

MINUTES OF THE MEETING OF THE CITY COUNCIL HELD
MAY 18, 2020

WORK SESSION

The City Council of the City of Goldsboro, North Carolina, met in a Work Session in the Large Conference Room, City Hall Addition, 200 North Center Street, at 5:00 p.m. on May 18, 2020 with attendance as follows:

Present: Mayor Chuck Allen, Presiding
Mayor Pro Tem Bill Broadaway
Councilmember Antonio Williams
Councilmember Taj Polack
Councilmember Brandi Matthews
Councilmember David Ham
Councilmember Gene Aycock
Ron Lawrence, Attorney
Tim Salmon, City Manager
Melissa Capps, City Clerk

Call to Order. The meeting was called to order by Mayor Allen at 5:00 p.m.

Adoption of the Agenda. Upon motion of Mayor Pro Tem Broadaway, seconded by Councilmember Aycock and unanimously carried, Council adopted the agenda.

FY20-21 Budget Discussion. Ms. Catherine Gwynn, Finance Director stated we have been working very hard to try to get the FY 21 budget balanced. FY 20 was a \$63.2 million budget, right now we are trying to balance the general fund, we have all the other funds balanced except for it. Some key items about the revenues, you know the general fund is about a \$42 million budget, the biggest thing we are dealing with right now is the uncertainty with the state shared revenues. The largest being sales tax which is about \$9 million and the utility franchise tax which is about \$3 million. This accounts for about 37% of the general fund revenues. On a positive note, on the sales tax for March which we received just a few days ago it was in the same range as last year, as you know COVID-19 started around the middle of March. We are trying to budget very conservatively. With the property tax it is consistent in my findings as I am trying to estimate FY 20 and FY 21. It's about 16.9 million about 39% of the general fund. We are trying to hold the line on expenditures. We will be making cuts on travel, training, etc. especially with COVID-19 and people not being able to travel due to the spread. Our goal is to finish balancing the budget by the end of the week so we can hopefully get you a budget book by the end of next week. We're going to be cautious on spending for FY 20 and we have been cautioning departments for months now about spending frugally. When we have our staff meeting tomorrow, basically a cut off of purchasing by the end of the week but if it is items for life safety of course they can get those. We are holding on hiring of positions, and if the position becomes vacant we may freeze hiring. We are going to limit PO rollovers to preserve fund balance. We have talked about holding all capital purchases if we have any that the board allows until after the first of the year, so we can get two quarters in to see what our revenues are going to produce. What we wanted to talk to you about tonight, is some dates, we would like to publish the notice of the public hearing on May 29. I would like a day and time for budget presentation to the board and any other dates for budget work sessions. We would like to hold the public hearing on Monday, July 15 if that's okay with the board.

Council discussed and agreed to meet at 3:00 p.m. on June 1st for budget presentation and hold the public hearing on June 15th at 7:00 p.m.

Councilmember Williams asked what the balance of the general fund is. Ms. Gwynn stated the FY19 general fund balance is about \$5.2 million as of June 30, 2019. We have preliminary numbers and they will be included in your budget book.

Councilmember Polack asked if this would impede promotional processes. Mr. Salmon stated I do not expect so sir.

Pay Study Presentation. Ms. Bernadette Dove, HR Director introduced Nancy and Angele with Evergreen Solutions. Evergreen Solutions presented the following information:

Study Process

Completed Tasks:

- ✓ Conducted employee outreach.
- ✓ Assessed conditions of the current pay system.
- ✓ Reviewed the City’s compensation philosophy.
- ✓ Conducted an internal equity analysis by reviewing Job Assessment Tool (JAT) input.
- ✓ Conducted external equity analysis by surveying the market to determine competitiveness of current pay plan.
- ✓ Developed new competitive pay plan.
- ✓ Individually assigned classifications to a pay grade/range.
- ✓ Developed the most appropriate methods for implementing the revised plan/pay ranges.
- ✓ Estimated annualized salary costs for implementing the proposed plan.

Remaining Tasks:

- ☐ Prepare/provide draft report.
- ☐ Prepare/provide final report.
- ☐ Provide HR Training.
- ☐ Revise job descriptions.

Employee Outreach

Received the following feedback from employees:

- Their respective jobs are rewarding.
- Individual salaries and pay ranges should be competitive with peer organizations.
- Compression of salaries has occurred over time - between tenured employees and new hires.

Current Conditions

Reviewed type of pay plan administered:

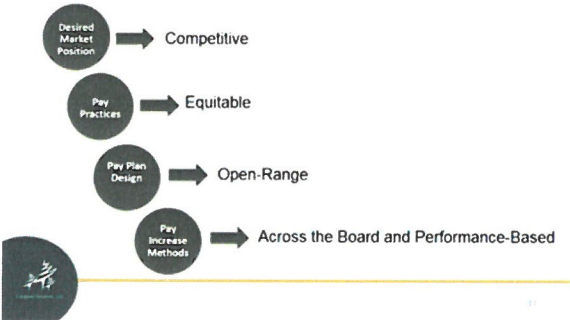
- Open-range pay structure for all employees
- 28 pay ranges, with a constant range spread of 58.0 percent

Reviewed employees’ salaries within pay ranges:

- 92% of employees’ salaries were below the midpoint

Compensation Philosophy

Reviewed the City’s compensation philosophy:



Compensation Review

Conducted a salary survey; collected salary range data from 25 peers:

- 66 benchmark classifications
- Average number of matches for each classification was 12.4 (not all respondents had matches for all benchmark classifications)

Market Peer
City of Burlington, NC
City of Durham, NC
City of Fayetteville, NC
City of Greenville, NC
City of Hickory, NC
City of Jacksonville, NC
City of New Bern, NC
City of Raleigh, NC
City of Rocky Mount, NC
City of Salisbury, NC
City of Statesville, NC
City of Wilmington, NC
City of Wilson, NC
City of Winston-Salem, NC
Johnston County, NC
NC Department of Transportation
NC Office of State Personnel
PIH County, NC
Town of Apex, NC
Town of Cary, NC
Town of Chapel Hill, NC
Town of Clayton, NC
Town of Garner, NC
Town of Holly Springs, NC
Wayne County, NC

Compensation Review (cont.)

Collected salary range data for 66 benchmark classifications (subset of all) and compared the data at the average of market:

Benchmark Classifications	Differential at the Range Minimum	Differential at the Range Midpoint	Differential at the Range Maximum
Overall Average	0.4%	0.7%	1.0%



Midpoint is typically considered "market" as employees receiving pay at this point should be proficient and satisfactorily performing the duties of their classification.

* Results do not indicate that all benchmarks (classifications) were ahead or behind.



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Proposed Pay Plan

Retained the following design features:

- Open-range
- Pay grades: 28
- Range spread: 58%
- Current pay ranges

Individually reviewed pay grade assignment of all classifications and re-assigned 114 classifications

Grade	Minimum	Midpoint	Maximum
63	\$ 23,629.05	\$ 30,494.37	\$37,349.70
64	\$ 24,821.00	\$ 32,019.10	\$39,217.19
65	\$ 26,062.05	\$ 33,620.06	\$41,178.13
66	\$ 27,365.10	\$ 35,301.06	\$43,236.05
67	\$ 28,733.42	\$ 37,066.11	\$45,308.80
68	\$ 30,170.08	\$ 38,919.41	\$47,668.74
69	\$ 31,678.50	\$ 40,865.39	\$50,052.18
70	\$ 33,262.52	\$ 42,908.66	\$52,554.78
71	\$ 34,929.60	\$ 45,054.08	\$55,182.52
72	\$ 36,671.03	\$ 47,306.78	\$57,941.05
73	\$ 38,500.52	\$ 49,672.13	\$60,838.72
74	\$ 40,430.10	\$ 52,155.72	\$63,880.65
75	\$ 42,452.34	\$ 54,763.51	\$67,074.70
76	\$ 44,574.90	\$ 57,501.69	\$70,428.43
77	\$ 46,803.70	\$ 60,376.77	\$73,949.85
78	\$ 49,143.88	\$ 63,395.62	\$77,647.34
79	\$ 51,601.08	\$ 66,565.41	\$81,529.93
80	\$ 54,181.14	\$ 69,893.68	\$85,606.20
81	\$ 56,890.19	\$ 73,388.35	\$89,886.50
82	\$ 59,734.70	\$ 77,057.77	\$94,380.82
83	\$ 62,721.43	\$ 80,910.66	\$99,099.88
84	\$ 65,857.51	\$ 84,956.10	\$104,054.87
85	\$ 69,150.39	\$ 89,204.02	\$109,257.90
86	\$ 72,607.91	\$ 93,664.22	\$114,720.80
87	\$ 76,238.30	\$ 98,347.43	\$120,456.94
88	\$ 80,050.22	\$103,264.78	\$126,470.34
89	\$ 84,052.73	\$108,428.02	\$132,803.31
90	\$ 88,255.30	\$113,849.44	\$139,443.48

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Implementation Options

Bring to New Minimums

- Calculations are performed to determine the relation of employees' salaries to the proposed minimums
- Based on these calculations, employees' salaries are adjusted to the new pay grade minimums as needed
- Employees' salaries above the proposed minimums are unaffected
- This methodology would enable the City to put employees in their new pay grades; yet does not address compression concerns
- This methodology is incorporated in all subsequent methodologies that will be presented

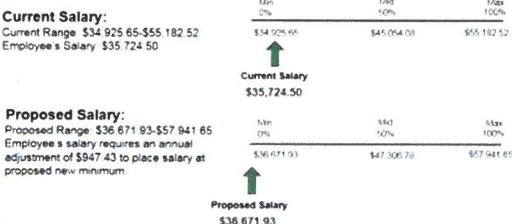


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Implementation Options (cont.)

Bring to New Minimums (Example)

Employee's current salary is below new minimum; employee's salary needs to be brought to minimum of new pay range.



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Implementation Options

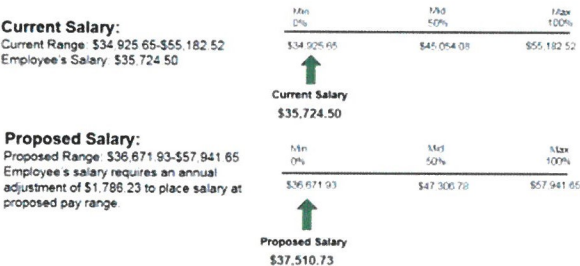
Range Penetration

- Calculations are performed to determine the percentage through the current pay grade range the employee's salary falls.
- The current range spreads (58%) are used.
- Employee's recommended salary will place him/her at the same percentage through the proposed range of the new pay grade.
- This methodology places employees in the same relative position in the new pay grade
- This option may adjust salaries that may not need to be adjusted (e.g. the employee is already receiving competitive or more competitive pay).

Implementation Options (cont.)

Range Penetration (Example)

Employee's current salary is at 3.9% of their current pay range. The employee's new salary should fall 3.9% of the proposed pay range.



Implementation Options (cont.)

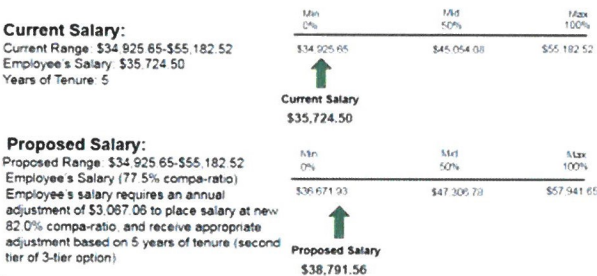
Move Toward Midpoint 3-Tier

- Calculations are performed to determine the relation of employees' salaries to the **proposed** midpoints; referred to as Compa-Ratio).
- Based on these calculations, AND employees' years of tenure at the City (or years in classification), salary adjustments are calculated to move salaries closer toward to the new midpoints (also referred to as market points).
- Three tier method utilizes three tiers of years of tenure (1-3, 3-7, >7) and Target Compa-Ratios.
- Employees' salaries above the proposed midpoints are unaffected
- Tier increments are designed to give larger adjustments (in percentage terms) to those with salaries furthest from the market point and to those with more of tenure
- This methodology helps alleviate compression issues.

Implementation Options (cont.)

Move Toward Midpoint 3-Tier (Example)

Employee's current salary is below new midpoint at 77.5% compa-ratio. Employee's salary needs to move to 82.0% compa-ratio; employee has 5 years of tenure (second tier).



Implementation Options (cont.)

Move Toward Midpoint 2-Tier

- Calculations are performed to determine the relation of employees' salaries to the **proposed** midpoints; referred to as Compa-Ratio).
- Based on these calculations, AND employees' years of tenure (or years in classification), salary adjustments are calculated to move salaries closer toward to the new midpoints (also referred to as market points).
- Two tier method utilizes two tiers of years of tenure (1-10, >10) and Target Compa-Ratios.
- Employees' salaries above the proposed midpoints are unaffected.
- Tier increments are designed to give larger adjustments (in percentage terms) to those with salaries furthest from the market point and to those with more years of tenure.
- This methodology also helps alleviate compression issues.



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Implementation Options (cont.)

Move Toward Midpoint 2-Tier (Example)

Employee's current salary is below new midpoint at 77.5% compa-ratio. Employee's salary needs to move to 79.0% compa-ratio; employee has 5 years of tenure (first tier).

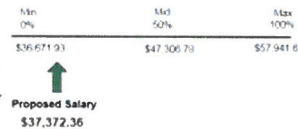
Current Salary:

Current Range \$34,925.65-\$55,182.52
Employee's Salary \$35,724.50
Years of Tenure 5



Proposed Salary:

Proposed Range \$34,925.65-\$55,182.52
Employee's Salary (77.5% compa-ratio)
Employee's salary requires an annual adjustment of \$3,067.06 to place salary at new 79.0% compa-ratio, and receive appropriate adjustment based on 5 years of tenure (first tier of 2-tier option)



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Estimated Annualized Salary Costs

Bring to New Minimums:

- Total Annual Adjustments: \$79,170.28
- # Employees who would receive adjustments: 56

Range Penetration:

- Total Annual Adjustments: \$365,424.28 **
- # Employees who would receive adjustments: 163

Move Toward Midpoint 3-Tier (using years of City tenure):

- Total Annual Adjustments: \$762,386.60 **
- # Employees who would receive adjustments: 366

Move Toward Midpoint 3-Tier (using years in classification):

- Total Annual Adjustments: \$607,981.88 **
- # Employees who would receive adjustments: 344



* Cost estimates are salary only and do not include the cost of benefits.
** Estimate includes Bring to Minimum cost.

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Estimated Annualized Salary Costs

Move Toward Midpoint 2-Tier (using years of City tenure):

- Total Annual Adjustments: \$459,903.86 **
- # Employees who would receive adjustments: 366

Move Toward Midpoint 2-Tier (using years in classification):

- Total Annual Adjustments: \$290,992.24 **
- # Employees who would receive adjustments: 344



* Cost estimates are salary only and do not include the cost of benefits.
** Estimate includes Bring to Minimum cost.

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Councilmember Polack stated when I started with the city I know for the first six months employees were on a probationary level where they did not get retirement. You have guys coming in now, they are paying retirement as soon as employed. So if I were still with the city I

would have to work an additional six months or buy retirement back. So is there a model that say under five years to retirement where you include a pay of what it would have been at that rate at the time they were hired that would kind of offset compression and give those guys six months back.

Ms. Dove stated years ago when you started as a new employee you had to be on staff for six months before you paid into the retirement and the city didn't pay for six months too. The problem with that the city would also have to go back and pay their portion that would be an additional cost not only for the employee but also for the city.

Councilmember Aycock stated from the study it appears lower paid employees would benefit better by doing some of these options talked about.

Ms. Nancy stated lower paid within their range, generally speaking most employees would expect to reach the midpoint of the range within a reasonable time if performing satisfactorily.

Mr. Salmon stated he would like this to be a part of the budget process. Council agreed.

Connectivity Committee/Board Discussion. Councilmember Matthews stated recently I was introduced to this and I just want to share it with Council. It could be the fact I am a millennial and I support progressive technology. I began researching connectivity and broadband deployment. I want Council to consider for a second how we could benefit to boosting employment locally, promoting digital and social inclusion for all of our residents and how we can also help with our utilities, schools, libraries and our hospital just by simply producing our own connectivity. We revitalize downtown and I feel that if we had better connectivity it could increase entrepreneurship and even build a healthier business climate with our downtown community and of course by creating our own networks that would bring funding back into the city which benefits us economically and also gives us an opportunity to offer services that our residents use anyway at a lower cost. Our neighboring city Wilson North Carolina has been doing this and they have recorded record revenue increases. They have attracted a lot of businesses the past few years and residency influx has skyrocketed simply because of them creating this technology. Especially with the pandemic we want to be sure that those needing that connectivity, that we can get it in the hands of those needing it. This is not something you talk about on Monday and have on Tuesday that is why wanted to talk about a committee or board formed with local residents, councilmembers, other local officials that would specifically focus on research of how to make this happen. I think it's an opportunity to look at other cities and see what they're doing to see if we can duplicate or create. Because there are not a lot of cities doing this I think I counted three, I would love to see Goldsboro as one of the forerunners using this technology.

Councilmember Aycock stated I think this is a great idea but I think the reason there's only three, the state last year in the long session put in a law that other cities cannot do it. Cable TV and Internet providers had them pass a law.

Councilmember Matthews stated Spectrum actually lowered their rates in Wilson and increased rates outside of Wilson. I did see that when researching.

Mayor Allen stated you are right we cannot own our own Wi-Fi as a public entity. Wilson got it before that. We do need better communications. Maybe you, Scott Williams on the IT side and maybe LaToya with a couple of others why don't we do a committee if you need legal questions answered Ron can do that. If you're willing to do the research.

Councilmember Williams stated I think it is a great idea. Even if there is a law, maybe we can work something out with Spectrum and other committees.

Upon motion of Councilmember Williams seconded by Councilmember Polack and unanimously carried Council approved a Connectivity Committee.

Consent Agenda Review. Each item on the Consent Agenda was reviewed. Additional discussion included:

Item C. Change Order No. 18 – Revised for Phase IV Sewer Collection Rehabilitation – Formal Bid No. 2018-004. Councilmember Williams expressed concerns regarding the depth of the ditch, kids getting hurt and asked staff to look at installing a fence.

Mr. Anderson stated that is not a part of our project, they will stabilize the banks.

Councilmember Williams asked if we could at least get an estimate.

There being no further business, the meeting recessed until the 7:00 p.m. meeting.

CITY COUNCIL MEETING

The City Council of the City of Goldsboro, North Carolina, met in regular session in Large Conference Room, City Hall Annex, 200 North Center Street, at 7:00 p.m. on May 18, 2020 with attendance as follows:

Present: Mayor Chuck Allen, Presiding
Mayor Pro Tem Bill Broadaway
Councilmember Antonio Williams
Councilmember Taj Polack
Councilmember Brandi Matthews
Councilmember David Ham
Councilmember Gene Aycock

The meeting was called to order by Mayor Allen at 7:00 p.m.

Councilmember Antonio Williams provided the invocation. The Pledge of Allegiance followed.

Approval of Minutes. Upon motion of Councilmember Williams, seconded by Councilmember Polack and unanimously carried, Council approved the Minutes of the Work Session and Regular Meeting of April 20, 2020 as submitted.

CU-3-20 Jerry Futrell – East side of US 117 South between Arrington Bridge Road and South George Street (Increase in electronic gaming machines from 50 to 100 for existing Internet Café). Public Hearing Held. An internet café was previously approved for 20 gaming machines at this location on September 3, 2013. On June 2, 2014, City Council denied a request to increase the number of gaming machines from 20 to 35 based on requiring 2 parking spaces per machine.

On August 4, 2014, the Council approved a parking ordinance amendment to the City's UDO requiring 1.5 parking spaces per machine. In addition, they approved the previous owner's request to allow an increase in the number of gaming machines from 20 to 35.

The previous owner closed the business in March of 2016 upon order from the District Attorney's office. Once software upgrades were installed and in compliance with State law, he reapplied for a Conditional Use Permit to operate an internet café in accordance with the City's Unified Development Ordinance. City Council approved site, landscape and floor plans for the previously approved 35 gaming machines on January 3, 2017.

On May 8, 2017, City Council amended the City's Electronic Gaming Ordinance. The following requirements were approved as they pertain to new gaming establishments proposed for operation in the City of Goldsboro's planning jurisdiction:

- (1) Electronic gaming operations are permitted only in the General Business (GB) zoning district after the obtainment of a Conditional Use Permit approved by City Council.
- (2) No establishment shall be located within five hundred (500) feet of any residentially zoned or developed property, church, school, day care, playground or public park. Where the proposed establishment is separated from residentially zoned or

- developed property by a four-lane highway, the five hundred (500) foot separation shall only apply to the properties along the sides and rear of the establishment.
- (3) No such establishment shall be located within one mile (5,280 ft.) of another such establishment.
- (4) The hours of operation for such operations shall be limited to 7:00 a. m. to 2:00 a.m.

On February 3, 2020, City Council approved a request by the applicant to amend a Conditional Use Permit for the operation of an internet café to increase the number of gaming machines from 35 games to a maximum of 50 gaming machines. 52 existing paved parking spaces were available to serve the site.

The applicant contended that the City's commercial parking ordinance requiring 1.5 parking spaces per gaming machine was excessive based on the fact that only one customer could operate one gaming machine at any one time.

Now, the applicant is requesting to amend an existing Conditional Use Permit for the operation of an internet café to increase the number of gaming machines from 50 to 100.

Frontage:	454.3 ft. (US 117)
Area:	97,220 sq. ft., or 2.23 acres
Zoning:	General Business
Hours of Operation:	10:00 a.m. to 2 a.m. (7 days)
No. of Employees:	2 (17 employees; maximum 2 per shift)

Site and landscape plans for this operation were previously approved with Conditional Use Permit #CU-16-16. The following modifications were also approved:

- Rear yard landscape buffer due to grade separation at railroad tracks.
- Vehicular surface buffer at front due to existing paving and public right-of-way;
- Street tree requirement; and
- Distance from residentially zoned property from 200 ft. to 125 ft.

As previously stated, parking is required at 1.5 space per gaming machine. Currently, there are 52 paved parking spaces to serve the site. 150 parking spaces are required. The applicant is proposing to pave an additional 50 parking spaces for a total of 102 parking spaces. Previous parking modifications have been granted by City Council for electronic gaming operations at one (1) space per gaming machine. A modification from 150 to 102 parking spaces will be necessary.

Mayor Allen opened the public hearing. The following person spoke after being properly sworn in:

Mr. Jerry Futrell stated we were here towards the first of the year and y'all gave us more machines, I appreciate it. What you did was extended our numbers to fulfill one computer per parking spot. What I am here for tonight is more parking. Like I said last time, I don't object to putting in more parking but before I spend the money \$40,000 to \$65,000 it takes to put in the parking, I would like to know if the city council would allow, in other words, I can't afford to spend the money on parking if you don't allow us to bring our numbers up. If y'all are willing to let us bring our numbers up, it is something I will move forward. I have spent money to have all this drawn up. I have already contacted Frankie's Asphalt Services. That is why we are submitting this plan to y'all tonight to see if the city Council is willing to let us take this step forward I appreciate your time and I wanted to be here tonight in case you have any questions.

Mayor Allen stated it will go to the Planning Commission and then come to us. Thank you for coming.

No action is necessary. The Planning Commission will have a recommendation at the June 1, 2020 Council Meeting.

Consent Agenda - Approved as Recommended. City Manager, Timothy Salmon, presented the Consent Agenda. All items were considered to be routine and could be enacted

simultaneously with one motion and a roll call vote. If a Councilmember so requested, any item(s) could be removed from the Consent Agenda and discussed and considered separately. In that event, the remaining item(s) on the Consent Agenda would be acted on with one motion and roll call vote. Councilmember Aycock moved the items on the Consent Agenda, Items C, D, E, F and G be approved as recommended by the City Manager and staff. The motion was seconded by Mayor Pro Tem Broadaway and a roll call vote resulted in all members voting in favor of the motion. The items on the Consent Agenda were as follows:

Change Order No. 18 – Revised for Phase IV Sewer Collection Rehabilitation – Formal Bid No. 2018-004. Resolution Adopted. Construction change orders in excess of \$10,000 require approval by the City Council prior to City Manager approval.

T.A. Loving Company submitted a total cost of \$140,330 for Change Order No. 18 Revised to perform ditch bank stabilization improvements to the Big Ditch near Beech/Kornegay Street Apartments.

Proposed Change Order No. 18 previously totaled \$125,000 and was submitted in October 2019 for approval by Division of Water Infrastructure (DWI). The city recently received approval from DWI to perform the ditch bank improvements. The difference in costs pertaining to additional costs charged by the subcontractor to perform this work.

This change order increases contract time by 15 days. The additional contract time was included in the previous Change Order No. 22. The amended contract completion date for the remaining rehabilitation work is September 9, 2020.

Staff recommends issuing the change order to the current contract with T.A. Loving for the Phase IV Sewer Collection Rehabilitation project. We have reviewed this change order with the Finance Director and determined that funds are available from the Clean Water Revolving Fund Loan.

It is recommended the City Council adopt the following entitled Resolution authorizing the City Manager to execute Change Order No. 18-Revised for \$140,330 with T.A. Loving Company. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

RESOLUTION 2020-35 “RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE CHANGE ORDER NO. 18-REVISED WITH T. A. LOVING COMPANY FOR PHASE IV SEWER COLLECTION REHABILITATION PROJECT FORMAL BID #2018-004”

42nd Annual Greater Goldsboro Road Run—Temporary Street Closing. Approved. An application was received from Scott Edwards, requesting permission for the Sunrise Kiwanis Club to hold their 42nd Annual Greater Goldsboro Road Run on April 18, 2020. Council approved the application on January 21, 2020. Due to COVID-19, this event has been postponed to July 11, 2020. The street closing request is from 6:00 a.m. to 10:30 a.m. with the event times from 8:00 a.m. to 10:00 a.m.

The race is scheduled to begin at the HUB (formerly known as Cornerstone Commons), on Center Street and runs through the downtown area of Walnut, Pine, Jefferson, Ash, Chestnut and Mulberry Streets.

Police, Fire, Public Works and Downtown Goldsboro offices have been notified of this request.

Staff recommends approval of this request subject to the following conditions:

1. NC Governor Executive Order allows the event as determined by the City Manager.
2. All intersections remain open for Police Department traffic control.
3. A 14-foot fire lane is maintained in the center of the street to provide access for fire and emergency vehicles.
4. All activities, changes in plans, etc. will be coordinated with the Police Department.
5. The Police, Fire, Public Works and Downtown Goldsboro offices are to be involved in the logistical aspects of this event.

It is recommended the City Council by motion, grant street closings on Center, Walnut, Ash, Jefferson, Chestnut and Mulberry Streets on July 11, 2020 from 6:00 a.m. to 10:30 a.m. in order that the 42nd Annual Greater Goldsboro Road Run event may take place, subject to the above conditions. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

Adoption of a Supplement to the Code of Ordinances of Goldsboro, North Carolina. Ordinance Adopted. In 1990, an agreement was reached between the North Carolina League of Municipalities and the City of Goldsboro to engage American Legal Publishing Company to revise the Code of Ordinances of Goldsboro. The revised Code was published in 1995.

The agreement stated that American Legal Publishing Company would prepare supplements for incorporation of new Ordinances to the City Code of Ordinances on a recurring basis. In compliance with this agreement, the City has received the S-44 Supplement. This Supplement contains all Ordinances of a general nature enacted since S-43 Code of Ordinances dated June 3, 2019.

It is recommended Council adopt the following entitled Ordinance enacting and adopting the 2020 S-44 Supplement to the Code of Ordinances of the City of Goldsboro. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

ORDINANCE NO. 2020-10 “AN ORDINANCE ENACTING AND ADOPTING A SUPPLEMENT TO THE CODE OF ORDINANCES OF THE CITY OF GOLDSBORO, NORTH CAROLINA”

Rules of Procedure for Electronic Boards and Commissions Meetings. Approved. As a part of the Act to Provide Aid To North Carolinians In Response to the Coronavirus Disease 2019 (COVID-19) Crisis, (S.L. 2020-3, SB 704) the General Assembly has enacted modifications to the laws governing meetings of public bodies, and voting and quorum rules for city and county governing boards. The new law modifies those rules and provides specific guidance regarding remote meetings, including quorum, notice, voting, public comment, and public hearings.

These provisions are in Section 4.31 of the Act. The new provisions for remote public meetings became effective on May 4, 2020, and only apply when there is a declaration of a state of emergency by the Governor or General Assembly under GS 166A-90.20.

It is recommended Council adopt the Rules of Procedure for Electronic Boards and Commissions Meetings effective immediately. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

Departmental Monthly Reports. Accepted as Information. The various departmental reports for April 2020 were submitted for the Council’s approval. It was recommended Council accept the reports as information. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

End of Consent Agenda.

Neuse River Basin Regional Hazard Mitigation Plan. Resolution Adopted. The Neuse River Basin Regional Hazard Mitigation Plan (RHMP) is currently being reviewed by the North Carolina Department of Public Safety (NCDPS). The existing plan expires on June 22, 2020.

In order to ensure continued compliance, FEMA has authorized communities to proceed with adoption immediately as the plan is considered a living document that is subject to change. Any changes resulting from NCDPS review will be incorporated into the final version of the plan.

The City of Goldsboro will need to adopt the plan through resolution. Adoption of the RHMP does not require an advertised public hearing. A resolution can be approved at a regular meeting so long as it is not part of the consent agenda.

Upon motion of Councilmember Aycock, seconded by Councilmember Polack and unanimously carried, Council adopted the following entitled Resolution adopting the Neuse River Basin Regional Hazard Mitigation Plan.

RESOLUTION NO. 2020-36 “CITY OF GOLDSBORO RESOLUTION ADOPTING THE NEUSE RIVER BASIN REGIONAL HAZARD MITIGATION PLAN”

City Manager’s Report. Mr. Timothy Salmon stated recently there was some concern expressed regarding employee safety. I met with employees this morning, I can assure you that proper PPE is available to employees. I put out a City Manager’s update on the Coronavirus today, you can find that on Facebook. Thank you.

Mayor and Councilmembers’ Reports and Recommendations. Councilmember Polack read the following:

Resolution Expressing Appreciation for Services Rendered by Thomas Meitler II as An Employee of the City of Goldsboro for More Than 6 Years. Resolution Adopted. Thomas Meitler retires on June 1, 2020 as a Police Officer with the Goldsboro Police Department of the City of Goldsboro with more than 6 years of service. Thomas began his career on July 10, 2013 as a Police Officer with the Goldsboro Police Department. Thomas was transferred to Support Services/Housing on January 30, 2019 with the Goldsboro Police Department where he has served until his retirement. Thomas has proven himself to be a dedicated and efficient public servant who gained the admiration and respect of his fellow workers and the citizens of the City of Goldsboro. The Mayor and City Council of the City of Goldsboro are desirous, on behalf of themselves, City employees and the citizens of the City of Goldsboro, of expressing to Thomas Meitler their deep appreciation and gratitude for the service rendered by him to the City over the years. The Mayor and City Council of the City of Goldsboro express to Thomas our very best wishes for success, happiness, prosperity and good health in his future endeavors.

Upon motion of Councilmember Polack, seconded by Mayor Pro Tem Broadaway and unanimously carried, Council adopted a Resolution expressing appreciation for services rendered by Thomas Meitler II as an employee of the City of Goldsboro for more than 6 years.

RESOLUTION NO. 2020-34 “RESOLUTION EXPRESSING APPRECIATION FOR SERVICES RENDERED BY THOMAS MEITLER II AS AN EMPLOYEE OF THE CITY OF GOLDSBORO FOR MORE THAN 6 YEARS”

Mayor Pro Tem Broadaway read the following Proclamation:

Proclamation – Military Appreciation Month. Mayor Chuck Allen proclaimed May 2020 as “**Military Appreciation Month**” and officially recognize the many sacrifices made by our veterans, service members, wounded warriors, their families, and their survivors, as well as the vast network of organizations that serve these heroes across the state.

Councilmember Matthews read the following Proclamation:

Proclamation – National Public Works Week. Mayor Allen proclaimed the week of May 17 - May 23, 2020 as “**NATIONAL PUBLIC WORKS WEEK**” in Goldsboro, North Carolina and do hereby call upon all citizens and civic organizations to acquaint themselves with the issues involved in providing our public works and to recognize the contributions which public works officials make every day to our health, safety, comfort, and quality of life.

Councilmember Williams stated no comment.

Mayor Pro Tem Broadaway stated I would like to thank all of our police, fire and city workers and citizens for following the COVID-19 orders. It is nice to see so many out in our parks walking, biking, spending time with their families. I appreciate everyone doing that.

Councilmember Polack stated I just want to think the Seventh Adventist Church again for donating plates to the senior centers. I also want to think the Goldsboro Police Department, Fire

Department as well as Mr. Ryan Nelson of Goldsboro High School staff and students. We will be having a processional leaving from Goldsboro High School on Friday in honor of the 2020 class of Goldsboro High School at 6:00 p.m. The Goldsboro Police Department will be helping escort them from Jackson down Ash up to the north end to the south end of Center Street. Just want to give a shout out to the Class of 2020.

Councilmember Matthews stated no comment.

Councilmember Ham stated no comment.

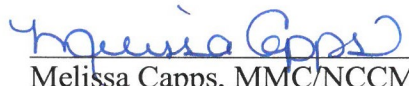
Councilmember Aycock stated just a short comment. I know last week we had a peaceful demonstration at City Hall. There was a little confusion about not having a permit. I just want to make sure any councilmember who participates should make the people that are in these protests aware of our rules and regulations. Hopefully we can have a better reception next time.

Mayor Allen stated we had two really important proclamations read tonight, the military appreciation, the public works week and it is also law enforcement officer month. I just want to think all of them for what they do and for what they mean to our community from the garbage man, to the police man, fireman to sanitary sewer, to the military, we have a lot of really good people and I just want to thank all of them for what they do. Thank you.

There being no further business, the meeting adjourned at 7:23 p.m.



Chuck Allen
Mayor



Melissa Capps, MMC/NCCMC
City Clerk