park Watershed Special Meeting

Thompson stated that the Watershed Committee would like to hold a special meeting with the Board of Commissioners to discuss the Boling Lane Park. The Board of Commissioners asked for the idea to be placed on the next regular meeting agenda on October 1, 2018.

MANAGERS REPORT

None

TOWN ATTORNEY INFORMATION

None

GOVERNING BODY COMMENTS

Mayor Pro Tem Cheek stated that Siler City is supporting the Pittsboro project for Chatham Park at the TARPO meeting.

Commissioner Haiges stated that a meeting will be held on August 29 with UNC SOG and TJCOG that will focus on municipalities.

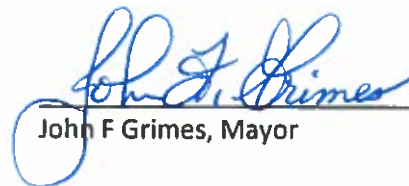
CLOSED SESSION

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 9:12pm was made by Commissioner Constantino, seconded by Commissioner Haiges and unanimously.

A motion to come out of closed session at 9:55pm was made by Commissioner Haiges, seconded by Commissioner Fadely and unanimously approved.

ADJOURNMENT

With no further business the Board of Commissioners adjourned at 9:58pm.



John F Grimes, Mayor

ATTEST:



Jenifer K Johnson, Town Clerk

