

MINUTES OF MEETING OF MAYOR AND CITY COUNCIL HELD
MARCH 6, 2017

WORK SESSION

The Mayor and 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 March 6, 2017 with attendance as follows:

Present:

Mayor Chuck Allen, Presiding
Mayor Pro Tem Bevan Foster
Councilmember Antonio Williams
Councilmember Bill Broadway
Councilmember Mark Stevens
Councilmember David Ham
Councilmember Gene Aycock
Jim Womble, Attorney
Scott Stevens, City Manager
Melissa Corser, City Clerk
Randy Guthrie, Assistant City Manager
Octavius Murphy, Assistant to the City Manager
Tracie Davis, Joint Marketing/Communications Director
Jimmy Rowe, Planning Director
Kaye Scott, Finance Director
Rick Fletcher, Interim Public Works Director
Brad Hinnant, Server Database Administrator
Mike West, Police Chief
Gary Whaley, Fire Chief
Pamela Leake, Interim HR Director
Scott Barnard, Parks & Recreation Director
Felicia Brown, Assistant Parks & Recreation Director
D'Leeshia Lee, Special Populations Supv. I/Special Olympics
Local Coordinator
Stasia Fields, Recreation Superintendent
Marty Anderson, City Engineer
Mike Wagner, Interim Public Utilities Director
Shycole Simpson-Carter, Community Relations Director
Ashlin Glatthar, Travel & Tourism Director
Sherry Archibald, Paramount Theatre/GEC Director
Erin Fonseca, Promotions Coordinator
Rochelle Moore, Goldsboro News-Argus
Sylvia Barnes, Citizen
Lonnie Casey, Citizen
Bobby Mathis, Citizen
Della Mathis, Citizen
Shirley Edwards, Citizen
Yvonnia Moore, Citizen
Mark Colebrook, Citizen
Carl Martin, Citizen

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

Invocation. The invocation was provided by Chief Whaley.

Special Olympics Presentation. Mr. Scott Barnard introduced Ms. D'Leeshia Lee, Recreation Therapist with the City of Goldsboro and Special Olympics Local Coordinator. Ms. Lee shared the following information:

Benefits / Importance of Participation in Programs

- Decreases behavior occurrences
- Keeps attendees from dwelling on illness/disability

- Promotes confidence
- Promotes an independence
- Provides a support system for attendees
- Promotes a healthy lifestyle

*Programs are facilitated with a goal. This goal is the therapist’s main focus for the group.

Annual Yearly Program Totals (Highlighted Programs)

	2012	2013	2014	2015*	2016
Fitness Groups	236	444	556	249**	225
Day in the Park	860	940	978	994	735
Dances	1253	1355	1346	1376	1254
Carolina Panthers’ Game		40	40	60	40
Challenger Flag Football League		178	360	201	120
Cooking/SNAG Golf with NIA			115	78	0
Community Reintegration Programs	128	135	147	123	108
Cooking Demos (Private sessions)			133	98	0
Cooking Sessions (Scheduled)	75	125	134	101	84

*2015, the Recreation Therapist position was promoted to the Special Olympics Coordinator position in April, 2015, many of the programs that were developed from previous years were no longer being implemented.

**Fitness Groups saw a significant decline in 2015 as well as halfway through 2016.

*Yearly Program Totals

	2012	2013	2014	2015	2016
Program Contact Numbers	6507	6270	7131	3846	3471
Leisure Center Attendance	10795	10250	10294	6569	6456
Contact Hours for Mtgs., Presentations, etc.	52	52	55.5	34	103.5
Interns	0	1	1	0	0

*Specialized Recreation previously consisted of (1) Full-time Recreation Therapist and (1) Part-time Assistant to provide special events and programs to hundreds of individuals on a weekly basis. As of May 2015, part-time staff implements all programs based on limited amount of hours, and many programs are unable to be implemented.

*The Recreational Therapist would serve on the Mayor’s Committee for Persons with Disabilities organization, Aktion Club, Special Olympics, and other organizations as necessary.

Special Olympics Wayne County

Initiative	2012	2013	2014	2015
Number of Athletes	560	565	Accreditation process changed to every two years so no new information collected	442
Number of Coaches	35	28		36
Number of Local Events	4	2		
Budget	\$6700	\$5000		

State - Level Competition - # of Athletes and Unified Partners

Event	2012	2013	2014	2015
Equestrian	4	4	6	6
Summer Games	18 (athletics and swimming)	13 (athletics and swimming)	3 (swimming)	6 (swimming)
Basketball Tournament	24	30	29	Sport moved into Fall Tournament
Bocce Tournament	8	10	13	
Bowling Tournament	31	34	39	Sport moved into summer games
Fall Tournament	12 (golf)	12 (golf)	17 (golf)	17 (bocce and golf)
Winter Games	0	0	0	0

Special Olympics Wayne County – 2016

Number of Athletes: 478

Number of Coaches: 42

Number of Local Events: 6 (4 local events, 2 invitational)

Budget: Approximately \$7,100

State Level Competition # of Athletes and Unified Partners	
Equestrian	7 total
Summer Games (Swimming, Bowling)	6 aquatics, 29 bowling
Basketball (3v3)	6 total
Bocce	13 total
Golf	10
5v5 Basketball	Coming Fall 2017
Track & Field	Coming Summer Games 2017
Softball	Coming Summer Games 2017
Soccer	Coming Fall Games 2017

Local Event Total #'s

Event	2012	2013	2014	2015	2016	2017
Aquatics	28	0	35	17	Games Rotation Switched	33
Basketball	0	143	0	0	119	198
Spring Games	316	0	275	213	201	(April)
UNC Basketball Clinic	4	4	4	0	6	10
Charlotte Hornets Clinic	0	0	0	0	5	0

Special Olympics has had some new rules implemented in 2015. State Competitions are now regulated with quotas, and not all athletes training for a sport are able to compete at the state level. The Local Coordinator and 2 part-time assistants are able to now provide year-round sports to the athletes in Wayne County as well as assist with transportation. In the past, sports were only offered twice a year (Fall & Spring) and on a rotating basis. We are currently providing training for more certified coaches in various sports. More Exceptional programs are participating in our local events. We are looking to add 4 new sports for our state competitions – softball, track & field, soccer and roller skating. The coordinator’s position serves on various committees throughout the community, attends monthly webinars and conferences/workshops through SONC, collaborate with the public school system, as well as community organizations. The Coordinator handles all donations for the local chapter, and maintains the budget.

Councilmember Aycock asked what percentage of 2016 participants were city or county participants. Mr. Scott Barnard stated according to surveys in the past, 60/40 if I had to guess; home residency versus permanent residency may be different as some participants registered through group homes and/or schools. Councilmember Aycock stated I know the County gave some money last year to help the Parks and Recreation Department and I am all in favor of financing Special Olympics but I think the County needs to have more buy-in. Councilmember Aycock stated I think this is serving all the citizens of Wayne County and I think we are footing majority of the bill, I just want it looked into.

Retreat Follow-up – Retreat Decisions. Mr. Scott Stevens stated you should have a copy of the Retreat decisions in your packet. We have discussed the listing, if there is anything missing please let us know, but if not we will consider this the list of what you agreed to or talked about and work from it.

Retreat Follow-up – City Council Benefits. Mr. Stevens stated Ms. Scott would be happy to talk through this but what we have found, it’s all through the budget process; whether it is pay or health insurance or any other type of benefit, you can make that change but it has to be done on fiscal year basis. If there are no questions, we will bring this back during the budget process based on comments at the Retreat and talk about it at that time with you.

Retreat Follow-up – Enhanced Community Involvement Plan. Mr. Stevens stated we talked about this briefly during the Retreat in terms of meetings we had had with NAACP members, with the demands they had made in regards to the post the Chief had made. Ms. Simpson-Carter, Ms. Davis, the Chief and I have worked pretty hard to put together something I believe addressed most of their concerns. What it seemed to fall into was three program areas including Program Development, Training and Community Engagement. Mr. Stevens reviewed the following:

Program Development

1. CALEA - Commission on Accreditation for Law Enforcement Agencies
 - Hire CALEA Manager
 - Enrollment
2. Community Policing
 - Review of Current Outreach Efforts
 - Increase Visibility within Goldsboro's Communities
 - Patrol Monthly Community Projects
 - Create a Strategic Plan of Action
3. International Association of Chiefs of Police
 - IACP Membership
 - Utilize Law Enforcement Policy Center and IACP Training Keys Program
4. Social Media Policy
 - Update City Wide Social Media Policy

Training

1. Social Media Training
 - Secure Consultant to Facilitate Training and Education for Elected Officials and Dept. Heads
 - Schedule Training for all City Employees
2. Diversity & Cultural Sensitivity Training
 - Secure Consultant to Facilitate Training for Elected Officials and City Employees
3. De-Escalation Training
 - Confirm all Sworn Police Officers that have Received Training through In-Service Training
 - Secure Consultant to Facilitate Training for all Sworn Police Officers
4. Customer Service
 - Secure Consultant to Facilitate Training for all City Employees

Community Engagement

1. Police Athletic League (PAL)
 - Research and Recommend a Possible PAL
 - Develop and Implement Program
2. Police Complaint Process
 - Review of Current Complaint Process
 - Report Annually Data for Formal Complaints
 - Improve Public Awareness on Complaint Process
(i.e., How to File, Tracking of Complaints, Investigation to Closeout, and web information)
3. Town Hall Meetings
 - Schedule a Series of Town Hall Meetings throughout the City of Goldsboro
4. Public Apology
 - Compose a Public Apology Letter for Public & Social Media Distribution
5. Commission on Community
 - Review Commission's Purpose, Research Affairs/Community Council Community Council Options, and Consider Recommendations for Possible Police Oversight

Mr. Stevens stated of the NAACP's demands presented to us, the one piece not included is disciplining the police chief, that is not a part of this plan but the rest of items I believe are covered. We did meet with a group of the NAACP last week to talk through these

same bullet points. I did share a draft version of this plan with them and have not heard any comments one way or the other in terms of was it liked or disliked. I did want to give them an opportunity as I was sharing with you to see at least the direction I thought we were heading.

Mayor Allen stated we would like time to look at and discuss at the next meeting.

Summer Youth Employment Program. Councilmember Williams asked for an update on the Summer Youth Employment Program.

Mayor Allen shared he met with Scott, Shycole, and Michelle with the Housing Authority last week. They are meeting with the Community College because there is a lady there who does a program too and come back with what everyone is doing. I think by the next Council meeting we will have additional information.

Retreat Follow-up – Dirt Streets to Pave in FY 17-18. Mr. Stevens stated during the retreat you had asked for a couple of weeks to review the list of dirt streets. I'm not sure if you all are ready, or if we need more discussion. One, what street would you like to do in 17/18, the bigger question, we had talked about doing more of Humphrey Street, if we are going to do more, it would make sense to do it when we are doing the first couple of blocks. If you are not interested in the remainder of Humphrey Street then it really doesn't matter in terms of timeframe. We just put out the bid for Humphrey but we can amend that.

Mayor Allen suggested paving Humphrey from Fourth to Eighth Street. Council discussed and agreed staff could pull and pave all of Humphrey at one time.

Mayor Allen also asked staff to see if there was enough money to do Dakota Street. Mayor Allen suggested closing Waters Street and Eunice Street.

Retreat Follow-up – Dirt Street Assessment. Mr. Marty Anderson stated typically it is \$30 per linear foot of road frontage when you assess. Mr. Anderson noted for Balsam Place we divided the cost equally among the property owners per their request.

Councilmember Williams stated he spoke with one of his constituents and they stated fifteen years ago they were much younger, now they are on a fixed income and cannot afford an assessment. I hope we take that into consideration.

Councilmember Aycock stated in theory, if they pave a road in front of your home, your property value increases, so you would receive a tax increase.

Mr. Womble suggested Council take a look at the policies and general statues before voting not to assess. Mr. Anderson noted we still have outstanding assessments. Council asked staff to bring back rules and policies regarding assessments.

Street Resurfacing Discussion. Mr. Anderson stated let me explain why you have a much larger list than originally approved. There was an error in the spreadsheet and when we did a detailed estimate I was \$2 million short, so we were able to do \$2 million more. We did put together some additional streets to be paved. Mr. Anderson reviewed the proposed street resurfacing list.

Councilmember Stevens asked about Hillcrest Drive, near BB&T. He also asked when the last time Bright, Lee and Jackson Streets were resurfaced. Mr. Anderson stated he would take a look and let him know.

Council reviewed the list and agreed staff could proceed with bidding the list out.

Internet Café Discussion. Mr. Jimmy Rowe shared the following proposed distance requirements between Internet Sweepstakes establishments.

On February 6, 2017 Council asked staff to look at the distance requirements between Internet Sweepstakes establishments.

- a. Currently the Unified Development Ordinance requires a 200 ft. separation between Internet Sweepstakes establishments.
- b. Staff has surveyed the following municipalities to see if internet sweepstakes establishments were permitted and if they had a distance requirement between the uses.
 1. Kinston – Internet Sweepstakes establishments shall be located a minimum of 500 feet from other internet sweepstakes operations.
 2. Greenville - Internet Sweepstakes establishments shall be located within a one-half mile (2,640) foot radius from another internet sweepstakes operation.
 3. Durham - Internet Sweepstakes establishments shall be located a minimum of 500 feet from other internet sweepstakes operations.
 4. Jacksonville – Internet Sweepstakes establishments are prohibited.
 5. Rocky Mount - Internet Sweepstakes establishments are prohibited.
 6. Smithfield - Internet Sweepstakes establishments are prohibited.
 7. Wilmington - Internet Sweepstakes establishments shall be located a minimum of 500 feet from other internet sweepstakes establishments.
 8. Fayetteville - Internet Sweepstakes establishments shall be located a minimum of 1,000 feet from other internet sweepstakes establishments.
 9. Wilson – Has a 250-foot separation from a church, school or a residential use but no separation from other internet establishments.
- c. Council mentioned a three (3) mile (15,840) ft. distance requirement between internet sweepstakes establishments which would make it difficult to open new locations in the City of Goldsboro, however, it may create more legal challenges from potential sweepstakes operators according to the City attorney.
- d. Currently, Internet Sweepstakes establishments are permitted as a Conditional Use in the General Business, Shopping Center, Highway Business and I-2 General Industry Zoning Districts.
- e. Staff would recommend that they are only permitted within the General Business zoning district with a Conditional Use Permit.
- f. Staff would recommend a half-mile (2,640) ft. separation distance between internet sweepstakes establishments.
- g. Currently, the UDO states that no internet sweepstakes establishment shall be located within two hundred (200) ft. of any residentially zoned or developed property, church or school. Staff would like to amend to read as follows;

No internet sweepstakes establishment shall be located within five hundred (500) ft. of any residentially zoned or developed property, church, school, day care, playground or public park.
- h. Staff would also recommend that no modifications for internet sweepstakes establishments pertaining to parking, distance requirements from residentially-zoned or developed property, a church, school or from other internet establishments be granted by the Council. All UDO site plan requirements

must be met before any internet sweepstake establishment can be approved by the City Council.

Councilmember Stevens shared concerns. He stated there are people especially in Districts 1, 3, and 4 that are detrimentally hurt by sweepstakes/casinos. An internet café that I know of quote on quote is where you can go to use the internet to research, read books, drink coffee or tea, and meet with friends, things of that nature.

Council reviewed and discussed distancing. Mr. Scott Stevens stated the challenge with internet sweepstakes is they are legal in North Carolina. You can say as a Council they are not legal in Goldsboro but conversations with the City Attorney, we believe you can make that law but would likely lose if you were challenged.

Mayor Allen asked if we could do a one mile separation distance. Council discussed and agreed staff could proceed with the recommendations and change ½ mile to 1 mile distance.

Councilmember Aycock stated Mr. Britt called me last week and asked I meet with him to see his internet sweepstakes and bingo facilities. Mr. Britt wanted to show me every room to show there is no “backroom.” They were clean and quiet, I’m still not in favor of the internet sweepstakes although it was a game of skill.

Former WA Foster Discussion. Mr. Octavius Murphy shared the following information:

- ▶ Original W.A. Foster Recreational Center Background
 - ▶ In April 2016
 - ▶ A Special meeting (Citizens, Mayor and Council) was held to discuss options to Donate or Demolish the facility. 27 citizens signed in...
 - ▶ The citizens asked Council to consider other uses for the building.
 - ▶ In December 2016
 - ▶ Another Special meeting (Citizens, Mayor and Council) was held as follow-up to the April 2016 meeting. 13 citizens signed in...
 - ▶ It was recommended that proposals for the use of the Original W.A. Foster Recreational Center be submitted by Monday, February 27, 2017.
 - ▶ Building Specifications:
 - ▶ Square Feet – 13,204
 - ▶ Acreage – 1.4
 - ▶ Tax Value – 500,500
 - ▶ Average Monthly Utilities -- \$1,400
 - ▶ Annual cost for Insurance -- \$2,000
 - ▶ Property is located in District 3
 - ▶ Building Improvement Needs
 - ▶ HVAC system repairs and Asbestos Abatement --- \$94,000
 - ▶ New and/or repair of roof -- \$40,000
- ▶ The City Manager’s Office has received Three Request For Proposals (RFP’s)
 - ▶ Little Washington Growing Group, Cheryl Alston
 - ▶ Wayne County Islamic Society, Abu Jamal Teague
 - ▶ Ashford’s Boxing Club, Steve Ashford
- ▶ Name of Organization > Little Washington Growing Group (LWGG)
 - ▶ Principle > Cheryl Alston, Executive Director
 - ▶ Partnerships > NCSU, NC A&T SU and City of Goldsboro
 - ▶ Purpose or Focus of the Enterprise
 - ▶ > STEM Enrichment Center
 - ▶ > Youth and Entrepreneurship Development
- ▶ Name of Organization > Wayne County Islamic Society
 - ▶ In conjunction with > The Edwards Community Center

- ▶ Principle > Abu Jamal Teague, Director
- ▶ Purpose or Focus of the Enterprise
- ▶ > Community Center – that focuses on youth development

- ▶ Name of Organization > Ashford’s Boxing Club
 - ▶ Principle > Steve Ashford
 - ▶ Partnerships > Billy Strickland
 - ▶ Purpose or Focus of the Enterprise
 - ▶ > Youth Development

Mr. Murphy asked how Council would like to evaluate the proposals, with a Council Committee or Council Committee and Staff.

Councilmember Stevens asked if there was a way they could all work together. I think they all have unique purposes. I do believe if they could uniquely come together and share the building I believe it would benefit and serve the community. Mr. Scott Stevens stated as a part of the evaluation process we could reach out to the groups, but ultimately if you convey the building to one of them then that one would need to decide if they were willing to let the others participate. Someone has to be responsible for the decision making and cost of the building. Councilmember Stevens stated just randomly speaking if it had to be specific partners, I would have Ms. Alston’s group have her as the head of everything, Mr. Ashford to come in and help her and the Islamic Group coming to help him. Councilmember Stevens stated the overall focus would be helping one another and the organizations working together.

Mayor Pro Tem Foster asked Mr. Scott Stevens if he could reach out to them and see what they would be willing to do. Mr. Stevens replied yes sir, and really if you would like for us to do an evaluation of the proposals and bring back a recommendation we can do that as staff, if Council would like to be involved as a whole, eventually the whole Council would be involved, if you want to have councilmembers as a part of the study group, however, you would like to proceed.

Councilmember Stevens stated he would like to be a part of it. Mayor Allen asked if anyone else would like to be a part of the committee. Councilmember Ham asked what was the process and schedule for evaluation. Mr. Scott Stevens stated there is none at this point, we wanted to receive them, bring them to you, if you do not want to be involved, then we will take a week or two and then come back at your next meeting. If you want to be involved we will try to work within that same schedule but at this time we have not developed a process except for the sustainability, ownership piece, and did send out some criteria.

Mayor Allen said we can do one of two things, we could decide to develop a committee which can be three of us or if the whole Council wants to be involved we will have to have a special meeting, just a matter of how strongly the Council feels on being involved or if you want to let a committee do it.

Councilmember Ham stated I feel the City has a vested interest.

Councilmember Broadway suggested staff work it up, show pros and cons.

Mr. Stevens stated we can start the process, bring it to your next work session and if you want to be more involved at that point we can figure it out then. Council agreed.

Grievance Procedure Discussion. Ms. Pamela Leake shared the following information:

Disciplinary Actions

ACTION	2012	2013	2014	2015	2016
Written warnings and/or disciplinary actions (including leave w/o pay)	4	1	10	12	13

Terminations	4	3	7	4	2
Appeals	2	1	0	3	0

Grievance Procedures – 2017 Comparison Study

AGENCY/POPULATION	CHAIN OF COMMAND	GRIEVANCE COMMITTEE	FINAL AUTHORITY
City of Goldsboro	Immediate Supervisor Superintendent (if applicable) Department Head City Manager		City Manager
Albemarle	Immediate Supervisor Department Head City Manager		City Manager
Asheboro	Immediate Supervisor Division Director/Department Head Human Resources Director City Manager		City Manager
Boone	Immediate Supervisor Department Head Human Resources Director Town Manager		Town Manager
Cary	Immediate Supervisor Town Manager		Town Manager
Garner	Immediate Supervisor Department Head Town Manager		Town Manager
Hendersonville	Immediate Supervisor Department Head City Manager		City Manager
Hickory	Immediate Supervisor Department Head Administrative Services Director City Manager		City Manager
Holly Springs	Department Head Human Resources Director Town Manager		Town Manager
Knightdale	Immediate Supervisor Department Director City Manager		City Manager
Laurinburg	Immediate Supervisor Division/Department Head City Manager		City Manager
Leland	Department Head Town Manager		Town Manager No appeal
Lincolnton	Immediate Supervisor Department Head City Manager		City Manager
Mooresville	Immediate Supervisor Department Director Town Manager		Town Manager
Morrisville	Immediate Supervisor Department Director Town Manager		Town Manager
Mount Holly	Immediate Supervisor Department Head City Manager		City Manager
Winston Salem	Immediate Supervisor		City Manager

Next level supervisor (or
higher level)
City Manager

AGENCY/POPULATION	CHAIN OF COMMAND	GRIEVANCE COMMITTEE	FINAL AUTHORITY
Chapel Hill	1. Employee submits written grievance request to Human Resources Director 2. HR forwards request to Town Manager's Office 3. Grievance Board 4. Town Manager	Grievance Hearing Board (composed of eight Chapel Hill residents appointed by Town Council)	Town Manager
Durham	Employee Relations Coordinator (Regular employees) Hearing Panel <u>Sworn Law Enforcement</u> Panel of Deputy City Managers City Manager	Hearing Panel (Regular employees, non-law enforcement) • One chosen by employee • One chosen by department • Chosen officers from Group 1 and 2 decide on third officer	City Manager
Elizabeth City	Immediate Supervisor Department Head <u>City Manager or Personnel Appeals Committee</u>	Personnel Appeals Committee Composed of six (6) citizens appointed by Mayor to serve three-year terms.	City Manager
Kinston	Mediation with neutral third party Hearing w/Hearing Officer or Hearing Panel City Manager	Hearing Officer or Hearing Panel	City Manager
Smithfield	Immediate Supervisor Department Head Personnel Advisory Committee City Manager	Personnel Advisory Committee (Composed of three persons designated by Town Council)	City Manager

Mayor Pro Tem Foster asked if I am an employee and I have a problem with the city manager how would I handle that. Ms. Leake asked if the employee was a department head or other staff member. Mayor Pro Tem Foster stated let's say a department head. Ms. Leake stated they could appeal to Council, but we do not have a policy as such. Mayor Pro Tem Foster stated now if they are a regular employee. Ms. Leake stated as our policy states, they would follow the chain of command and if they are still not satisfied the next step could be legal proceedings. Mayor Pro Tem Foster stated a regular employee could not bring their issue to Council but a department head could even after following all the steps. Ms. Leake replied not according to our policy. Ms. Leake stated we follow the Council-Manager form of government.

Council discussed the potential of forming a committee. Mayor Pro Tem Foster asked if the committee could report to us. Mayor Allen asked for clarification, why can a department head come to Council but an employee cannot, why would it not be a legal proceeding like an employee. Ms. Leake stated I said that could be an option, under the current policy a department head would have to go through legal proceedings. Mayor

Allen stated I'm sorry I misunderstood, so today anyone who didn't agree with the city manager as being the ultimate authority with his decision they would have to go through the legal process. Ms. Leake stated yes. Mr. Scott Stevens stated I would like Pam and I to look at that, I thought there was an appeal process for department heads, I'd like to bring that back.

Mr. Stevens stated the reason it rests with the manager is because that is how the general statute in the Council-Manager form of government is setup. It is just not our policy, it is state law under Council-Manager form of government that is what the legislature has said the city manager's duties are; so our policies mimic state law.

Cover Agenda. Each item on the cover agenda was generally discussed. Additional discussion included the following:

Item N. Contract Award for Hurricane Matthew Repairs Formal Bid Request No. 2016-006. Mayor Allen asked if there was a clause in the contract for liquidated damages. Mr. Anderson replied \$500 per day over the scheduled contract date of completion.

Item O. Authorization and Reclassification of Positions. Councilmember Stevens asked what the qualifications were for each position. Ms. Leake shared information regarding qualifications for each position.

Closed Session Held. Upon motion of Mayor Allen, seconded by Councilmember Stevens and unanimously carried, Council convened into Closed Session to discuss a property acquisition matter and a personnel matter.

Council came out of Closed Session.

There being no further business, the work session adjourned.

CITY COUNCIL MEETING

The Mayor and Council of the City of Goldsboro, North Carolina, met in regular session in Council Chambers, City Hall, 214 North Center Street, at 7:00 p.m. on March 6, 2017 with attendance as follows:

Present: Mayor Chuck Allen, Presiding
Mayor Pro Tem Bevan Foster
Councilmember Antonio Williams
Councilmember Bill Broadway
Councilmember Mark Stevens
Councilmember David Ham
Councilmember Gene Aycock

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

Reverend Dan Baer, Sr. with St. Luke United Methodist Church provided the invocation. The Pledge to the Flag followed.

Approval of Minutes. Upon motion of Councilmember Ham, seconded by Councilmember Aycock and unanimously carried, Council approved the Minutes of the Work Session and Regular Meeting of January 17, 2017 as submitted.

Golden STAR Award. Ms. Pamela Leake, Interim Human Resources shared the following about the Golden Star Awards: After receiving notification of an anonymous monetary donation to establish a recognition program for employees; a group of department heads were tasked with developing not only the criteria and guidelines to recognize our employees but also a name for the program. After several discussions and drafts, we selected The Golden STAR Award which also stands for Special Thanks and Recognition.

The award is to recognize employees in a timely manner for their contributions to the organization and the community. These contributions go above and beyond the normal scope of responsibilities of the performance of their duties.

The award focuses on customer service/professionalism, problem solving/quality improvement, teamwork/community partnership or other professional/personal achievement in a way that relates to the City's values and beliefs of integrity, professionalism, collaboration and promoting the quality of life. Anyone having knowledge of such characteristics displayed by an employee or group of employees may submit a nomination. The monthly recipients will receive a monetary award, a certificate signed by the City Manager and Mayor, and a pin signifying their STAR status.

Mayor Allen and Pamela Leake, Interim Human Resource Director presented an award to the following employees for going above and beyond:

- Officer Andrew Cox
- Officer Steven Bostic

Parks & Recreation Recognition. Ms. D'Leeshia Lee stated on February 18th, I had Morgan Yelverton with the Mayor's Youth Council, well previously she wanted to do a big event for Valentine's Day for special populations. This is our third year doing the event and every year she has excelled expectations and attendance with this event and this year a great number of volunteers, some of them are here as well. We just wanted to recognize her great work putting this event together and getting all the volunteers and coordinating with different sponsors within the community.

Mayor Allen thanked Ms. Yelverton and the volunteers for all they do.

Mayor Allen read the following Proclamation:

Proclamation – Brain Injury Awareness Month. Mayor Allen proclaimed March 2017 as "Brain Injury Awareness Month" in Goldsboro, North Carolina.

Mayor Allen presented a framed copy of the Proclamation to Ms. Pier Protz with Renu Life and members of the Renu Life community. Ms. Protz thanked Mayor Allen and Council for recognizing Brain Injury Awareness Month and thanked them for their support.

Human Relations Awards Presentation. Ms. Shycole Simpson-Carter stated last Tuesday Ms. Shirley Edwards, HGDC Community Crisis Center and InJoy Thrift Store were our distinguished honorees of the 2017 Human Relations Awards. This award is in conjunction to the banquet the City and County puts on each year and these individuals were recognized for their individual, civic or professional services that have demonstrated sensitivity or respect for human differences. Ms. Simpson-Carter stated Ms. Edwards, HGDC Community Crisis Center and InJoy of Goldsboro have created bridges that will guide Goldsboro and Wayne County today, tomorrow, and 5 to 20 years from now in the area of human relations and we would like to thank them for their grass root efforts in improving human relations. Mayor Allen and Ms. Shycole Simpson-Carter presented the following awards:

- Individual Award – Shirley Edwards
- Civic Organization – HGDC Community Crisis Center
- Business & Industry – InJoy Thrift Goldsboro, Inc.

Public Hearing to Consider the Financing of the Multi-Sports Complex. The City and County have agreed to enter into an installment financing contract in the amount of \$3,000,000. The County has agreed to loan the City \$3,000,000 for a portion of the costs associated with the multi-sports project. This loan will bear interest at a rate of 1.5% and be payable over 15 years.

Under Section 160A-20, the City must hold a public hearing on the installment financing contract before entering into the contract. Notice of the public hearing was published in the Goldsboro News-Argus on February 24, 2017.

The City of Goldsboro plans to enter into an installment financing contract with the County of Wayne under Section 160A-20 of the North Carolina General Statutes in the amount of \$3,000,000 to finance a portion of the construction costs of the multi-sports complex.

No action is required after the public hearing. The Local Government Commission will be meeting on March 7, 2017 to discuss the approval of this financing with the County of Wayne.

Mayor Allen opened the public hearing and the following people spoke:

1. Susan Williams, stated that money you are talking about spending on that, you need to spend it on streets. I live at the corner of Center and Walnut Street at Waynesborough House, I can't even cross the street without being afraid of being hit. I have almost been hit 5 times, I already can't walk. You need to do something about that, I will tell you this now, if something isn't done and I get hit, I am going to take everything the person has that hits me and then if y'all don't do something about it, I am going to do what I can to bankrupt this town. I am not going to get hurt again. I am already totally disabled and had it not been for one man in government I would still be able to work.

Mayor Allen asked are you talking about speed or condition of sidewalk. Ms. Williams stated no I am talking about not paying attention to carts, to wheelchairs, to walkers, to people with canes that can't move fast. I almost got hit the other day, I had to block the man in until the police got there. And I am telling you right now, and I am being very honest with every one of you, every last one of you, if you don't fix it, and I get hit, I am going after somebody and you call it a threat or a promise, it matters not to me.

Councilmember Williams stated I am sorry to hear about that, wished you would have talked to me, did this just occur. Ms. Williams stated she talked to Mark about it several times, I have talked to the Police, I have talked to the city manager. It goes in one ear and out the other except for Mark.

Councilmember Williams stated we are going to work on that for you.

2. Ravonda Jacobs, 301 A Street, Goldsboro stated as far as the Multi-Sports Complex Center, I understand that it will bring a lot of money into the City and I understand that. But I think there are some basic things that need to be focused on first, that \$3 million dollars could be used to help the City look better because in a lot places with the dirt roads, I know assessments were a big issue, why can't that money be used for assessments for those dirt roads. It's great to have a sports complex center, but when you can drive into town and literally see dirt roads off Slocumb Street, right down the street from City Hall. I think that is a bigger issue because that works with how the people of the City feel. So I think before we focus on bringing in a lot of people to make money you should focus on helping the people who are already here. So that is a big expense for something that really isn't going to be for us per say, right now.

Public Comment Period. Mayor Allen opened the public comment period and the following person spoke:

1. Doug McGrath, stated I am here on behalf of the Goldsboro Elks. The Goldsboro Elks are a benevolent organization with strong ties to the military, to veterans, Salvation Army, Red Cross, Boys and Girls Club, Humane Society, drug awareness programs and they also provide a lot of academic scholarships. We are planning an event to be held in Downtown Goldsboro, on the empty lot at 207 S. Center Street, on Memorial Day weekend Saturday, May 27th. We are planning

the event, Wings of Wayne to be a Military Appreciation festival which will bring Seymour Johnson and the community together downtown with a major presence. He stated from the earliest stages, they have planned this to coordinate with the parade being organized by the Dillard Alumni, so they have two pieces to the event which will wrap around the timing of their event. He stated the event will be family friendly and essentially extend the Wings Over Wayne by a full week; the airshow is the week prior. We have really received strong support from Colonel Sage and from Seymour Johnson Air Force Base which is real encouraging to us. In terms of plans them self, we will start that morning with a local version of the rolling thunder which is the big motorcycle rally that happens in Washington DC, and has now for 30 years. He stated we will take the contingency from Goldsboro and go over to the Kinston Veterans Home where they will spend time with the veterans that are shut in there and provide them with a meal. We will come back downtown about the same time as the parade is ending and our festival will be kicking off and that will be a festival that features a chicken wing cook off which is the backbone of the event, there will be kids activities, craft vendors, live music and we have secured under contract, two bands which typically draw pretty well at downtown events. We will finish the day with awards for the folks that come to participate in the cook-off and more importantly the first ever Elks Military Appreciation Awards, in concert with the folks at Seymour Johnson. We have recruited in some celebrity judges from outside of Goldsboro which he thinks will draw more people downtown. He stated they are honored to have Chef Vivian Howard from Chef and the Farmer and Samuel Jones from Sam Jones BBQ. He stated I think by combining them with some local people, they will be able to draw a good, strong crowd. My purpose tonight is to brief Council so you know what we are doing. DGDC staff has been outstanding to work with and as we are planning the event I wanted to be sure you all were in the loop.

2. Maria O'Tuel stated I have never participated in anything like this and thanks Council, it has been an interesting part of the community process, learning about our neighborhood. She stated it has been a good break for me just the past hour or so because just last Tuesday, I come to Council for your help, last Tuesday at approximately 11:10, the city main sewer line that is under the ground, in front of my home, started pouring city sewage into my home for approximately two hours. She stated there was nothing I could do to stop it, my 13-year-old son and I were trying to keep our home from being ruined as best we could. The city sewage poured profusely into the duct system under my house, I don't know how many gallons of city sewage are down there. Finally, approximately two hours later, I called Don McMullen and the city sent a huge giant truck and opened the manholes in the streets and noticed the blockage was sort of under the street, in front of my home. Only their truck could get it to stop. Plumbers couldn't get it to stop, turning that little knob, it was pouring profusely into my home. She stated I need help and don't see how it's not the responsibility of the city, no private citizen is responsible for keeping those city sewage lines clean. She stated I can't hire a private plumber to legally open that and check it regularly. We have processed the claim and was hoping I would start getting some money to start the cleanup. I need Councils' help, my home is absolutely contaminated. She stated with the estimates pouring in, it looks like it's about \$20-30,000 to clean up and restore my home. She stated I am concerned about our safety; I have two children. I do not want to get hepatitis or e-coli and I need help.

Mayor Allen asked the City Manager if he was aware of the issue. Mr. Stevens stated he has not spoken directly to Ms. O'Tuel but knows that Finance has and they have had a lot of conversations. He stated our insurance adjuster has looked at it and I saw a letter today that denied the claim.

Ms. O'Tuel stated the adjuster never called. I am a forensic psychologist and I know how much research it takes to make a decision on for instance child abuse and neglect. I do a thorough investigation and write a 20-page report and have to get on the stand and testify to protect kids, the insurance adjuster never talked to me.

Mayor Allen stated they won't be able to fix that tonight but he will meet with the Manager and look at it and if there is anything we can do; we will do it. Mayor Allen stated we will get back to you and say that we can help or we can't help. I am sorry for your problem.

3. Francine Smith, 2nd Vice-President for the Goldsboro/Wayne NAACP stated I am here to respond to the article that was in Sunday's paper by the Goldsboro News Argus and with comments by our city manager. She stated the following: From the very beginning the chief of police and city manager had no idea what we were upset about, they thought it was just a harmless joke. And although we have tried repeatedly to get the city manager to understand it was neither harmless nor funny, his quote in the Goldsboro News Argus on Sunday indicates that he still does not understand how insensitive the remarks were and how the Facebook post and subsequent inaction offended a significant part of the citizenry. In his quote, Scott Stevens said, for me the worst part is, was it showed his political affiliation. Well, that may be the worst part for you Mr. Stevens but it is not for us. I reiterate that the actions of the chief and the subsequent inaction of our city manager further exposes a culture in this city that dismisses the issues of race and racism in our community as being insignificant and irrelevant. The plans put forth by the city manager do little more than paper whip the issue and do not address this culture. We need plans that address changing a culture not just training and programs. The Wharton School of Business talks about strategy and the approach to culture change and instructions that focus on four of the factors and conditions that affect it. Number one, Structure and Process - behavioral change of top managers can foster behavioral change in the organization. It appears as though our city manager has determined that change in behavioral culture at the top is not required or desired. People, bringing fresh blood and thinking supply different needed skills or capabilities from the outside. Our chief of police as well as our city manager have both acknowledged that our chief did not have people skills. Nothing in the plan addresses his people skills. Where are those plans? Incentives - Incentives to reward performance that recognizes the unique needs of all of the citizens of our community and addresses it in a positive manner. Incentives are needed to recruit people of color to the police force and to other areas of city government. Incentives affect behavior and performance and attract new resources and capabilities to the city which can lead to culture change. Where are the incentives in this plan? Changing and Enforcing Controls - It is important for organizations to increase feedback, evaluate performance and take remedial action, again and take remedial action. Emphasis should be on tweaking strategy, implementation activities to achieve the desired results. It's vital to learn from performance including mistakes and to use the lessons learned to change incentives, resources and people. Methods and processes and other factors to foster strategic and operating goals. It is also necessary to hold managers accountable for behavior and for performance results. Our city manager still does not understand why this issue is upsetting to our community, why it is an indication of a culture in need of change and why the main demand of the Goldsboro/Wayne NAACP which was to have some disciplinary action against the chief is critical in moving the city forward past this issue and on to solving the problems of race and racism in the culture of our police department and city management.

Councilmember Williams asked Ms. Smith for clarity, what would you like to see as far as, since you are representing the NAACP. Ms. Smith stated I am not the only person representing the NAACP and there are three people scheduled to speak and you will hear all of our comments first. Councilmember Williams thanked Ms. Smith.

Councilmember Stevens asked will there be anyone who will specifically state in their comments what they would like to be seen or liked to be done. Ms. Smith stated yes.

4. Mark Colebrook, passed out a handout (on file in the Clerk's Office) and stated I am the First Vice-President of the Wayne/Goldsboro NAACP. He stated the following: I am here as Ms. Francine was talking about, to talk about the issues still surrounding Chief West's post and the lack of appropriate action by the City

Manager, Scott Stevens. There have been several meetings that have taken place since this incident started with the city manager on January 24, 2017. We expressed our concerns at that time and asked for disciplinary action on Chief West and as a minimum put on leave while the situation was investigated. The city manager declined and felt like the chief had not violated any policies and his hands were tied. We met on February 7 with the Mayor, City Manager and Director of Community Relations. We met February 8 with the Mayor, City Manager, Councilman Foster and Williams and others in the community. There was a deadline established to have a plan developed to get back with the NAACP on February 22nd which was not met. President Barnes had to call to see where they were at. Handout 1 talks about the News Argus that came out after that and if you read through it, it talks about how all of those meetings that we had were illegal. Basically, what they were saying is the meeting should have been public forums and should have been open to the public so I felt like that was a waste of time. We met on March 2nd to see the plan and the plan still didn't address the main issue of disciplining the chief and it doesn't help with the real issues, the judgment of the chief and now the judgment of the city manager. He keeps saying it doesn't violate any policy, but it actually does. If you take a look at handout # 2, according to your own city policy, according to article 9, unsatisfactory job performance and detrimental personal conduct. Section 5 defines detrimental conduct as conduct that includes behavior of such a serious detriment nature that the functioning of the City may be or has been impaired, and we believe that the city has been impaired by the actions. Then according to his background of engineering, we know that people skills are not the city manager's strength nor the chief of police's strength. He's a numbers or results guys according to him when he got hired. Our city climate has already deteriorated as evidenced by the high murder rate last year and the number of gangs that have increased. There are issues that should be on the forefront of the city manager and the city council but like the city manager and chief of police don't have great people skills as was mentioned by the city manager himself and you as a council knew that when you hired him. It is time for the city council to take action and regain the trust of the community that has slowly eroded over time. The welfare of the community has to come first instead of the focus on things like balancing the budget, downtown roadway development, roadway security which is clearly good and from the looks of things. The city manager has absolute power and we all know that absolute power has a tendency to corrupt. There must be a checks and balances in place.

Councilmember Stevens asked Mr. Colebrook you said these meetings took place, I was not aware of these meetings and secondly, if they are required and they included the Mayor, Councilman Foster, Councilman Williams, that is not breaking a quorum because I actually almost got myself into a situation where we would have been breaking a quorum because I had all of the council meet but it wasn't a meeting about city business. So that is not technically a quorum breaking.

Mr. Colebrook said that is a good thing you said that, that is why I gave you handouts. Because what it says, it's not actually talking about a quorum specifically, it's talking about a subcommittee. It states in there, you will see that an attorney said if you have two or more councilmembers then it is a subcommittee. It doesn't talk about a quorum.

5. Sylvia Barnes, stated I am not going to give you any handouts, I am going to give you some words of wisdom. To the Mayor, the members of the City Council and to the audience that is here this evening, good evening. Yes, the paper was correct yesterday in mentioning that we have met several times to talk about the social media posting of our police chief. We are here tonight to say to the entire Council and the citizens of Goldsboro, NC, that on this day, Monday, March 6, 2017, that we will not accept the statement made by our city manager that he will not discipline the police chief in any manner. We never asked for any specific discipline, we left that up to you all as Council and to the city manager, for that to be done but we did ask for some disciplinary action to be taken. I want to say that I think this City, this City Council, and the leadership has not done its job. When we let one employee, get away with nothing and then another employee that was

hired by the Fire Department get stripped of his rights, his bonuses and other items which we will not talk about that tonight. We will bring that back at another time. That is wrong here in this City of Goldsboro, it shows segregation, racism and many other things. So, keeping that in mind, we want to say that we are not going away, you might not discipline him, but we are not going away. We will march, we will rally, we will do whatever we have to do to make sure that some action is taken in this case. And to you tonight, Mayor, we want to ask you since I think you are the only person that can fire or discipline our city manager that we ask for his resignation as of this night. We feel that he is not capable of leading this City of Goldsboro and showing what should be done to every citizen, every organization and every employee. Thank you for your time.

6. Shirley Edwards, stated the following: City Council, your esteemed Mayor, sadly what is emerging in the leadership of the City is a quick fix, band aid approach to many of the problems of the majority population. It appears your service delivery, and it is an afterthought. There is a lot of knee jerk reaction going on to things that are going on in the City and it is ill towards your majority population. After years of denying neglect, I see you acting without full analysis of things, and planning and really studying the problems. Examples is the issue of your paving, you've not really studied that through how you're going to carry that out. You've not even looked through how you're going to assess. These older peoples, some of y'all weren't here and some of you were here. You waited for years, you've done nothing in years, and now they are old, they don't have a way to pay for paving. You've not looked into it and researched, can it be paved with federal dollars or what? That is a typical example of what you're doing and what is going on. You're talking about neighborhood community involvement. The majority of your staff, and those that should be working with people in the neighborhood, has no idea what the people are thinking or doing. You can't work with people unless you know what they really are concerned about. I've never been able to just walk up to people and tell them, I'm not clairvoyant and I don't believe y'all are. You've got to know what the peoples' concerns are before you decide how you are going to involve, you come up with your plan or what you are going to do with somebody without talking to them. Community Relations, having pop outs, singing and food, is not a viable ongoing approach to build a relationship with your communities. A missing key, as I said, is that you do not know what the people need or want. You don't even understand their pain and because you don't understand that pain, you make these knee jerk decisions. Typical examples of some of things y'all have done are Black History month. You didn't think it through. You just put something on your web. You know, it's called throwing bread against the water. You're just doing things to be doing them now. Finally, I look forward to reading how your personnel policies are going to change the problems that you had, that you didn't have a media policy. I look forward to reading how you are going to set a precedent with one or two employees and not be able to do it with the rest of them. Because whatever you do with one, you're going to have to do to the rest of them. I was a personnel director, I have a Masters in Personnel Administration and you won't be able to do it without being sued. I'm really concerned that you are not putting the work into it, yes, a lot went on that was neglected over time but you need to put the work in what you are doing now so that you can really do something that will go down in history that you changed the problems, because you've got problems.
7. Ravonda Jacobs, passed out packets (a copy is on file in the Clerk's Office) to Council which contained letters from students at Goldsboro High School. Ms. Jacobs stated these are a packet of letters and she is a mentor at Goldsboro High School because we want to not only talk to y'all but show we are involved in our community. She stated that Mr. Williams actually came out to the high school and actually read these letters. She stated the children at Goldsboro High School wrote some letters, and I'm going to give you some titles of them: The Miseducation of Goldsboro High School; The Great Depression of Goldsboro High School; Don't Write Me Up, Lift Me Up; Is it School or are We Still in Prison; Where is the Love. She stated that these are what the students wrote, Goldsboro High School is one of the schools in Wayne County that is majority

African American. It is being ignored, people are making decisions for this school and they are not making decisions for these children. She stated as a City Council, I think this needs to be brought up to you all because honestly like Ms. Shirley said, we need more community involvement. The Councilmen that we have, Councilmember Williams and Councilmember Foster, they are out here in this community talking to the people one on one. You are not going to get the people to stand up if you are not intimate with them. Ms. Jacobs stated we do need more money because we need our Councilmen to step up and be doing more, we need to get them out in the community. If they are out in their community, they need not to have a job that is their job. These students at Goldsboro High School are asking for better curriculums, better education. They are not asking for sports teams, they are not asking for more computers, they said can we get some teachers and some books, can we get some people who care about and understand our situation. She stated that as the City is here, you have that opportunity, you have a WA Foster Center in the middle of a neighborhood that needs it. All of a sudden we can't find funding and we need funding for that building and those children need that building and they need people who love them, not just people with Masters Degrees, people who care about them, who are intimate with them on a daily basis. There might be people without Masters Degrees that you need to allow to work in that facility to help the community. There is a lot of other things that need to be done that the City Council has power to do. You have a youth council, are they really telling you what the real youth are saying? What the youth that are low in the economic standards are saying? You can't just keep measuring us by one set of people, you need to measure us by all people, and there is a lot of us that have a voice. If you read these letters that the children wrote, they are crying out for something and not just from the school but from the City. They don't feel it in their neighborhoods, they don't feel it in their schools and it is time for us as leaders to really lead something and be effective. Like she said, stop putting band aids on stuff that's real. We are going to have to get down and get dirty and get real, start doing real things that are going to affect change in our communities and the real change is about communication, really talking and building relationships. That parent involvement doesn't come a lot of times because a lot of these people in the lower economic standards, they do not feel comfortable coming and speaking to you all, they do not feel comfortable in the school systems, and we are not making it comfortable for them either. We went to the school board today, so we are going to everybody. It is time for everybody to step up. She stated we need the school board to be talking to y'all, y'all to be talking to the county commissioners, it's time to really do something different and not tomorrow or it's going to be a real cold summer, because we tired.

Councilmember Stevens thanked Ms. Jacobs and stated the packet she gave him, he saw the letters that were on the wall at Goldsboro High School, actually I was there when Councilmember Williams was there and the same day that you came and spoke to the group that I was working with and mentoring on those days with Mr. Nixon, you spoke to two young African American males. He stated if you did not want to break the lines of continuity, you say you want to break the lines of segregation. He stated, you spoke to two African American males, did you not? He stated I was just asking a question, did you not?

Ms. Jacobs said she did. Councilmember Stevens asked Ms. Jacobs did she see the young man that was sitting there with us, what was he?

Ms. Jacobs stated he was Caucasian but explained to Mr. Stevens that this is his first year mentoring at Goldsboro High School and I have been there for years. She stated those men I spoke to are men I knew personally. The only reason I did not address the young Caucasian male is that I didn't know him and I would have addressed him if he was actually involved in what I needed to speak to him about. The two males I spoke to are people I knew personally from my community that I needed to have a conversation with that did not include the young white man, not because he was white but because it didn't have anything to do with him, sir. Next time just ask questions.

8. Azurah Faison stated I am a freshman, I have attended private school, public school and I am now homeschooled. I just want to say what she is talking about is not just something that can be done overnight and the students understand that. If you read those letters you will see they understand that. We really want you to pay attention to the fact it's not something little and it is not something that just came up. This is something that has been going on for many years. Even students that didn't write letters understand that and we are willing to help, to get community involvement, we are not just blaming you and asking you to fix everything because we know that can't happen. But we really want you to understand that we really need involvement and relationships. You have to really understand these students and you need to have teachers that understand these students. That's why they act like they don't care because the teachers don't care. Thank you.
9. Stephanie Orosco stated I wanted to give some context to these letters. I am the teacher that gave this assignment. They were not letters, they were attached to a history assignment, to a unit in history called progressivism so the letters were really news articles that tie into investigative journalism. I had the students muck rake the school to see what problems they felt needed to be addressed at Goldsboro High School. Many of the concerns were as Pinky said, student/teacher relationship and the curriculum. I am at a school now where a lot of my colleagues are leaving, they have about 6 teachers who are leaving Goldsboro High School, so who is coming in to replace those teachers? I think there needs to be better communication with this Council and the Board of Education to see about the process about what teachers are coming into Goldsboro, because I feel we are bringing in teachers who if we really look at those teachers, we already knew they are leaving. As a teacher at Goldsboro High School myself, I am tired because they can't even get substitutes to come into the schools. You have students sitting in classes who out of four classes, three of the classes might be substitute teachers so what is the quality of education that we are giving these students. I feel there needs to be better communication on you guys part and I remember when Mayor Allen came in before he was Mayor and had the restart meeting and I think he needs to check the pulse on Goldsboro High School because they are dying over there. The students and teachers are tired and there needs to be some type of change if you really want to "restart" Goldsboro High School.

Councilmember Aycock stated that with the way the education system has gone now, we are rewarding teachers on results but incremental results at Goldsboro High School is the beginning of larger results and I believes that Goldsboro High School should have the most innovative and best paid teachers in teaching because they are the ones that are responsible for making these incremental changes and I appreciate your reference and believe me, this has got to start somewhere. He stated I taught at Goldsboro High School for 12 years and my wife taught there for 15 years and he has a place in his heart for Goldsboro High School. I know it's tough for the students and the teachers, I hear you.

10. Ramesha Winn stated I am an 11th grader at Goldsboro High School. I know it is looked as we don't care or we don't know how to act, but that is not the problem. We have a lot of kids that have potential. Even though I am one of the top students, I still struggle. Sometimes I do not even want to go to class because of fights or drama in class and it's hard to focus. I know I can't give up but what about those students who don't know. I feel like the City Council, the Mayor, the Superintendent really need to make Goldsboro High School better because I see kids every day that don't want to do their work, they've given up before they have graduated. These are kids in the 9th, 10th, and 11th grade and I feel it needs to change. Thank you.
11. Joseph Cox asked for a show of hands that would like to see who would actually like to see a rise in community and in schools in Wayne County. Thank you. Mr. Cox stated so still I rise, stated the African American Poet and Civil Rights Activist Maya Angelou in her book *And Still I Rise*. How does one rise one may ask? The lawyer, American politician, orator, and veteran who served in the

American Civil War Robert Ingersoll once said that we rise by lifting others and I think this meeting here in Goldsboro is the perfect opportunity to start that rise. It is the perfect opportunity to start lifting others, getting to know other people. You have the power, the opportunity to make an impact on the community. There is this street behind Gateway, it has been there since last year with a big crack that needs to be fixed, and there is a big crack in our education that needs to be fixed. It wasn't until after I took my World History class with the woman that spoke, Ms. Orosco, that I got an interest in history because history wasn't my subject and I think I discussed that with you Mr. Stevens at one point. Once I discovered my interest for history I found some interesting quotes that I know can be a good part for my future. The English writer and connoisseur Horace Walpole once said "why he felt like a victim he acted like a hero," and that is why many of us are here tonight, because we are here to act like a hero even though in these situations we feel like a victim, we feel like we're the ones it's going against. The Irish born Whig politician Edmund Burke once said "by hating vices too much, we have come to love men too little," and I took that quote and applied it here. That quote stood out to me because I was thinking there is so much disciplinary programs, there's so much trying to help people who are doing bad, we forget to see people who are actually doing the right things in the community; people who are volunteering in the community, people who are actually helping out around. I'm just here to hope that starts today, to start in the community, to start in school, to start at Goldsboro High School where I attend. I've seen on TV where there was this guy who thought they were investing more money in prisons than in schools. I think there are more things that need to be invested into schools and she said there are some teachers leaving and I just want to know who's going to be my teacher next year. Who is going to teach my American History class, my math class, and I want the best education I can obtain in Goldsboro. I am hoping to see those changes soon. Thank you.

Mayor Allen stated I am assuming the problems at Goldsboro High School are from the principal down; have you all talked to the principal, have you talked to school board members. Is this the first time you have talked to anyone, I am trying to see what has been done to try and make it better. Mr. Cox shared they were at the School Board meeting this morning.

12. Shaquila Rouse, stated I am a former student of Goldsboro High School and graduated in 2009. As a student, volunteer, mentor for some of the students there, I want to stand on their behalf, on my behalf, on behalf of our future. She stated I know racism sometimes can be a bit of a touchy subject, but one thing that is detrimental and obvious in the letters that you all received is how between Goldsboro High School and the School of Engineering, there are a lot of different resources that are not available to each. There are a lot of resources such as the trade programs, the wood shop programs, hands on programs that were allotted to Goldsboro High School students at one point that are no longer there, however, the School of Engineering is still able to receive a lot of those programs. A lot of times it looks like when students are sitting in one hall, they can look across the hall or see other things that they don't have such as good books to use, or laptops to use, or computers to use that other students right across the hall can use. That is really a big concern and another concern you see in those letters were fights at Goldsboro High School. There are fights three times a week, every other day, so many fights. What are we going to do about all these fights? One of the things I stand firm in is my belief that post traumatic slave syndrome is real. She stated that the Willy Lynch Syndrome whether people believe that letter was real, or not is real, what he said, that mentality it exists. A lot of us, we are uneducated in the means of we fight each other simply because of deep programming that has caused all of us just not like who we are. I think education is definitely a key point, even in the school system to be able to learn. It is very detrimental for us to learn together, it is detrimental for the student, parent and teacher relationships to be on one accord. It is important for all relationships, the relationships between the City Council and the school board, the County Commissioners, it's important for the community, the parents, and the churches for all to be involved. The upliftment of Goldsboro High School, it's rumored, it may be true that the school

is being shut down slowly, but surely and it started before I was there in 2009 and a lot of the students have lost hope and if we really care about the students at Goldsboro High School we all need to be trying to instill hope in those students, we need to try to uplift them, uplift their education, be trying to do whatever we can to try and bring order and discipline into the school. When I say discipline I don't necessarily mean discipline for the students that are fighting, I mean for example, like Joseph was saying, sometimes a lot of attention is paid to the bad students where the good students are overlooked, or the good things are overlooked. It is necessary for us to be able to come to a common ground in regards to the students at Goldsboro High School actually being awarded. I know there are a lot of different systems in place that have been implemented such as the HERO system, where the students get tickets for being late. She stated there is a lot of confusion with that, the reward for that disciplinary system has stopped, they are still getting disciplined but there is no reward.

Mayor Allen asked if it reasonable to believe based on what he's heard that the problem really at Goldsboro High School or one of the problems is resources obviously but one of the other problems is, it seems to him that you or some of the students, feel like there is a principal that doesn't care, teachers that don't care.

Ms. Rouse stated that everybody needs to care collectively, like the communications between the parents, for example there is a meeting that is supposed to be happening sometime this week, but there hasn't been a letter written to the parents letting them know there is going to be any communication in regards to the school and the changes that are going to be taking place. Like Ms. Orosco has said, there are students sitting in substitute classes literally all day long so they're not learning, they are getting pushed to the next grade but they are not learning because they are in class with substitutes. A lot of substitutes don't care. I know that a lot of teachers got transferred out, teachers that had been at Goldsboro High School for years, I know teachers that were transferred out that didn't want to be transferred out. They are transferring teachers out without replacements. In a lot of different ways it looks like students at Goldsboro High School are being set up for failure and unfortunately there has been a breach in communication between the parents and the school but it's not the students' job, they are children, to be able to communicate everything that is necessary to their parents.

Mayor Pro Tem Foster stated he had a question, all of these things are happening at Goldsboro High School but none of these things are happening at Wayne Engineering? He stated because both of the schools are right there together but there are two totally different sets of rules. He stated the School of Engineering isn't losing teachers but Goldsboro High School is? Ms. Rouse responded yes, sir, definitely.

13. Donte Bunch stated the Mayor and Councilmembers if they could, should pay attention to the speakers instead of looking down and everything else, sorry. The NAACP asked for something to be done towards the two guys and I think something needs to be done soon. You are spending money on other stuff and we done had conversations before about a lot of stuff that needs to be done in the City, nothing was done. I have been gone for months, just came back and nothing was done, what we asked and Council is going to give money to other organizations, millions of dollars to do it, that shouldn't be done. The schools have problems, we are going to take it and say it properly; the Black schools have problems. The schools that have the black kids in it are just being tore down and brought down, the good teachers are being moved out fast, but then you move in these teachers that don't care, that's fresh out of college and all they are trying to do is get enough underneath their belt so they can move onto the next school and that's what they are doing. I understand that everybody is here for a job, that everybody is here because of a paycheck, the schools, the giving money away and everything, that's got to stop. We need to take care of the City first. Everybody has been victimized with racism, White, Black, Spanish and everything that is going on real strong right now and it's got to stop. Goldsboro-Wayne County we're taking this back to the 50's and 60's. You go down to the police office that's showing up on the scene as being called by innocent people are being victimized, asking them if they have drugs or stuff. I have a lot of people in the

community that calls us instead of calling y'all and I've told you that before. They are calling us because they don't feel safe with calling y'all. We are going to start bringing stuff to the forefront, we are going to start bringing stuff to the news people, out in front of everybody. We aren't going to keep on hiding, saying it's going to be ok, we are going to go talk to somebody about it. We are tired of talking, so we are going to start reacting. We are going to start marching; we are going to start showing up in places where y'all at. We are going to start bringing them to y'all. Y'all need to start taking this for real, you can sit there behind the desk and everything is fine and smiling but this is real. We went and talked to different gangs in the City, talking to people who are causing the problems and we told them it's got to stop. We are tired of our kids being scared of walking the streets, tired of kids walking on dirt roads, dark streets, we done had that conversation. I told you when we met with y'all, that you could be a good Mayor and this can be a great City, not the Donald Trump great, but this can be a great City. Now it is just going down, this is going back to the 50's and 60's and people don't care. I can show you an example, the officer that is sitting in the back, every time somebody came up and said something, he humph, come on. That was so disrespectful, these people are feeling passionate about what they say, because they see it, they feel it. When that officer pulled up between 10-11 at the barber shop downtown Saturday and said what he said to that man, that man was so mad, he told that officer, you can leave, I don't even need you, my car can stay damaged. You find out who that officer was and it needs to be taken care of. The money it needs to go to the City, it needs to go to these schools, you need to take care of these children, these children going to be taking care of all y'all when you get old and are sitting in nursing homes. And right now in those nursing homes, they aren't treating them people good. We go into nursing homes after church on Sunday's and they treat them people bad. You know why? They are getting paid nothing, they are getting paid minimum wage. They feel like because they are getting paid minimum wage, I'm going to work minimum wage. If we sit here and educate them and build them up, and make stuff better in our City, then guess what, this could be a good City. But instead, everyone is sitting here pacifying everything, sweeping everything under the rug when you need to be pull that rug up, sweep it out, throw it out with the trash. Let's get it right, because if y'all are not going to get it right, we're going to get it right and it's not just us in here, there is a couple more hundred out there. We are pretty sure we are going to go into other cities and bring them in to, then it's going to be a couple of thousand, then it's going to be what we riot, we thugs, no, we sitting here trying to get it right. We are coming to y'all as intellectual, educated people trying to get it right but instead, everybody keeps on sweeping stuff under the rug. When I clean up in my house, I move everything and that's what I expect this City to start doing. If it's not right, get it out, let's do it right.

14. Gary Mendenhall, stated I am a member of the community and graduated from Goldsboro High School. When we speak upon the educational system, it's a very touchy subject. Almost everybody in this room has some family member or some friend that is a part of the educational system. So, it's like we all from the inner city to the county were able to see the transition. I graduated in 2005 from Goldsboro High School, in 2005 we still couldn't take home our textbooks. In 2017, now I am raising my children, expecting them to be part of the community that doesn't show love, from the county line to the inner city lines. It's kind of hard to want my child to go to the county school or inner city school but when it comes down to self-accountability, you can't put blame on one principal. Everyone in this room knows there is no way in the world that we can throw one principal under the bus for this situation at Goldsboro High School. For us as a community I don't see why we don't get people that's in charge of the City to come out and speak with us. It's like today on the front page of the paper, someone assuming responsibility over the old WA Foster Center, I'm pretty sure that place needs to be turned in to a vocational center for our community. There is nowhere for our children to go. Eastern Wayne Middle just got a brand new school basically. County money, city money, it doesn't matter. They have all these alumni to come here every Memorial weekend, they contribute nothing to the City, if I remember correctly when I was taught at school, part of the purpose

for alumni is not just for scholarships but to put money back into the city schools when the county or state couldn't provide. I really don't understand how we sit here and call our self a Christian nation. Goldsboro is the Bible belt, there is a church on every corner. How do we sit in church every Sunday and tell our kids, praise the Lord, everything is going to be ok? But when they go to school, their emotion, their mindset is ripped and torn down from other hurt people who are battling with things in their own home, they are not confronting. It's time for us to step up as a people. We are going to reference ourselves as God people, I don't really understand how as a people we just don't come together. When we have children and we go out and they ask us questions about why county schools have more things to do than city schools. The number one comment we get from everybody is the Black community don't take care of anything we give them, everything we give them they tear it up, and you are shaking your head like you understand. I don't know how you understand it's an issue not just in our community but in this state.

Councilmember Stevens stated I wish somebody would have invited Dr. Dunsmore here so he can see it. He is the superintendent; he is the one specifically who should be here.

Mr. Mendenhall asked why do we need Dr. Dunsmore when we are in charge of our own City. It says Goldsboro established in 1847, was he here then? Councilmember Stevens stated no he was not. Mr. Mendenhall stated the point being if we have the common decency to establish the City in 1847, do we stop caring about it in 1848, do we stop caring about it in 1850 or 1912? Councilmember Stevens stated no we do not.

15. Ravonda Jacobs, stated we are not throwing Mr. Robert Yelverton under the bus, he met with us, he was willing to do as much as he possibly could for the schools so I want to clarify publicly, Mr. Robert Yelverton is doing an awesome job with that school, he met with us, he is trying to get a student advocacy board to try to get things together so we want to make sure it was clarified as far as we go he is doing an awesome job and we appreciate what he is doing.

Mayor Pro Tem Foster stated the problems were already there before he got there. Ms. Jacobs said he didn't cause the problems but it is a problem.

16. Melinda Pace stated that she is a mother of kids at Goldsboro High and at Goldsboro Engineering. I can speak on behalf of both that Goldsboro High they don't have books; the curriculum is so much different. It's not that one kid wants to learn more it's just what's offered. So, the truth is being told.

No one else spoke and the public comment period was closed.

Consent Agenda - Approved as Recommended. City Manager, Scott A. Stevens, 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 F, G, H, I, J, K, L, M, N, O, P and Q be approved as recommended by the City Manager and staff. The motion was seconded by Councilmember Broadaway and a roll call vote resulted in all members voting in the affirmative. Mayor Allen declared the Consent Agenda approved as recommended. The items on the Consent Agenda were as follows:

Z-2-17 Gospel Light Temple – South side of Atlantic Avenue between Herman St. and Pineview Avenue (R-9 to O&I-1CD). Ordinance Adopted. The applicant requests a zoning change from R-9 Residential to Office and Institutional-1 Conditional District to allow the construction of a church and related uses. Separate development plan approval would be required.

Frontage: 80 ft.

Depth: 155 ft.

Area: 12,400 sq. ft., or 0.28 acres

Surrounding Zoning: North:	R-9 and O&I-1
South:	R-6 Residential
East:	R-9 Residential
West:	O&I-1

The property is currently vacant.

The applicant requests the O&I-1 Conditional District in order to allow the construction of a church and related uses. Complete development plans would have to be approved by the Council prior to issuance of building permits.

The City's adopted Land Use Plan designates this property for high-density residential development.

City water and sewer services are available to the subject property.

The applicant's existing church is located immediately west of the subject property. They have proposed construction of a new sanctuary next door. It is unknown whether the existing church will remain.

High-density residential and O&I-1 uses are compatible and provide a step down in intensity from commercial to residential. The request would be compatible with the Comprehensive Plan.

The applicant does not have specific plans at this time, however, site and landscape plans will have to be approved by the Council prior to development. If the rezoning to O&I-1 is approved, a waiver of the site plan requirement at time of rezoning would be necessary.

At the public hearing held on February 20, 2017, one person spoke in favor of the request. No one appeared in opposition.

At their meeting on February 27, 2017, the Planning Commission recommended approval of the change of zone request.

Staff recommended Council accept the recommendation of the Planning Commission and adopt the following entitled Ordinance changing the zoning for the property from R-9 Residential Office and Institutional-1 Conditional District to allow a church and related uses. The request would be compatible with the Comprehensive Land Use Plan recommendations. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

ORDINANCE NO. 2017-9 "AN ORDINANCE AMENDING THE UNIFIED DEVELOPMENT ORDINANCE OF THE CITY OF GOLDSBORO, NORTH CAROLINA CODE OF ORDINANCES"

Z-3-17 Hutton Team, LLC - East side of North Berkeley Boulevard between Langston Drive and Ridgecrest Drive. Ordinance Adopted. The applicant requests a zoning change from Office-Residence and R-16 Residential to General Business Conditional District. In conjunction with this request, the applicant is requesting a waiver of the site plan requirement. If the rezoning is approved, the new owner/developer will be required to have complete development plans approved by City Council prior to issuance of any building permits.

A conceptual plan has been submitted for preliminary review and comment by City staff.

Frontage: 300 ft. (N. Berkeley Blvd.)
285 ft. (Langston Dr.)

Area: 75,500 sq. ft. or 1.7 acres

Surrounding Zoning: North: Shopping Center

South: R-16 Residential
East: Office and Institutional-1 CD and R-16 Residential
West: Office and Institutional-1 CD and R-16 Residential

If approved to GBCD, the applicant proposes the construction of a multi-tenant commercial strip center.

Currently, each lot included within the request contains a single-family dwelling.

The City's Land Use Plan recommends commercial development for the property. The proposed rezoning would be compatible with the Comprehensive Plan.

City water and sewer are available to the property. Subject property is not located within a special flood hazard area.

The submitted conceptual plan has been revised to indicate a new, drive-up window, traffic circulation pattern, and dumpster locations. Once final plans are submitted, staff will review and submit them to the Planning Commission and City Council for approval.

The developer proposes construction of a right-in, right-out driveway from Berkeley Boulevard and the construction of a right-turn lane. Additional access is proposed from Langston Drive which accesses Berkeley Boulevard through a traffic signal aligning with the main entrance to Berkeley Mall.

Stormwater calculations will be required for the site. A detention pond is shown to the rear of the development which would abut adjacent residential development to both the north and east.

As noted previously, complete development plans including site plan, landscape plan, building elevation plans and commercial lighting plans will be required prior to issuance of any building permits for this site.

At the public hearing held on February 20, 2017, a representative of the applicant spoke in favor of the request. No one appeared in opposition.

The Planning Commission, at their meeting on February 27, 2017, recommended approval of the zoning change.

Staff recommended Council accept the recommendation of the Planning Commission and adopt the following entitled Ordinance changing the zoning for the property from Office-Residence and R-16 Residential to General Business Conditional District with a waiver of the site plan requirement. Complete development plans would be approved by Council prior to issuance of any building permits. The change to General Business Conditional District would be compatible with the City's Comprehensive Land Use Plan. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

ORDINANCE NO. 2017-10 "AN ORDINANCE AMENDING THE UNIFIED DEVELOPMENT ORDINANCE OF THE CITY OF GOLDSBORO, NORTH CAROLINA CODE OF ORDINANCES"

Z-4-17 John R. Best - South side of Graves Drive between Berkeley Boulevard and Malloy Street. Ordinance Adopted. The applicant requests a zoning change from Shopping Center to General Business Conditional District. In conjunction with this request, the applicant is requesting a waiver of the site plan requirement. If the rezoning is approved, the new owner/developer will be required to have the site plan approved by City Council before occupying the site.

Frontage: 100 ft. (Graves Dr.)
Depth: 200 ft.
Area: 20,000 sq. ft. or 0.46 acres

Surrounding Zoning: North: Shopping Center and General Business

South: General Business
East: Shopping Center
West: General Business

Currently the property is occupied by an existing 4,750 sq. ft. masonry block and metal commercial building formerly occupied by Century Uniforms.

A 20 ft. wide asphalt driveway provides access to the site from Graves Drive.

The City's Land Use Plan recommends commercial development for the property. The proposed rezoning would be compatible with the Comprehensive Plan.

City water and sewer are available to the property. Subject property is not located within a special flood hazard area.

The applicant has indicated that the property has been for sale for some time. He believes the marketability of the property will be enhanced if it is zoned General Business Conditional District. As noted previously, complete development plans would have to be approved before a new business could occupy the structure.

At the public hearing held on February 20, 2017, no one appeared to speak either for or against the request.

The Planning Commission, at their meeting held on February 27, 2017, recommended approval of the change of zone request.

Staff recommended Council accept the recommendation of the Planning Commission and adopt the following entitled Ordinance changing the zoning for the subject property from Shopping Center to General Business Conditional District. Development plans will have to be approved by Council prior to occupying the existing building. The request would be compatible with the City's adopted Comprehensive Land Use Plan recommendations. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

ORDINANCE NO. 2017-11 "AN ORDINANCE AMENDING THE UNIFIED DEVELOPMENT ORDINANCE OF THE CITY OF GOLDSBORO, NORTH CAROLINA CODE OF ORDINANCES"

Z-5-17 Charles Ginn – West side of Central Heights Road between Tommy's Road and Courtney Road (R-16 and RM-NC to RM-9). Ordinance Adopted. The property is currently zoned R-16 Residential with an RM-NC (Nonconforming Manufactured Home) Overlay. As the property has been vacant for more than six months, a rezoning to RM-9 (Residential Manufactured Home) will be required before another manufactured home may be placed on the lot.

Frontage: 120 ft.
Depth: 125 ft.
Area: 15,000 sq. ft., or 0.34 acres

Surrounding Zoning: North: R-16 Residential/RM-NC
South: R-16 Residential/RM-NC
East: R-20A Residential/RM-NC
West: R-16 Residential

The property is currently vacant.

If approved to RM-9, one manufactured home would be permitted on the property.

The City's adopted Land Use Plan designates this property for medium-density residential development. The requested RM-9 zone is considered medium-density and would be compatible with the plan.

City water and sewer service is not available to serve the subject property.

At one time, the property, along with land to the south, contained five dilapidated manufactured homes. Upon inheritance by the applicant, all were removed and one was replaced. As noted previously, the subject property has been vacant for more than six months and will require rezoning.

The RM-9 zoning district will require masonry underpinning, pitched roof and horizontal siding. It will be required to have working windows and no rust and have the appearance of a site-built home.

If the rezoning is approved, the applicant plans to subdivide the property to sell the lot.

At the public hearing held on February 20, 2017, no one appeared to speak either for or against the request.

The Planning Commission, at their meeting held on February 27, 2017, recommended approval of the zoning change.

Staff recommended accept the recommendation of the Planning Commission and adopt the following entitled Ordinance changing the zoning for the subject property from R-16 and RM-NC Residential to RM-9 Residential. The request would be compliant with the recommendations of the City’s adopted Comprehensive Land Use Plan. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

ORDINANCE NO. 2017-12 “AN ORDINANCE AMENDING THE UNIFIED DEVELOPMENT ORDINANCE OF THE CITY OF GOLDSBORO, NORTH CAROLINA CODE OF ORDINANCES”

CU-3-17 Michael Carroll - South side of East Ash Street between Lionel Street and Leslie Street. Denied. The applicant requests a Conditional Use Permit to operate an electronic sweepstakes establishment.

Unit Frontage: 50ft.
Unit Depth: 75 ft.
Unit Area: 3,750 sq. ft.
Zone: GB (General Business)

The property is zoned General Business. Electronic sweepstake establishments are a permitted use within the district only after the issuance of a Conditional Use Permit approved by City Council.

Applicant proposes to operate the sweepstakes establishment within a tenant space of an existing commercial strip center. Uses within the strip mall include tax preparation and insurance offices, a convenience store, and other retail sales. The proposed tenant space was previously occupied for church-related purposes.

The submitted floor plan shows an assembly area of approximately 3,750 square feet to include an office area and restrooms for patrons of the facility.

The following information has been submitted with the application:

No. Employees: 2
Hours and Days of Operation: 8:00 a. m. to 2 a. m., Monday - Sunday
No. of computers: 40

Required parking for the electronic sweepstake establishment is 1.5 spaces per computer station. A total of 60 parking spaces are required. There are a total of 90 available parking spaces for use at the front and rear of the commercial strip center. Based on existing uses within the center, a total of 140 spaces would be required as follows:

Retail Space (11,250 sq. ft.) = 45 spaces
Office Space (6,000 sq. ft.) = 17 spaces

Place of Entertainment (600 sq. ft.) = 18 spaces
Electronic Sweepstakes (1.5 x 40) = 60 spaces

A modification of required parking from 140 to 90 would be necessary.

The applicant contends that most of his business would be conducted after other uses within the center are closed and the 60 spaces required would be excessive given that only 40 computers are proposed.

The City’s UDO requires a separation distance of 200 ft. from residentially-zoned or developed property, a church or school. There is no church or school facility located within 200 ft. of the proposed use. Since residentially zoned property exists to the rear of the site, a modification of the 200 ft. distance requirement will be necessary.

At the public hearing held on February 20, 2017, two persons spoke in favor of the request. Four people appeared in opposition.

The Planning Commission, at their meeting held on February 27, 2017, recommended denial of the request. They expressed concerns with the issue of parking and the proximity of the use to residentially developed property to the rear.

Staff recommended accept the recommendation of the Planning Commission and adopt an Order denying the Conditional Use Permit based on the request not meeting the distance requirement from residential and the number of required parking spaces.
Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

CU-4-17 Tim Gill – West side of South Berkeley Boulevard between East Street and Elm Street. Approved. The applicant requests a Conditional Use Permit to allow the operation of a place of entertainment with no ABC permit (video gaming lounge and retail sales of related products) not to include any computer-based sweepstakes.

Frontage: 50 ft.
Depth: 45 ft.
Area: 2,250 sq. ft., or 0.05 acres
Zoning: General Business

In January, 2017, a request for a Conditional Use Permit to allow the operation of a computer-based sweepstakes facility was withdrawn by the owner due to opposition. The current request would specifically prohibit a sweepstakes facility and would limit the use of the property to video gaming and sales of video game-related products.

The applicant has submitted a floor plan which indicates a total of six gaming stations along with the following other designated areas:

Restrooms
Storage
Trading Card Game Room
Network Closet
Console Hub/Office
Repair Room
2 Vending Machines
Merchandise Display Cases

Hours/Days of Operation: 10:00 a. m. to 10:00 p. m.
(Monday through Saturday)

Number of Employees: Up to 2

The applicant proposes a number of renovations to the interior of the building including removal of window tint, repainting and replacing doors and light fixtures.

The business plan for the operation indicates that the market to be served will be customers wishing to utilize gaming consoles and playing the newest video games prior to purchasing them. Video games, accessories and consoles would be available for sale along with new and used trading card games. In addition, the applicant plans to provide computer and video gaming console repair services.

The applicant, who served in the United States Air Force from 2007 to 2010 is now the lead Computer Hardware Technician at Wayne Community College.

At the public hearing held on February 20, 2017, the applicant and five others spoke in favor of the request. No one appeared in opposition.

The Planning Commission, at their meeting held on February 27, 2017, recommended approval of the Conditional Use Permit and submitted site and floor plan.

Staff recommended Council accept the recommendation of the Planning Commission and:

1. Adopt an Order approving the Conditional Use Permit to allow the operation of a place of entertainment with no ABC permit (video gaming lounge and retail sales of related products) not to include any computer-based sweepstakes.
2. Approve the submitted site and floor plans detailing the operation. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

Contiguous Annexation Petition – Mills Goldsboro Properties, LLC – East side of Gateway Drive (4.0 Acres). Referred to the Clerk. The applicant is requesting that contiguous property described by metes and bounds in Item 2 of the petition be annexed to the City of Goldsboro. Maps are available showing the property proposed to be annexed.

Pursuant to G. S. 160A-31, Council shall fix a date for public hearing on the proposed annexation if the petition is considered sufficient by the City Clerk.

The City Council, at their meeting on March 6, 2017 would request the City Clerk to determine the sufficiency of the petition. If the petition is determined to be sufficient, a public hearing would be scheduled and a report would be prepared by the Planning Department, in conjunction with other City departments, for submission to the Council.

Staff recommended request that the City Clerk examine the annexation petition to determine its sufficiency. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

Bid Awards for Neuse River Pump Station Intake Area, Water Plant Mud Basin Mixer Gear Drives, Benton Street Pump Station SCADA Panel, and Water Reclamation Facility Flood Pump Variable Frequency Drive – Hurricane Matthew Final Repair Projects. Resolution Adopted. Ordinance Adopted. Following Hurricane Matthew on October 8, 2016 minimum emergency repairs were performed on the Water Plant Mud Basin Mixer Gear Drives and Benton Street Pump Station to get them functioning. The storm and flooding caused erosion and culvert damage to the Neuse River Pump Station Intake Area and damaged the Water Reclamation Facility's Flood Pump Variable Frequency Drive. The bid award contractors will make the final repairs.

The City of Goldsboro advertised for Requests for Qualifications from general contractors and received responsive RFQs on February 7, 2017. Informal bids were received on February 14, 2017 at 2:00 PM. A tabulation of the February 14, 2017 bids is attached.

The lowest responsive bidder was Keen Plumbing Company of Goldsboro, NC with a total bid amount of \$129,245 for Neuse River Pump Station Intake Area; Electric Motor Shop of Wake Forest, NC with a total bid amount of \$54,214 for Water Plant Mud Basin

Mixer Gear Drives; TA Loving Company of Goldsboro, NC with a total bid amount of \$36,000 for Benton Street Pump Station SCADA Panel; and TA Loving Company of Goldsboro, NC with a total bid amount of \$85,000 for Water Reclamation Facility Flood Pump Variable Frequency Drive.

Since the City anticipates to receive funding from FEMA proceeds for these repairs caused by Hurricane Matthew, it is necessary to adopt a budget amendment for these expenditures and settlement revenues.

Staff recommended the City Council adopt:

1. The following entitled Resolution authorizing the Mayor and the City Clerk to execute a contract with Keen Plumbing Company not to exceed \$129,245 for Neuse River Pump Station Intake Area; Electric Motor Shop not to exceed \$54,214 for Water Plant Mud Basin Mixer Gear Drives; TA Loving not to exceed \$36,000 for Benton Street Pump Station SCADA Panel; and TA Loving Company not to exceed \$85,000 for Water Reclamation Facility Flood Pump Variable Frequency Drive to make the Hurricane Matthew final repairs.
2. It is recommended that the attached ordinance be adopted to reflect an increase in Utility Fund revenues and an increase in the operating expenditures of the Utility Fund’s Capital Project Division’s budget by a total of \$304,459. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

RESOLUTION NO. 2017-17 “RESOLUTION AWARDING AND AUTHORIZING EXECUTION OF CONTRACT TO MAKE THE HURRICANE MATTHEW FINAL REPAIRS AT NEUSE RIVER PUMP STATION INTAKE AREA, WATER PLANT MUD BASIN MIXER GEAR DRIVES, BENTON STREET PUMP STATION SCADA PANEL, AND WATER RECLAMATION FACILITY FLOOD PUMP VARIABLE FREQUENCY DRIVE”

ORDINANCE NO. 2017-13 “AN ORDINANCE AMENDING THE BUDGET ORDINANCE OF THE CITY OF GOLDSBORO FOR THE 2016-2017 FISCAL YEAR”

Contract Award for Hurricane Matthew Repairs Formal Bid Request No. 2016-006. Ordinance Adopted. Resolution Adopted. On Thursday, February 23, 2017 two sealed bids were received for Hurricane Matthew Repairs project.

Lanier Construction Company, Inc. of Snow Hill, NC submitted the low bid for this project for a total cost of \$1,023,150.00. The bids received for this project are tabulated as follows:

<u>Name of Bidder</u>	<u>Amount of Bid</u>
Lanier Construction Company, Inc. Snow Hill, NC	\$1,023,150.00
S.T. Wooten Corporation Wilson, NC	\$1,507,188.75

The proposed work consists of approximately 1800 square yards of pavement with storm sewer repairs in the following areas: 301 S. Virginia Street, 304 W. Walnut Street, 901 W. Mulberry Street, 1014 Evergreen Avenue, 301 S. Virginia Street, 207 N. Carolina Street, Mulberry Street at Virginia Street, 208 E. Pine Street, Daisy Street at Walnut Street, Spruce Street, Mulberry Street at Georgia Avenue, and Georgia Avenue at Mulberry Street. Additional pavement repairs at Elm Street and the Big Ditch area and repairs to the golf course path were added to this contract.

The bids for this project have been reviewed by the Engineering Department, checked for accuracy, and found to be in order. We have received the financing of this project with the Finance Director and determined that since the City anticipated to receive funding

from FEMA for these repairs caused by Hurricane Matthew, it is necessary to adopt a budget amendment for these expenditures and settlement revenues.

Staff recommended the City Council:

1. Adopt the following entitled budget ordinance appropriating funds for the Hurricane Matthew Repairs Project.
2. Adopt the following entitled Resolution authorizing the Mayor and City Clerk to execute a contract in the amount of \$1,023,150.00 with Lanier Construction Company, Inc. for the Hurricane Matthew Repairs Project. Consent Agenda Approval. Aycock/Broadway (7 Ayes)

ORDINANCE NO. 2017-14 “AN ORDINANCE AMENDING THE BUDGET ORDINANCE OF THE CITY OF GOLDSBORO FOR THE 2016-2017 FISCAL YEAR”

RESOLUTION NO. 2017-18 “RESOLUTION AWARDING AND AUTHORIZING THE EXECUTION OF A CONTRACT FOR HURRICANE MATTHEW REPAIRS FORMAL BID REQUEST NO. 2016-006”

Authorization and Reclassification of Positions. Approved. When the FY 2016-17 budget was adopted in June, Council reaffirmed the full-time positions outlined in the budget document. There were 449 full-time positions authorized.

Several departments have undergone staffing changes and demands have increased to provide effective and efficient services. The following departments have been affected:

1. Parks and Recreation – In March 2016, all custodians for the City were transferred to Parks and Recreation. This consisted of two permanent part-time staff (one each from Paramount and Police) and one full-time custodian (from Human Resources). The custodians are responsible for housekeeping and set-up of several buildings that include City Hall, City Hall Annex, DGDC, Herman Park, Paramount Theatre, Police Complex, and W.A. Foster. The FY 2016-17 budget authorized two (2) full-time custodians. Due to the demands for upkeep of all facilities, additional staffing was needed throughout the year.
2. Information Technology (IT) – The Police Desk Officer position was vacated in April 2016 after the employee’s retirement and has not been filled. With the demand for technology support services, IT staff has dedicated a lot of time to maintain software, hardware, and equipment needs for the Police Department. The Police Desk Officer (Grade 69) from the Police Department will be reclassified and moved to IT in order to have a dedicated support person for the Police Department through IT. The knowledge and duties for the position require more than a basic level technician because the employee will be responsible for maintaining all Police hardware, software, and peripheral equipment.
3. Goldsboro Event Center Manager – The Goldsboro Event Center Manager has been a part-time position for one year. Drop in visits to tour the facility are increasing daily and often result in a rental. Rentals are often made with only a one-week to three-week advancement and events are often booked back-to-back, with a need to quickly turn the room. With a recent resignation from the current manager, an assessment of the personnel needs has been made.
4. CALEA Manager (Goldsboro Police Department) – The Commission on Accreditation for Law Enforcement Agencies (CALEA) is recognized by a number of law enforcement’s major executive associations. The Goldsboro Police Department has researched accreditation programs for the department and recognizes the benefits of having an established set of professional standards to improve public safety services. A full-time person is needed to

implement the program, oversee operations, and provide on-site services to management and staff for accreditation.

So that the City’s budget document lists all of the full-time positions with the appropriate pay grades, it is recommended that the following positions be authorized in the FY 2016-17 budget. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

Position	Reclassifications	Grade	Pay Range
1.	Computer Administrator I Reclassification from Grade 69 (Police Desk Officer)	77	\$45,427 - \$71,775
2.	CALEA Program Manager Reclassification from one of Police Officer vacancies (Grade 72)	83	\$60,877 - \$96,185

New Positions	Grade	Pay Range
3. Custodian	63	\$22,944 - \$36,251
4. Event Center Manager	73	\$37,373 - \$59,049

Third Annual Three Eagles Beer Festival – Street Closing Request.

Approved. The Three Eagles Rotary Club is requesting permission to close a portion of certain City streets on May 6, 2017 from 10:00 a.m. to 7:00 p.m. in order to hold the Third Annual Three Eagles Beer Festival.

The street closing request is as follows:

The Festival is to be held at Cornerstone Commons. The Three Eagles Rotary Club has requested the closing of South Center Street between East Chestnut and East Spruce Street.

The Police, Fire, Public Works, and DGDC offices are to be involved in the logistical aspects of this event.

It is recommended the City Council grant a street closing at South Center Street between East Chestnut and East Spruce Street on May 6, 2017 from 10:00 a.m. to 7:00 p.m. in order that the Third Annual Three Eagles Beer Festival may take place, subject to the above conditions. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

Multi-Sports Complex Construction. Resolution Adopted. The City of Goldsboro and the U.S. Air Force signed a lease for the construction of a 62-acre multi-sports complex. This complex will include eight (8) multi-use sports fields adjacent to Seymour Johnson Air Force base. The City requested formal bids for the construction on February 5, 2017.

In accordance with the provisions of the North Carolina General Statutes, sealed bids were publicly opened on February 22, 2017. The following base bids were received for the construction:

1.	S.T. Wooten Corporation	\$2,972,456.00
2.	PLT Construction Company	\$3,208,184.15
3.	Daniels & Daniels Construction	\$3,519,000.00

The base bid includes conduits and electrical service to the poles for four (4) of the sports field lights. It will include the clearing, grading, erosion control, storm sewer, water, sewer, electrical, gravel parking, and root zone mix for the fields.

Since the City will only have available funding for the base bid price until May 2017, it is recommended that Council award the low base bid to S.T. Wooten with a bid price of \$2,972,456. Also, soil testing and contingency will be necessary in the amount of \$77,544, which will be supported with loan and occupancy tax funds.

Once the Recreation Bonds are sold in May 2017, the City will award additional alternates to complete the construction of the multi-sports complex.

It is recommended Council adopt the following entitled Resolution authorizing the Mayor and City Clerk to enter into a contract with S.T. Wooten Corporation once the Local Government Commission approves County of Wayne's loan of \$3,000,000 at their March 7, 2017 meeting. Consent Agenda Approval. Aycock/Broadaway (7 Ayes)

RESOLUTION NO. 2017-19 "RESOLUTION AUTHORIZING THE MAYOR AND CITY CLERK TO SIGN A CONTRACT WITH S.T. WOOTEN CORPORATION"

End of Consent Agenda.

City Manager's Report. No report.

City Attorney's Report. No report.

Mayor and Councilmembers' Reports and Recommendations.

Mayor Allen read the following Resolution:

Resolution Expressing Appreciation for Services Rendered by Ricky Barnes as an Employee of the City of Goldsboro for More Than 29 Years. Resolution Adopted. Ricky Barnes retired on March 1, 2017 as a Fire Engineer with the Goldsboro Fire Department of the City of Goldsboro with more than 29 years of service. Ricky began his career on August 5, 1987 as a Planning Technician with the Planning Department in the City of Goldsboro. On October 15, 1990, Ricky was promoted to Fire Fighter with the Goldsboro Fire Department. On October 8, 1997, Ricky was promoted to Fire Engineer with the Goldsboro Fire Department where he has served until his retirement. Ricky has proven himself to be a dedicated and efficient public servant who has 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 Ricky Barnes their deep appreciation and gratitude for the service rendered by him to the City over the years. We express to Ricky Barnes our deep appreciation and gratitude for the dedicated service rendered during his tenure with the City of Goldsboro. We offer Ricky our very best wishes for success, happiness, prosperity and good health in his future endeavors.

Upon motion of Mayor Allen, seconded by Councilmember Stevens and unanimously carried, Council adopted the following entitled Resolution.

RESOLUTION NO. 2017-16 "RESOLUTION EXPRESSING APPRECIATION FOR SERVICES RENDERED BY RICKY BARNES AS AN EMPLOYEE OF THE CITY OF GOLDSBORO FOR MORE THAN 29 YEARS"

Councilmember Aycock stated I appreciate all the comments tonight and you've given us a lot of stuff to think about. He stated we are behind the eight ball on doing it, but we need to go ahead and start doing some things but we are very limited on what we can do for education, what we can do is be your voice to the school board and to the county commissioners. That's the funding source and educational source but we have heard you and believe me you've filled me with a lot of enlightenment tonight and I appreciate it. I especially appreciate the young people from the schools, I do appreciate them.

Councilmember Ham stated no comment.

Mayor Pro Tem Foster stated no comment.

Councilmember Stevens stated I have so many comments but not enough time to speak. What I will say is that if there are certain things that are out there, they need to be done and specifically, like Mr. Aycock was saying, they need to be spoken to your school board members and your superintendent. He stated your superintendent has control over that money and that's a whole separate budget the City doesn't even have so I know specifically about the books not being in the classroom with the students. He stated to hit

Dr. Dunsmore up, to call the Wayne County School Board, you call his number every day until you can get an answer, until you can, you talk to LaTisha Moye, you talk to Dr. Dunsmore, you call him every day until you can get an answer from him. You make sure you get those books for those students, you call him every day until they find out what's going on at Goldsboro High School. I see it, I help out there. I talked with Joyce Yelverton and she is over construction with the students and they have a whole thing with the woodshop but they don't have it for the Goldsboro High School students. They do have broadcast journalism and they have that whole section for students to be able to learn that, that is not even open to Wayne Engineering yet. That is a whole aspect of what students can be doing. He stated I specifically see these things so when I go there I sit there and I watch and I learn. Councilmember Stevens stated before you start running and talking it's best to sit back and absorb everything before you can understand where it's coming from. I can fight better for the community and so when I see a situation where there are young men, whether it's Black, White, Mixed race, or any other race of people, I look at it like a situation where we all have to come and work together. If we separate each other by class or race, or status, we will destroy each other.

Councilmember Broadway stated I want to thank everyone for their comments and we do hear and appreciate it.

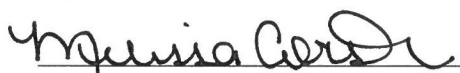
Councilmember Williams stated I am glad everyone came here today and it's a beautiful crowd. I love seeing them come here and express yourself. I feel their pain and it was emotional to hear the young people talk about the education. He stated if I felt a little inkling of their pain then I can imagine what they are going through every day. He stated we really need to do more and think outside the box. We can't just say county commissioners, go to them, we have to figure out some things from here too. If we can figure out things for other projects, we can figure out something from here.

Mayor Allen stated I have heard everyone's comments and we are really doing a lot. We know sometimes it doesn't look like we are doing a lot but I meet with a lot of people, we meet with a lot of people, I am doing whatever I can to try and keep us together to try to move us forward. Some things we may not be getting right, hopefully some things we are getting right, but we are trying to keep us, everybody on some page, to keep this community moving forward. I graduated from Goldsboro High School and live around the corner from it so I have a special place in my heart. I thought Goldsboro High was getting better so that shows how in the sand I was, I thought it was really improving. He stated I have heard of the disparity between Goldsboro High School and the School of Engineering. He stated this problem didn't happen overnight and we aren't going to fix it overnight, but I can promise I have heard them and will continue to do what we can to move this City forward and will do what we can to work together with all of you. Mayor Allen stated I am here to talk to you at any time, we are here to talk to you, if we need to have further conversation, we will. You are welcome to continue to come back and am sure you will. We are going to continue to try and hear you and do what we can to try and move our City forward together.

There being no further business, the meeting adjourned at 8:37 p.m.



Chuck Allen
Mayor



Melissa Corser, MMC
City Clerk

Handout #1

The Goldsboro News-Argus

Covering Wayne County since 1885

Chief releases apology for post

By News-Argus Staff

Published in News on February 10, 2017 9:56 AM

A letter of apology from the desk of Goldsboro Police Chief Mike West went out publicly Thursday night, following a series of closed-door meetings of the Goldsboro City Council regarding public concern about West's social media activity.

Those meetings, however, might not have been in line with state laws governing open meetings held or attended by elected officials.

Concerns raised by the local branch of the NAACP have resulted in weeks of controversy surrounding West's personal Facebook page.

West has apologized both in person and now in writing for his take on a presidential campaign slogan used by then-candidate Donald Trump, "Make America Great Again," and tailoring it to the Goldsboro Police Department.

The meetings called to address the NAACP's and other community member's concerns, though, failed to comply with the N.C. Open Meetings Law, a state press attorney said.

Mike Tadych, attorney with the N.C. Press Association, said a Monday closed session by council shouldn't have taken place because the chief is not employed by the council.

A Wednesday night privately called meeting, involving three members of the council, also served as a self-appointed subcommittee that is required to follow the Open Meetings Law, Tadych said.

The Wednesday meeting where Mayor Chuck Allen, Mayor Pro Tem Bevan Foster and Councilman Antonio Williams met with leaders of the local NAACP branch should have been open to the public and complied with the law, including the taking of meeting minutes.

City attorney Jim Womble, with the Everett, Womble and Lawrence law firm, said he was not aware of the Wednesday meeting.

CLOSED SESSION

Womble said the council was allowed to enter into the Monday closed session, which took place during a work session, to discuss personnel.

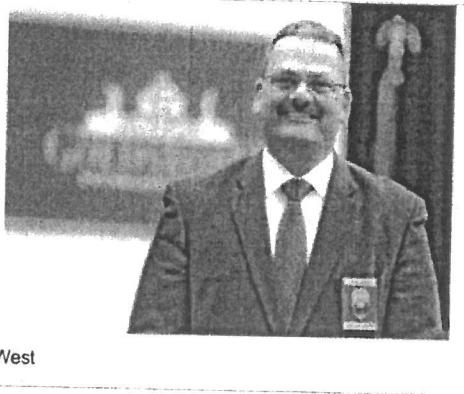
But because the police chief is employed by the city manager and not the council, the closed session shouldn't have taken place and violated N.C. General Statute 143-318.11(a)(6), Tadych said.

"The police chief doesn't, technically, work for them," Tadych said.

"They really shouldn't be discussing someone (they) don't even employ."

The council can go into closed session for a personnel matter, if the discussion takes place between the council and the city manager, who is employed by the council, Tadych said. The council can also discuss the performance of the city manager in closed session, which it typically does, at least, on an annual basis.

"Why are they discussing the police chief at all?" Tadych said. "Isn't that under the jurisdiction of the city manager? The police chief serves at the will of the manager."



West

Handouts
from Mark
Calbreath @
Council MB
3-6-17

A heated exchange between several council members Monday sent the board into closed session after the police chief's name was pulled into a discussion about the city's social media policy.

The police chief has recently come under fire by residents and members of the local branch of the NAACP who were offended after seeing a President Trump likeness photo of West on the chief's personal Facebook page. West also wrote "Making Goldsboro PD Great Again," which raised concern from residents who view the words more akin to make America white again.

The NAACP is calling on city leaders to take disciplinary action against West. No action has been taken and West has not violated any rules regarding conduct, said Scott Stevens, city manager.

"I don't see, at this point, any action to be taken against the chief," Stevens said Thursday. "I don't think I could do anything that's worse than what the chief has been through this past couple weeks. It has really bothered him."

PRIVATE MEETING

On Wednesday evening, a private meeting was held in the city manager's conference room involving 16 people and lasting two hours.

Several leaders of the NAACP met with Allen, Foster, Williams, the city manager, the police chief, the city's community relations director and the city's public information officer. The meeting involved an open discussion about NAACP concerns and city leadership interests in finding common ground, Stevens said.

The Wednesday meeting again failed to comply with the state Open Meetings Law, due to three members of the council becoming a subcommittee on behalf of the seven-member council, according to NCGS 143-318.10(b), Tadych said.

"That makes them a public body, in and of themselves," Tadych said. "That's a de facto subcommittee, and it has to comply with the Open Meetings Law."

The city's attorney said, however, the council met legally because a quorum, or majority, of the council was not present.

The law defines a council subcommittee as having two or more members, Tadych said.

Subcommittees are required to follow the Open Meetings Law and they usually make recommended policy actions to the larger board, Tadych said.

A public body is any elected or appointed authority, board, commission, committee, council or other body of the state or political subdivisions that is composed of "two or more members and exercises or is authorized to exercise a legislative, policy-making, quasi-judicial, administrative or advisory function," according to NCGS 143-318.10(b).

A Thursday news release states that the city plans to form a plan of action in response to NAACP concerns regarding West's Facebook activity.

"We are working to develop an action plan, which includes items like community policing, diversity training, a new social media policy, a citywide citizens group appointed from each district, just to name a few suggestions that our meeting generated," Allen said.

But, according to Tadych, that discussion constituted another Open Meetings Law violation.

General policy matters, including a city social media policy, are not allowed to take place in closed session, according to NCGS 143-318.11, Tadych said.

POLICE CHIEF RESPONDS

The Wednesday night meeting was the first time West met face-to-face with NAACP leaders after his social media post was flagged by the group, in January.

"He told the group that he, certainly, was sorry," Stevens said. "He has apologized to anyone he has talked to."

corrective actions recommended, and the time limits set. If the employee's performance continues to be unsatisfactory, then the supervisor should use the following steps:

- 1) A final counseling session followed by a written warning from the supervisor serving notice upon the employee that corrected performance must take place immediately in order to avoid suspension, demotion, or dismissal.
- 2) If performance does not improve, a written recommendation should be sent to the department head or City Manager for disciplinary action such as suspension, demotion, or dismissal.

Disciplinary suspensions for nonexempt employees should not exceed 80 hours. Disciplinary suspensions for exempt employees should be for one week in order to retain the exempt status under FLSA. Copies of all disciplinary actions should be sent through the Human Resource Officer for the personnel file.

Section 4. Disciplinary Action for Detrimental Personal Conduct

With the approval of the City Manager, an employee may be placed on disciplinary suspension, demoted, or dismissed without prior warning for causes relating to personal conduct detrimental to City service in order to 1) avoid undue disruption of work; 2) to protect the safety of persons or property; or 3) for other serious reasons.

Section 5. Detrimental Personal Conduct Defined

Detrimental personal conduct includes behavior of such a serious detrimental nature that the functioning of the City may be or has been impaired; the safety of persons or property may be or have been threatened; or the laws of any government may be or have been violated. *Examples of detrimental personal conduct include, but are not limited to, the following:*

- 1) Fraud or theft;
- 2) Conviction of a felony or the entry of a plea of nolo contendere thereto;
- 3) Falsification of records for personal profit, to grant special privileges, or to obtain employment;
- 4) Willful misuse or gross negligence in the handling of City funds;
- 5) Willful or wanton damage or destruction to property;
- 6) Willful or wanton acts that endanger the lives and property of others;
- 7) Possession of unauthorized firearms or other lethal weapons on the job;
- 8) Brutality in the performance of duties;
- 9) Reporting to work under the influence of alcohol or drugs or partaking of such while on duty. Prescribed medication may be taken within the limits set by a physician as long as medically necessary;
- 10) Engaging in incompatible employment or serving a conflicting interest;

- 11) Request or acceptance of gifts in exchange for favors or influence;
- 12) Engaging in political activity prohibited by this policy;
- 13) Harassment of an employee or the public with threatening or obscene language and/or gestures;
- 14) Harassment of an employee(s) and/or the public on the basis of sex or any other protected class status;
- 15) Stated refusal to perform assigned duties or flagrant violation of work rules and regulations; or
- 16) Disclosure of confidential information.
- 17) Insubordination - an employee willfully disobeys or disregards a superior's legitimate directive; abusive language by employees toward supervisors and others.
- 18) Inharmonious work environment – an employee displaying unproductive behaviors such as promoting rumors, bad-mouthing others and other demeaning behaviors distracting from a positive working environment.
- 19) Display of offensive pictures, symbols and words in the workplace.

Section 6. Pre-dismissal Conference.

Before dismissal action is taken, whether for failure in personal conduct or failure in performance of duties, the City Manager or a Department head will conduct a pre-dismissal conference. At this conference, the employee may present any response to the proposed dismissal to the City Manager or Department Head. The City Manager or Department Head will consider the employee's response, if any, to the proposed dismissal, prior to the final decision. If the employee is dismissed, the notice shall contain a statement of the reasons for the action and the employee's appeal rights under the City's grievance procedure.

Section 7. Non-Disciplinary Suspension

During the investigation, hearing, or trial of an employee on any criminal charge, or during an investigation related to alleged detrimental personal conduct, or during the course of any civil action involving an employee, when suspension would, in the opinion of the Department Head, be in the best interest of the City, the Department Head may suspend the employee for part or all of the proceedings as a non-disciplinary action. In such cases, the Department Head may:

- 1) Temporarily relieve the employee of all duties and responsibilities and place the employee on paid or unpaid leave for the duration of the suspension, or
- 2) Assign the employee new duties and responsibilities and allow the employee to receive such compensation as is in keeping with the new duties and responsibilities.

If the employee is reinstated following the suspension, such employee shall not lose any compensation or benefits to which otherwise the employee would have been entitled had the suspension not occurred.

International City/County Management Association

ICMA / Ethics / Code

ICMA Code of Ethics

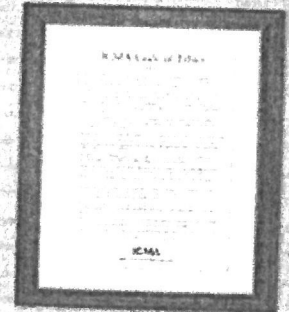
The principles outlined in the ICMA Code of Ethics and enforced by the Rules of Procedure govern the conduct of every member of ICMA.

What's on your wall?

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Adopted in 1924, the ICMA Code of Ethics defined the principles that today serve as the foundation for the local government management profession and set the standard for excellence. Leadership in a management structure committed to equity, transparency, integrity, stewardship of public resources, political neutrality, and respect for the rights and responsibility of elected officials and residents strengthens democratic local governance.

ICMA members pledge to uphold these principles in their conduct and decisions in order to merit the trust of the public, elected officials, and staff they serve. As a condition of membership, ICMA members agree to submit to a peer-to-peer review under established enforcement procedures should there be an allegation of unethical conduct. Members who are working for a local government in any capacity are required to follow all 12 Tenets of the Code. Members who are students, elected officials, fully retired, working for a state or federal agency, or in the private sector are required to follow Tenets 1 and 3.

ICMA's Code of Ethics, most recently amended by the membership in April 2015 to reflect changes in the profession, includes Guidelines to assist members in applying the principles outlined in the Code. The Guidelines were adopted by the ICMA Executive Board in 1972 and most recently revised in June 2015. Individuals seeking advice on ethics issues or enforcement are encouraged to contact Martha Perego, director of ethics, at (202) 962-3668/mperego@icma.org or Michelle Bailey-Hedgepeth, ethics advisor, at (202) 962-3513/mbailey@icma.org.

Here is the full version of the ICMA Code of Ethics (with Guidelines)

Here is a Tenets-only version of the ICMA Code of Ethics suitable for framing,

The mission of ICMA is to create excellence in local governance by developing and fostering professional local government management worldwide. To further this mission, certain principles, as enforced by the Rules of Procedure, shall govern the conduct of every member of ICMA, who shall:

Tenet 1

Be dedicated to the concepts of effective and democratic local government by responsible elected officials and believe that professional general management is essential to the achievement of this objective.

Tenet 2

Affirm the dignity and worth of the services rendered by government and maintain a constructive, creative, and practical attitude toward local government affairs and a deep sense of social responsibility as a trusted public servant

Tenet 3

Be dedicated to the highest ideals of honor and integrity in all public and personal relationships in order that the member may merit the respect and confidence of the elected officials, of other officials and employees, and of the public.

Tenet 4

Recognize that the chief function of local government at all times is to serve the best interests of all people.

Tenet 5

Submit policy proposals to elected officials; provide them with facts and advice on matters of policy as a basis for making decisions and setting community goals; and uphold and implement local government policies adopted by elected officials.

Tenet 6

Recognize that elected representatives of the people are entitled to the credit for the establishment of local government policies; responsibility for policy execution rests with the members.

Tenet 7

Refrain from all political activities which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body.

Tenet 8

Make it a duty continually to improve the member's professional ability and to develop the competence of associates in the use of management techniques.

Tenet 9

Keep the community informed on local government affairs; encourage communication between the citizens and all local government officers; emphasize friendly and courteous service to the public; and seek to improve the quality and image of public service.

Tenet 10

Resist any encroachment on professional responsibilities, believing the member should be free to carry out official policies without interference, and handle each problem without discrimination on the basis of principle and justice.

Tenet 11

Handle all matters of personnel on the basis of merit so that fairness and impartiality govern a member's decisions, pertaining to appointments, pay adjustments, promotions, and discipline.

Tenet 12

Public office is a public trust. A member shall not leverage his or her position for personal gain or benefit.

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- Charles E. Samarra, Chief of Police, Alexandria (VA)
- William K. Stover, Chief of Police (retired), Arlington County (VA)
- Arturo Venegas, Jr., Chief of Police, Sacramento (CA)
- Mary Ann Viverette, Chief of Police, Gaithersburg (MD)

Handout #4

- Richard A. Bowers, City Manager, Scottsdale (AZ)
- Donald D. Crawford, City Manager, Streator (IL)
- James C. Hankla, City Manager, Long Beach (CA)
- Lloyd V. Harrell, City Manager, Chandler (AZ)
- Jon Kinsey, Mayor, Chattanooga (TN)
- Matthew J. Kridler, City Manager, Springfield (OH)
- Vola Lawson, City Manager, Alexandria (VA)
- William J. McGill, Assistant City Administrator, Billings (MT)
- Michael D. Mendenhall, Employment Manager, Omaha (NE)
- Kathleen A. Millison, City Manager, Clovis (CA)
- David R. Mora, City Manager, Salinas (CA)
- Michael Puckett, City Manager, Sidney (OH)
- Edward G. Rendell, Mayor, Philadelphia (PA)
- Mark Watson, City Administrator, Billings (MT)

II. THE CONTEMPORARY EXECUTIVE ROLE – A CONSENSUS MODEL

Today's police executive must possess an extraordinary range of capacities. The complexity of the role is indicated by the following enumeration from Conference participants: Leader; Decision Maker; Confidant; Politician; Disciplinarian; Therapist; Mentor; Administrator; Taskmaster; Spokesperson; Community Leader; Educator; Change Agent; Facilitator; Partner; Negotiator; Role Model/Example; Steward; Student; Parent Figure; Visionary; Manager; Minister; Leadership Developer.

These responsibilities are fulfilled in service to the community, department, workforce, governing body, and the profession. Pre-Conference Survey respondents outlined scores of responsibilities. Those referenced with greatest frequency as "highest priority" may properly be regarded as the perceived core of the executive role, a model for contemporary leadership. A substantial degree of consensus characterized the relative positioning of priorities.

Responsibilities to the Community. Conference contributors cited the following cluster of duties and responsibilities as highest priority

- communication
- collaboration
- partnership development
- understanding of and responsiveness to needs.

Cited only somewhat less frequently were: efficient service; freedom from fear; improved quality of life; equal protection and service to community clienteles; integrity of the police agency; and trust building. Crime specific responsibilities mentioned with less frequency than the foregoing included: reduce crime; problem solve; provide safety and crime prevention education.

Responsibilities to the Governing Body. Demonstrating integrity, trust, truthfulness, candor, and commitment were referenced most prominently. Following closely were

- supplying information and education on the needs and complexities of the department,
- delivering quality public safety services with effectiveness and efficiency,
- providing equal protection and service to all persons,
- maintaining good communications and access,
- being honest in communications,
- not promising what you can't deliver, and
- being responsive to governing body concerns.

To accommodate the impact of changing expectations and requirements, Conference participants advise police executives to:

- **Bring A Passion For the Job.** Numerous and complex issues demand that 21st century police leaders bring a special passion for the workplace – that they regard their position as a calling that requires total commitment, not just a job.
- **Understand Your Personal Vision.** Be entirely comfortable with your vision for the department and fully understand the issues that must be dealt with. Chiefs who attain this level of awareness will be positioned to compellingly articulate goals and motivate the workforce to accomplish them.
- **Create Community Partnerships.** To become and remain sensitive to citizen expectations, achieve goals and accumulate support for times of crisis, aggressively seek out and form alliances with individuals, organizations and associations.
- **Prioritize Victim Services and Customer Satisfaction.** Many executives have yet to fully internalize the notion that their departments service "customers." Once customer satisfaction becomes a driving value and is achieved, an executive is likely to be able to draw on powerful community allies to support directions and sustain tenure. The drive for customer satisfaction must never obscure our fundamental obligation to prevent crime and service victims. Customer satisfaction and crime control objectives are reinforcing concepts, not alternatives.
- **Become the Center of Leadership.** Develop leaders at all organizational levels and for all functions in the agency. Permit them to guide the department. Identify future leaders, as early in their careers as possible. Mentor future leaders in a way that promotes their career advancement and vision.
- **Foster Debate, Innovation, and Excellence.** Create leadership and work teams to promote new ideas and produce innovative strategies. Reward innovation and thoughtful experimentation. Value, promote, and recognize excellence, including excellence in performance of every day duties.
- **Think Collaboratively.** Leverage intellectual resources. Attack issues with others. Employ informal roundtables, key department staff, and community leaders to examine issues and set directions. Call upon external subject matter experts, especially for unfamiliar issues. Don't overlook talented people and resources available in the government setting, including superiors and peers. These individuals confront similar change and challenges.
- **Coach and Facilitate.** Allow others to grow and be recognized. Step back and allow others to take credit for ideas and accomplishments. This is essential to participatory management, empowerment, and high levels of morale and enthusiasm.
- **Fashion a Diverse Organization.** Aggressively broaden ethnic and gender representation in the workforce. Values and objectives should reflect the drive toward diversity, as well as workforce composition.
- **Continually Evaluate Change Forces.** Keep close watch on changes in the internal (workforce) and external (politics/government community) culture, trends and influences. Observing and understanding changes in a timely fashion allow a chief to become/remain proactive rather than reactive.
- **Master the Vital Art of Effective Communication.** Especially in times of change, communication must be articulate, constant, and assessed to ensure messages are received and understood as intended. How a direction or vision is put forth substantially dictates how well it will succeed. Advance plans of action in a persuasive and motivating manner.
- **Remain a Student.** Being preoccupied with issues, developing staff, and short on available time, chief executives often cheat themselves with regard to education, training, mentoring and networking. For self development, change-management, role modeling, and survival, chiefs must re-engineer themselves to remain perpetual students.
- **Practice Political Humility.** While the political aspects of the job engender a high profile, strive to keep name recognition equal to or less than the mayor or other chief political official. The danger of violating this principle is ever-present in community policing settings.
- **Lead Change Throughout Government.** Do not stop leading when you enter city hall. Exert leadership with governing partners to ensure that the objectives and goals of community safety are embraced and promoted throughout government. Become a "flagship" commander in the move toward community-oriented government.
- **Raise Professional Standards.** Our increasingly complex social and technological environment and the changing role requirements for police officers make it more imperative than ever that educational and ethical standards be raised, at entry and promotional levels. To compete in today's marketplace and retain quality personnel requires increasing financial incentives and a highly satisfying organizational environment.
- **Do Not Allow Yourself to Bog Down.** The range of executive tasks and duties can only become more complex with the passing of time. Survival and success depend on the ability to delegate essential functions and to make decisions quickly when problems arise and issues are identified.