

MINUTES OF MEETING OF MAYOR AND CITY COUNCIL HELD
FEBRUARY 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 February 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
Jimmy Rowe, Planning Director
Jennifer Collins, Assistant Planning Director
Kaye Scott, Finance Director
Rick Fletcher, Interim Public Works Director
Scott Williams, IT Director
Mike West, Police Chief
Gary Whaley, Fire Chief
Pamela Leake, Interim HR Director
Scott Barnard, Parks & Recreation Director
Marty Anderson, City Engineer
Bobby Croom, City Traffic Engineer
Tracie Davis, Marketing and Communications Director
Mike Wagner, Interim Public Utilities Director
Shycole Simpson-Carter, Community Relations Director
Rochelle Moore, Goldsboro News-Argus
Sylvia Barnes, Citizen
Lonnie Casey, Citizen
Bobby Mathis, Citizen
Della Mathis, Citizen
Shirley Edwards, Citizen
Yvonnia Moore, 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.

Audible Pedestrian Signal Request. The Mayor's Committee for Persons with Disabilities had shared a request for an audible pedestrian signal to be placed at Walnut and John Streets. Mr. Bobby Croom shared information about audible pedestrian signals and discussed potential locations with Council. Council asked that staff gather pedestrian counts and will continue the discussion at a future meeting.

Retreat Topic Discussion. Mr. Stevens asked if Council had any specific topics they would like information on at the retreat. Councilmember Williams asked staff to include summer youth employment and Council salary and benefits.

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

Item C. CU-1-17 Mazin Saleh – East side of NC 111 South between Southeast Drive and US Highway 70 East. Council discussed the number of internet cafes in the

City and current distancing requirements. Council asked staff to look at distance requirements and bring back recommendations at an upcoming meeting.

Item J. Authorization to File Application for Approval for Installation Financing Agreement to Local Government Commission. Councilmember Williams asked if we could afford the \$5.3 million. Councilmember Aycock asked Ms. Scott to confirm the \$5.3 million would be paid back with the utility fund and Ms. Scott stated yes, it would be paid by the utility fund. Ms. Scott stated we cannot afford not to purchase the new meter reading system. She stated staff is currently reading the meters manually.

Item M. FY 2016-17 Budget Amendment for Wings Over Wayne Advertising and Modular Office Setup. Mayor Pro Tem Foster stated he thought they had originally discussed one modular unit. Mr. Stevens stated the hospital had originally stated they wanted to only donate one of the units but has since decided they would like to donate both units and the city would only be required to pay for moving and setup. Mr. Stevens shared we would need to provide housing when Fire Station 4 is being rebuilt. Council discussed whether to accept both units, leasing a unit instead when needed for Station 4. Council agreed staff could proceed with both units.

Item O. Resolution and Budget Amendment – Essential Single-Family Rehabilitation Loan Pool – Disaster Recovery. Mayor Allen stated he would like to be sure we are getting the word out about this program and asked if we had enough staffing. Mayor Pro Tem Foster suggested putting the information on the City’s website and on social media. Councilmember Ham asked Ms. Simpson-Carter if she needed additional assistance. Ms. Simpson-Carter replied it’s a one page application and she felt current staffing levels were sufficient.

Item P. Schematic Design Selection – Herman Park Recreation Center. Councilmember Aycock stated we signed a Joint-Use Agreement with the Board of Education for use of their gyms and asked how often we were utilizing their gyms. Mr. Scott Barnard stated we use Goldsboro High School on Saturdays, and Dillard and Carver gyms for games and practice. Mr. Barnard stated we can only access those gyms during non-school time. Mr. Barnard reviewed the following survey information:

Survey Results

Option A	217	67%
Option B	107	33%

86% of participants were from 27530 or 27534

Council reviewed the options. Mayor Allen shared one area where we are weak at is having emergency shelters. He stated Scott and I met with County representatives to discuss and maybe we can find other funding sources for the 3rd gym and have it available as an emergency shelter. Council discussed options. Councilmember Aycock expressed concerns regarding funding. Councilmember Williams said he would like to go with what the citizens preferred, Plan A, Councilmember Broadaway agreed. Mayor Allen, Mayor Pro Tem Foster, Councilmember Stevens and Ham stated they preferred Plan B.

City Council Discussion. Councilmember Williams expressed concerns regarding the current social media policy.

Mayor Pro Tem Foster stated he has copies of four department heads job descriptions and under education the work desirable is used. I feel as a department head for the City of Goldsboro making between \$77,000 to over \$100,000 that should come with some educational requirement. I am trying to understand why it is desirable and not required. Ms. Leake stated even with desirable there are specific requirements. Mayor Pro Tem Foster stated I’ve never filled out a job application that said desirable, it said required.

Mr. Stevens stated we can make that a requirement but our applicant pool could be limited.

Mayor Pro Tem Foster stated it is not about the applicant pool it is about having qualified workers. Mayor Pro Tem Foster stated as long as we accept mediocre workers, we're going to get mediocre work. Mayor Pro Tem Foster stated when you are paid \$77,000 and are not required to have a degree, I am offended by it. You can be our Chief of Police, Fire Chief, Public Works Director you could have a lot of jobs here at the city and not have a degree. If you look at other cities, that is not going to happen.

Mr. Stevens stated a degree is preferable.

Mayor Allen asked if Council would be agreeable to having staff look at what others require within our region and report back. Council agreed.

Council went back to discussing the social media policy. Councilmember Williams stated he has constituents that have called him regarding the Chief's Facebook post.

Mayor Allen stated if we are going to talk about personnel, a specific individual it would need to be closed session, we can discuss generalities.

Councilmember Williams stated he is getting calls day and night because of something the chief has done. We need to get this resolved.

Closed Session Held. Upon motion of Councilmember Stevens, seconded by Councilmember Broadaway and unanimously carried, Council convened into Closed Session to discuss 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 February 6, 2017 with attendance as follows:

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

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

Father John Alex Gonzalez, St. Mary Catholic Church provided the invocation. The Pledge to the Flag followed.

Approval of Minutes. Upon motion of Councilmember Broadaway, seconded by Councilmember Ham and unanimously carried, Council approved the Minutes of the Work Session and Regular Meeting of December 19, 2016 and the Minutes of the Work Session and Regular Meeting of January 3, 2017 as submitted.

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

1. Charles Wright, President of Wayne County Citizens for Better Schools, stated I come before you again today to talk about CALEA. CALEA stands for The Commission on Law Accreditation for Law Enforcement Agencies, Inc. It is accreditation. Mr. Wright asked Council to look on the left hand

side of the booklet he handed out (a copy of the packet is on file in the Clerk's Office). Accreditation is something we should strive for in the Police Department. Our hospitals are accredited, our laboratories are accredited, our auto repair shops are accredited, and now even our veterinary clinics and hospitals are accredited. All accreditation means is we are providing the highest standards of law enforcement that we can possibly get by getting our accreditation. CALEA works in four areas of accreditation, law enforcement, communications, training academy and campus security. All four of those accreditations are in North Carolina. Under law enforcement there are 6 areas that CALEA focuses on with its standards; I will not read those. Under the process there are five steps, enrollment, self-assessment, on-site assessment, commission review/decision, maintaining compliance/reaccreditation, they give each Police Department or Sheriff Office two years to do. The next section is cost, cost is \$11,450 or it can be divided into (2) or (3) payments. I would like to point out if it was done in 2009 when I brought it up we could have saved almost \$3,000 if we had done it then, if we would have done it in 2015 when I brought it up again, we could have saved \$1,500. Section five is the benefits, one of the best benefits is greater accountability within the agency, reduce risk and liability exposure, stronger defense against civil lawsuits, staunch support from government officials, and increased community advocacy. In North Carolina we have 68 agencies that are accredited including those near to us, Clinton, Wilson, Greenville, New Bern, Smithfield, Clayton, Garner, Wilmington, Jacksonville, and Wrightsville Beach. As far as accreditation there is 189 basic accreditation standards and 484 advance accreditation. On the left side I have given you all standards, it is very thick, as a courtesy my wife put a blue dot next to each standard that would be included in Goldsboro's law enforcement accreditation, 189 of them which may include recruitment, traffic stops, community involvement, role and conduct of supervisors, juvenile operations/school liaisons, body/vehicle camera use, complaint procedures plus 179 other standards. I would like to now direct you to the right side, you will see a sheet highlighted with all the times CALEA was brought up to Council. Each time the City had a different reason, I would like to point out on March 24 at a Council Retreat Council directed the Police Department to research CALEA Accreditation, that has not happened, on August 17 it stated staff will look into it and that has not happened.

Mayor Allen stated Mr. Wright your time is up.

Councilmember Williams stated I have a question. So from all the research you have done you feel like this would be a win/win for our city as far as all of the accountability with the Police Department. Mr. Wright replied of course it would be a win/win situation and if I had the opportunity to finish, the previous Council already agreed it would be a win/win and the last comment made about it on October 19 the City Manager stated he would like to wait until a permanent Chief is in place and Councilmember Aycock immediately agreed. Mr. Wright stated now we have had a permanent Chief in place for almost a year come next month and I have not heard anything about it. Councilmember Williams stated thank you sir.

Mayor Allen stated we have talked about it, I believe everyone up here is in favor of CALEA, I believe the Police Chief is in favor of doing CALEA, we have so many other issues at the Police just trying to man the Police Department, trying to rebuild the Police Department, that they have not gotten to CALEA. CALEA is more than just \$11,000; you also have to hire a person to look after it, record keeping, it is really another position as well. I think you will see us enact that this year. I do believe everyone is in favor; it is just a matter of getting to it.

Mr. Wright stated you said this year, Mayor Allen replied I will give you my pledge we will do everything we can this year. Thank you Mr. Wright.

2. Ravonda Jacobs stated thank you for your time tonight. Ms. Jacobs handed out a letter (a copy is on file in the Clerk's Office). I came to speak tonight

because recently we had some things happen with our Police Chief that definitely disturbed 54% of the population here in Wayne County which would be the African American Community. Ms. Jacobs stated I myself am a 35 year old black woman in this community I have had several instances where I have had altercations with the Police, and not positive ones. I would like to speak on behalf of who, I have been threatened by Police, I've had guns pulled on me in my home, I have been threatened to be shot at and I am not a felon. I am not a criminal. I did go talk to our Mayor at that time, he stated that our misdemeanors make over a million dollars a month. So when I am looking at the fact that the amount of crimes we are being arrested for, the amount of money that is coming in we definitely have money to spare for things like CALEA and others things. Ms. Jacobs stated but the main issue that we have, it's a mindset and we definitely need to work on that. As a community, one of the first things the Mayor stated when he got sworn in was that he wanted to bring unity to Wayne County and he wanted to focus on our schools. Well today when I go to the schools all the children tell me that they feel hopeless, that is why the schools are not performing and honestly when I look at things like the Police Chief posted, what I see is it is a lack of education in our City, there is a lack of knowledge, there is a lack of understanding. Ms. Jacobs stated we could just fire the police chief but then you will just hire someone who has lack of knowledge and will probably have the same things in his heart, but he will just know to hide them better because of the situation that happened with this police chief and that is not what we need. I want to thank the police chief for bringing this to the table because now we can do exactly what our Mayor said we needed to do, fix the city and bring unity. So there needs to be some open conversations about the race issue, there needs to be some open conversations about the mentality of our leaders, because in this city we have to have righteous leaders, righteous at heart, everyone subconsciously is prejudice, everyone, because we have been raised like that in America. So I am asking our Council to really look at the fact we have the opportunity to be the model for the rest of the world right now, because America is in turmoil as far as race and the way things are going. So we are asking the Council to take a serious look, in the letter I put some different authors and some different books that are some very good information and to read up on to bring up your knowledge base because with half of your population being African American you need to understand who you are protecting, because for the police chief, having to protect African Americans it is different. You need to understand who you are protecting because we can't feel protected when we see you post things like that, that it just how it is. We need to have a serious conversation. Envy not the oppressor choose none of his ways, the last thing the black community wants to do is make his family not have money to eat, to take care of themselves, we do not want to hurt people but we do want understanding. So if you are going to be our leaders, the best thing you can do is bring understanding, if you are not willing to bring understanding, understand ½ of the people you are supposed to be leading, then you do not need to be in your position.

Ms. Jacobs gave Mayor Allen and Mr. Stevens copies of a book.

Councilmember Williams stated I commend you for your courage to come out and talk about these things, there is a pink elephant in the room that people know it's there, but they do not talk about these issues. They don't talk about the racism, they don't talk about the separatism, the financial disparity in the city, so I commend you on that. I just want our city to get better just like you do.

Ms. Jacobs thanked everyone for their time.

3. Taren Edwards stated this is probably my first time standing up here talking to you all and I am just going to be frank and straight to the point. What the police chief did was tasteless, disrespectful, and it had no business being done. He is a leader, if he can do that Mr. Mayor when are you going to do it. We need a leader, we do not need someone who is going to come in, I've already

had personal experiences with the now chief, when he was Major West at the time. He is just not the right, no, he's just not the right person for the job, point blank. Because you do not tell someone who is young, you do not tell them the way you fight crime, is that you go out and speak, if you see crime happening you go say something, you see someone doing something wrong, you say something, you don't wait you don't just keep your mouth shut. Is that not why we Crimestoppers, isn't that why we dial 911 when we need help. You think I'm going to call 911 with this guy as Chief. Mr. Edwards stated it is not even possible, no way because I see how he feels about me and my color. I have already known that, I've known that since 2015 before Chief Stewart left. Mr. Edwards stated I'm pretty sure he remembers me, I told you I would see you again. I see him in front of you all, he sits there and he looks comfortable, he looks comfortable with what he did, he should not be comfortable because if it was either one of y'all we would be calling for your head and you would be out. Mr. Edwards stated but I'm just letting you know, keep doing what you are doing, keep sitting on your butt, that's cool because we will rise and there will come a time those kids out there are going to stop killing each other and they are going to start coming for your jobs because we need new leaders, we don't need the old leaders because they got us right where we are at today, we need new leaders. If you guys are not going to be the new leaders we need, the new guidance we need, bye, leave. This is what we do not need, there is enough division in the United States, we need togetherness. We need someone that is going to bring us together and he is not going to do it. Mr. Edwards stated he had a complaint on a police officer, he got off and turned around and got a raise. How do you go from sergeant to detective after you just violated someone's rights, literally, rights? Mr. Edwards stated I had a police officer in 2014 to pull out his Taser because I was filming an arrest from 200 yards away, filming him, he came up, put a Taser on my chest and told me if I did not give him my phone that he was going to shot me with the Taser. I was going to let him shot me until the other black officers came up and said don't do this today T, fight tomorrow, you live today and fight tomorrow. You know what this guy did when I took the film to him, he ignored me. So y'all keep letting that go on, that's what is going to keep happening.

4. Shirley Edwards stated the problem you are facing tonight has been brewing for a very long time. In December I went to some County leaders, black and white, I'm indicting the whole City and the County because the leadership of those people that could have done something before this happened, ministers, other people, I went to some of them and I said, because of the problems that have come about during Donald Trump's election, the buzz words he used, and I have films of people who went to meetings, and they were talking about race issues. Ms. Edwards stated and I said to those black and white leaders y'all are the leaders you need to do something about this problem. I sat with a white man, I don't mind calling names, Wayne Alley, we held hands and cried, I said Wayne we have to do something about this problem and he said let me get back with you and I'm waiting tonight. Y'all have known this problem was brewing, you have ignored it. We have a race problem, and every time you were told this or I said it to you, you'd say Shirley you just look for a problem, it's not my problem, because I don't have a problem. My problem is I'm stupid enough to keep trying to make Goldsboro better and the County of Wayne. That's my problem according to my three daughters. But the problem is the leadership will not address the problem. I've said that to you Gene. We have a problem in this County, we have a great problem in this city. When you have a majority black city, there are something's you just don't say or do. You just don't do them. Think before you do them. Ms. Edwards stated I've said the same to you Scott, I'm not saying anything I've not said to you. The point is you cannot sit up there in that seat and not take action. It is out in the open, as you talk about the elephant in the room, well the elephant is so big it hangs out the window. The time is now, do something about it. I'm not here to get him fired, because I think he needs to be held responsible for his actions, any employee, I've been a personnel director and

when my staff done something wrong, we held them accountable. We had a system to hold them accountable in. I had more employees than you Scott, but the point I'm making is we need to deal with the problem. You can come up with anything you want to but it is not going to blow away, the City is going to blow up in your face and I'm going to be here to tell you I told you so and I am going to leave and laugh all the way to the airport.

5. Willie Battle stated from what I discovered with what was in there, it is very uncalled for regardless of who became the President. You sit there and mock Obama doing the same thing and nothing was said but now that it has come back home again you start taking up. The man is a 24/7 man, not a 8 hour man, that he has this time off, has time to himself. He works for the people 24/7. You talk about his off duty time, he really does not have time like that. It is the same thing when I was serving in the military, my time was 24/7, 365. As far as respect for the police, you have to respect the public first. The police officers want to ride around with sunglasses on, car window up, if someone wanted to talk to you they would barely talk to you. Now Chief Gilstrap was the best police officer I knew before I left Goldsboro. He got out and talked with people. He sat out on Slocumb Street in a field and sat down with the boys. Mr. Battle stated he knew they were drinking wine and all this other stuff. They respected him, he walked the project, he talked to the people to see how they felt about things. Take your glasses off, put your window down during the summer and let the people, if they try to get your attention so that they don't say well he don't have time for me. That is the only way you are going to get respect. If you respect them, they will respect you. Now what if you have a 6th grader, I have a problem, maybe I am being abused at home and need to talk to someone or something is happening at school and I need to talk to someone, why should I go to school, no one don't trust me. Become part of the citizens don't be a police officer and want to be in charge of something all the time, because you are putting fright in the kids. Get out there and help that's why you were selected to be who you are, that's why he was chosen to be who he is. We had Chester Hill stay where he was, to keep from going on the outside with J.B. Rhodes, let's stay at home and do some things, we hired the City Manager from the outside, we never thought about what was on the inside. Mr. Battle stated let's do something at home first before we go on the outside. I saw some of you were disinterested when Charlie came up, that was a bad example. Disinterested in what he had to say, so if you want to be an elected official and care about the people, get involved and stop having so many closed door meetings. That is all I have to say.
6. Carl Martin stated there was just one thing I wanted to touch on, a picture I saw in the newspaper last Sunday, a military vehicle the City has acquired for surveillance and high water rescue and the expense of acquiring it was like \$6,000. I do not see the need for that type of vehicle number one. Mr. Martin stated you are not going to see anything if you are looking to observe, if you put that vehicle in a crime scene area or a heavy crime concentrated area, the crime is going to take place in another area, where they cannot see it. So to me, it was a terrible waste of money for bringing it here, it is going to be a terrible waste of money for maintaining it, and the mere fact that we have a military vehicle here that is capable of carrying a 50 caliber machine gun, is to me intimidation, I think there is no place, no need for that in this City. Thank you.
7. Bobby Jones stated this is a serious problem for our City and I just want to talk briefly about my goal and vision for Goldsboro. I work all over this county trying to foster an attitude of interdependence. I think God wants us to have an interdependence with everyone where we are not vain, we are not selfish and we are concerned about our community. This situation involving our police chief, we can look at a lot of things, I do not believe he is a bad person, I think he is a fairly good person, but unfortunately he is in the role of police chief of this city and that requires a lot of special talents and a lot of major skills. One of the major skills is he has to have good judgment, we are

talking about Humvees and 50 caliber machine guns, I am terrified at the notion that someone who demonstrated the type of judgment he demonstrated to have that amount of power, if you will, in his hands. Mr. Jones stated I think we need to go back to how did we select him for this position, were there other candidates considered that had more leadership ability that could have done a better job and could have brought a new, clean, fresh vision for our City and led us in a more positive direction. To add insult to injury, when the City Manager and Chief were giving a response to the media, I think the City Manager said something along the lines of during his personal time emulating after the president. Now my question is to the City Manager, to the Chief and all the other officers that honor him, what are we going to do when people start grabbing females by the crotch. Are we going to say that's alright too, they already have a get out of jail free. We have to look at our leadership, not only the Chief, but at the City Manager as well. This City is well over 50% African American, somebody needs to have some sensitivity and concern for that part of the population. Thank you for your time.

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

Mayor Allen read the following Proclamations.

Proclamation – Black History Month. Mayor Allen proclaimed February 2017 as Black History Month in the City of Goldsboro and encouraged all citizens to observe this month by participating and supporting all festivities celebrating the proud heritage of African Americans.

Mayor Pro Tem Foster asked why it was not on the agenda and when the Proclamation was added. Mayor Allen stated late last week, I asked for it to be added. Mayor Pro Tem Foster stated normally the Proclamations have always been up here. This one is not. Mayor Allen stated we have two events coming up this month and I had asked they put these on.

Proclamation – Human Relations Month. Mayor Allen proclaimed the month of February 2017 as “Human Relations Month in the City of Goldsboro in an effort to increase the awareness, understanding and communication among all people for the purpose of improving human relations and urge each individual to make a personal effort to relate to one another for the sake of a better future for all of our citizens.

Mayor Allen stated I hear people say a lot that race relations in this country are probably at an all-time low. I do not know if it is true or not true. Personally it seems to me over the past 50 years, the work of Dr. Martin Luther King and others has been good and we are all better off than we were. So I cannot say we are at an all-time low. I know his work was not in vain and I know we are all better off than we were 50 years ago, I believe that. I do know at the national level and maybe even the state level, there is a lot of discontent, discourse, there is a lot of miscommunication, mistrust, and a total lack of tolerance of other people. I do believe that, I see that. I do think tonight is one example of that and it has just come down to our level. I also believe it is more than a black or white issue, it's about religion, sexual preference and there are all kinds of nationalities we deal with, it is just not black and white, there are all other kinds of people and races. So we have really become a global world, global state and global county especially with Seymour Johnson here. I do want to take a minute to share something that happened to me as Mayor. So remember I grew up in Goldsboro and Wayne County so I have the same prejudices, same opinions, thoughts of any kid growing up in eastern North Carolina. Probably a month after being Mayor, Ms. Edwards came to my office and we were talking. I was fussing about some young man and the way he was dressed and as she usually does, she interrupted me and she said do you know his story. I said I don't even know him, how would I know his story. She said well do you know if he has any money, does he have food, shelter, any parents, any protection, any chance for a job, any of these things. I said I do not know and I have never really thought about that. Ms. Edwards stated you really need to know someone's story before you judge them and that resonated with me. It has really gotten me to be a better person, a better Mayor, because now when I see something that doesn't fit my view, what I say is Chuck are you really going to worry about that

today, is that all you have to worry about because if it is, you don't really have a problem. That conversation with Ms. Edwards early on has really helped me. I do thank her for that and I think she thinks I am working at it and getting better. It takes conversations with other people to make things work. I said all of the above to say this, I think, my belief, as Mayor and City Council it is our job to work and adopt policies that make Goldsboro more inclusive and better for all citizens no matter of their color, sexual orientation, their religion or their income level. So my message and ask of you is that we listen and follow what that Human Relations Proclamation said. Get rid of national and state discontent, let's just talk about Goldsboro, all we control is Goldsboro, it takes us having more dialogue, more meetings, it takes being honest with each other. I am totally with you. Mayor Pro Tem Foster, Councilmember Williams and I are like cats and dogs sometimes, but we are going to figure out how to come together and work together. As the proclamation said, I would hope we would focus our efforts and our communication on improving relationships amongst all of our citizens and I urge every individual in our City and County to make a personal effort to relate to one another, have patience with each other so that all of our citizens can have a brighter future, there is one thing I know, and I am positive of, we are stronger together. So my pledge to you is, we are going to do everything we can, are we doing it fast enough, probably not. I go out on Olivia Lane, Wayne Avenue, Elm Street, on all kinds of streets and talk to people. We all want the same thing, we all want safe neighborhoods, safe homes, and decent jobs. I appreciate all of you coming, I appreciate your civility and we will do what we can to make the city better.

FY 2015-16 Financial Audit. The General Statutes of the State of North Carolina require that the City of Goldsboro undertake an independent audit of its financial records on an annual basis. The City has contracted with the firm of Carr, Riggs & Ingram, LLC to perform its yearly financial review.

The Audit examines, by fund, all categories of the City's revenues and expenditures. It also illustrates revenues and expenditures by reporting the amounts on the original budget plus the final budget compared to the amounts that were actually received and spent throughout the Fiscal Year.

In addition to revenues and expenditures, the annual Audit addresses the City's bonded indebtedness, tax collections, fixed assets, investments, receivables and cash accounts. A balance sheet describing all funds is presented in the financial section of the Audit.

The Audit document also examines the collection and disbursement of State Grants and Community Development Funds, and comments on the compliance aspect of the expenditures of these monies relative to the procedures existing within State and Federal rules and regulations.

Ms. Kaye Scott, Finance Director, introduced Mr. Dean Horne, Managing Partner with Carr, Riggs & Ingram. He is here today to provide a brief overview of the 2015-16 Fiscal Year Audit.

Mr. Horne stated there are some key components in the audit. It is a Comprehensive Annual Financial Report. There is a copy of the Certificate of Achievement for Excellence in Financial Reporting that the City has received for a number of years. Mr. Horne provided an overview of the following items:

- Management's Discussion and Analysis
- Basic Financial Information including Statement of Revenues, Expenditures and Changes in Fund Balance
- Fund Balance and Unassigned Fund Balance

Mr. Horne all in all it was a good year financially and you were able to increase your fund balance.

Mayor Allen thanked Ms. Scott and her department for their hard work.

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 C, D, E, 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 Ham 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:

CU-1-17 Mazin Saleh – East side of NC 111 South between Southeast Drive and US Highway 70 East. Approved. The applicant requests a Conditional Use Permit to allow the operation of an electronic sweepstakes facility.

The proposed use is to be located in two units within the Southeast Plaza Shopping Center. The space has a width of 60 ft., a depth of 60 ft. and a total area of 3,600 sq. ft. The property is zoned General Business.

A Conditional Use Permit was previously approved for this location in 2012 and the Permit was modified in 2014 to increase the number of games permitted from 50 to 80.

The property is located within the 70-75 decibel noise overlay zone associated with Seymour Johnson Air Force Base. This request has been forwarded to Base officials and they have indicated no objections to the proposal.

The internet gaming business has not operated for more than six months, therefore, a new Conditional Use Permit is required. The applicant contends that software to be utilized at this time is compliant with State law.

The following information has been submitted with the application:

No. Employees: 3

Hrs. and Days of Operation: Monday-Saturday: 9:00 a. m. to 11:00 p. m.
Sunday: 12:00 Noon to 10:00 p. m.

No. of Machines: 30

There are a total of 263 paved parking spaces serving the shopping center and, based on retail area, the shopping center requires 172 parking spaces. With the inclusion of the internet café, an additional 48 parking spaces will be required. There will be sufficient parking at this location to provide for all uses within the shopping center.

Since residentially zoned property exists to the rear of the site, a modification of the 200 ft. distance requirement will be necessary. The property is vacant farmland.

At the public hearing held on January 17, 2017, no one appeared to speak either for or against the request.

The Planning Commission, at their meeting on January 30, 2017, recommended approval of the Conditional Use Permit and site plan detailing the operation with the requested distance modification.

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 an electronic sweepstakes facility; and
2. Approve the submitted site and floor plan detailing the operation with a modification of the distance requirement from residentially zoned property to the rear from 200 ft. to zero ft. Consent Agenda Approval.
Aycock/Ham (7 Ayes)

CU-2-17 Michael Spriggs – Southwest corner of US 117 South and Neuse Circle. Approved. The applicant requests a Conditional Use Permit to allow the operation of a used car lot.

A Conditional Use Permit was initially approved for this site in 1999 for the operation of a used car lot. In 2000, the Permit was amended to allow expansion of the car lot operation. At that time, a modification of the landscape buffer requirement along the rear property line was approved since adjoining property was acquired through hazard mitigation and will not be developed.

The used car lot has continued to operate under various names and has changed ownership and ceased operation for more than six months.

Frontage: 100 ft.
Depth: 200 ft.
Area: 20,000 sq. ft., or 0.46 acres
Zoning: General Business

There is an existing 2,250 sq. ft. building on the site which contains office space as well as a one-bay service area.

The entire site is surrounded by an 8 ft. tall chain link fence with barbed wire for security. One existing over-sized curb cut provides access to the gated main entrance on US 117 South. Another curb cut exists along Neuse Circle for access to the rear service area.

Parking:
Display Spaces: 17
Customer Spaces: 5
Employee Spaces: 1

No loading space will be required since all vehicles will be driven to the site.

Hours of Operation: 9:00 a. m. to 5:00 p. m.

No. of Employees: 1

Refuse Collection: Provided by roll-out containers;

There are four street trees provided along the Neuse Circle frontage. As noted previously, property to the rear of the site across Nanny Ryals Street was purchased through the Hazard Mitigation Program and will not be developed in the future. For this reason, a modification of the street tree and buffer requirement along the western property line has been requested.

Due to existing asphalt which extends to the US 117 right-of-way, the applicant proposes installation of planter boxes along the front of the site behind the security fencing. Street trees will not be permitted within the US 117 right-of-way.

At the public hearing held on January 17, 2017, no one appeared to speak either for or against the request.

The Planning Commission, at their meeting held on January 30, 2017, recommended approval of the Conditional Use Permit to allow the operation of a used car lot with the previously approved modification of the rear yard buffer and street tree requirement.

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

1. Adopt an Order approving a Conditional Use Permit to allow the operation of a used car lot; and

2. Approve the submitted site plan detailing the operation with a modification of the buffer and street tree requirement along the western property line. Consent Agenda Approval. Aycock/Ham (7 Ayes)

S-1-17 Brookwood Subdivision (Section 7) (Preliminary Subdivision Plat).

Approved. The property is located on the west side of Hillcrest Place, just north of Pine Needles Road.

Total No. of Lots: 4
Zoning: R-16 Residential

Lot Areas:

Lot no. 5: 0.665 Acres
Lot no. 6: 0.573 Acres
Lot no. 7: 0.448 Acres
Lot no. 8: 0.369 Acres

City water and sanitary sewer service is available to serve all of the lots.

The City Council approved a five-lot final subdivision plat for Brookwood Section 6 on February 6, 1989. That subdivision included the dedication and extension of Hillcrest Drive which has been completed.

Lots on the east side of Hillcrest Place have been developed with three homes, however, Lot no. 5 was never divided into individual lots and has remained wooded. Section 7 proposes the division of Lot no. 5 into four lots for development on the west side of Hillcrest Drive. All lots will be required to maintain a 40 ft. minimum front yard setback.

The Planning Commission, at their meeting held on January 30, 2017, recommended approval of the four-lot preliminary plat.

Staff recommended Council accept the recommendation of the Planning Commission and approve the four-lot preliminary subdivision plat for Brookwood Section 7. Consent Agenda Approval. Aycock/Ham (7 Ayes)

Z-1-17 Elton Barnes – South side of Hooks River Road between US Highway 117 Bypass and North George Street (R-6 Residential to RM-9 Residential Mobile Home). Denied. The applicant requests the RM-9 zone in order to allow the placement of one manufactured home on the property.

Frontage: 160 ft.
Depth: 145 ft. (approx.)
Area: 23,200 sq. ft., or 0.52 acres
Surrounding Zoning:
North: General Business and I-2 Industrial
South: R-6 Residential
East: R-6 Residential
West: R-6 Residential

The property is currently vacant.

The requested RM-9 Residential zoning district would permit the placement of one manufactured home on the property.

The City's adopted Land Use Plan recommends High Density Residential development for the property. The requested RM-9 zone would be considered medium-density residential according to the Land Use Plan.

City water is available to the property. City sewer service is not available, however, a City sewer main is located approximately 100 ft. from the subject property. The property will be required to connect to City sewer.

If approved and a manufactured home is placed on the property, a masonry or brick foundation completely surrounding the base of the unit will be required. In addition, other manufactured home standards would have to be met including that the home shall have the appearance of a site-built single-family dwelling unit permanently located on the lot which will require a pitched roof, horizontal siding, no visible rust, and all windows and doors to be in working condition.

The applicant's home on Vail Road in Pikeville was recently destroyed by Hurricane Matthew and he now wishes to relocate to the subject property.

At the public hearing held on January 17, 2017, no one appeared to speak either for or against the request.

The Planning Commission, at their meeting held on January 30, 2017, recommended approval of the zoning change.

The applicant has investigated the costs associated with connecting to City sewer and found that it would not be economically feasible to him to proceed with placement of the manufactured home on the subject property. As a result, he has requested that the matter be withdrawn. Since the public hearing has been held, final action on the request must be taken.

Staff recommended Council deny the requested zoning change from R-6 Residential to RM-9 Residential Mobile Home based on the applicant's request to withdraw the application. Consent Agenda Approval. Aycock/Ham (7 Ayes)

Site and Landscape Plan – S. Dillon Wooten, Jr. (Utility Building Sales).
Approved. The property is located on the north side of US Highway 70 West between Springwood Drive and Carolina Circle.

Frontage: 343.8 ft.
Depth: 250 ft. (average)
Area: 85,950 sq. ft., or 1.9 acres
Zoning: General Business

Although the site consists of one tract containing 4.3 acres, only the front portion is to be developed at this time.

The developer proposes the display and sale of up to 30 pre-fabricated storage buildings.

The submitted plans indicate that a joint driveway will be extended to a new paved parking area which will contain four spaces (2 customer, 1 employee and 1 handicapped space). A total of four spaces are required for the proposed use.

A 12 ft. by 17.5 ft. stick-built office unit will be placed adjacent to the parking area.

Hours of operation for the business will be from 9:00 a.m. to 5:00 p. m., Monday through Saturday.

There are existing trees which will serve as a buffer on the northern and eastern property lines. There are some areas within this tree line which may need to be filled in with shrubbery as there are residences adjacent to the subject property. The staff will work with the developer to insure that the business is not visible to those residences.

The developer has requested a modification of the street tree requirement to allow the placement of low-growing shrubs along the street frontage so as not to obscure the view of the buildings for sale. In addition, a modification of the Class A (10 ft. wide) buffer along the western property line has been requested since the developer is also part owner of the adjoining property.

The Planning Commission, at their meeting on January 30, 2017, recommended approval of the site and landscape plan with the requested landscaping modifications.

Staff recommended Council accept the recommendation of the Planning Commission and approve the site and landscape plan with the following modifications:

1. Modification of street tree requirement along US 70 West to allow placement of low-growing shrubs; and
2. Modification of Class A (10 ft. wide) buffer along the western property line. Consent Agenda Approval. Aycock/Ham (7 Ayes)

Site and Landscape Plans – Mills Goldsboro Properties, LLC (Classic Goldsboro, LLC) Addition of Parking Lot. Approved. The property is located on the south side of Gateway Drive between Commerce Court and North Oak Forest Road

On January 3, 2017, the City Council rezoned the property from Industrial and Business Park-1 to General Business Conditional District for the development of a parking lot for the display and sale of automobiles in conjunction with the adjacent dealership.

Frontage: 513.90 ft. (Gateway Dr.)
Average Depth: 687.38 ft.
Area: 174,240 sq. ft. or 4.0 acres

A final recombination subdivision plat has been approved which actually divides out the subject tract from the undeveloped property which was a part of Wayne County's Industrial Park. The subject property is currently vacant.

The property is located outside the city limits, however, since City utilities are available within 1,000 ft., the owner will be required to submit an annexation petition before the issuance of any construction permits.

The submitted development plans show a total of 290 standard paved parking spaces. No building is proposed and the rear portion of the lot is shown as reserved for a detention pond.

The new parking lot will be connected by a 25 ft. wide driveway to the existing Chrysler dealership. Separate access to Gateway Drive is also provided through another 25 ft. wide driveway.

End aisles within the parking lot will be planted with Dwarf Holly shrubs and additional Red Cedars and Flowering Cherry trees will be intermittently dispersed throughout the site to serve as the vehicular surface area.

Flowering Cherry Trees are shown at the rear of the parking area which will aid in screening the proposed detention pond behind the parking area.

A Type B (15 ft. wide) buffer is shown along the northern property line which will contain Flowering Cherry Trees, Red Cedars, Dwarf Hollies and Cleyra Japonica.

Autumn Fantasy Maple trees will be installed within the Gateway Drive street frontage.

The proposal has been submitted to the Wayne County Development Alliance and is acceptable to the Industrial Park Committee.

The developer needs to provide stormwater calculations along with commercial lighting plans.

The Planning Commission, at their meeting on January 30, 2017, recommended approval of the site and landscape plans subject to submission of stormwater calculations and commercial lighting plans.

Staff recommended Council accept the recommendation of the Planning Commission and approve the site and landscape plans for Classic Chrysler subject to submission and

approval of stormwater calculations and commercial lighting plans. Consent Agenda Approval. Aycock/Ham (7 Ayes)

Parking Lot Expansion – Mission Foods (Industrial Park). Approved. The property is located at the northeast corner of NCSR 1711 and Gateway Drive and has frontage on Commerce Court. The property is zoned Industrial & Business Park-1.

A site plan for the Industrial Park Shell Building was approved on March 7, 1994. This shell building is now occupied by Mission Foods.

The site plan at that time indicated an existing 77,970 sq. ft. building, a total of 134 parking spaces (includes 6 handicapped spaces).

Mission Foods employs 260 people on 3 shifts and operates 24 hours a day. There is approximately a 1 to 1.5-hour overlap between shifts that creates a parking lot overflow to the point where cars park along driveway entrances.

Gruma Corporation, the project owner, is proposing the expansion of the parking area as shown on the submitted site plan. As indicated there are currently 134 existing parking spaces on the site which includes 6 handicapped spaces.

The proposed parking lot expansion will include an additional 68 paved parking spaces for a total of 202 spaces. Based on code requirements, 8 handicapped spaces (1 handicapped space per 25 parking spaces) are required. Therefore, the site plan needs to be revised to show two (2) additional handicapped spaces.

The UDO indicates that no parking within the Industrial and Business Park -1 Zoning District shall be located within fifty ft. of the front property line or within twenty-five ft. of a side or rear property line.

The owner contends that the front of their business, like their address, is 401 Gateway Drive. Therefore, their parking expansion is on the side property line of their lot.

Section 5.2.3 of the UDO entitled “Front Setbacks” indicates that all commercial, office and industrial development shall meet the front setback requirements from all public or private street right-of-ways.

Therefore, the applicant is requesting a modification of the 50 ft. setback requirement from the front property line to 38.7 ft. to allow the addition of 68 paved parking spaces.

At their meeting held on January 30, 2017, the Planning Commission recommended approval of the site plan with the requested setback modification.

Staff recommended Council accept the recommendation of the Planning Commission and approve the site and landscape plans for the proposed parking lot with a modification of the 50 ft. setback requirement from the front property line to 38.7 ft. Consent Agenda Approval. Aycock/Ham (7 Ayes)

Authorization to File Application for Approval for Installation Financing Agreement to Local Government Commission. Resolution Adopted. When Council adopted the FY 2016-17 budget, several vehicles were characterized to be purchased through installment financing, which totaled appropriately \$2.1 million. The City’s has been working with MeterSys in pursuing a fully-automated meter reading system with an estimated cost of \$5.3 million. Bidding has been completed and results will be presented to Council at its next meeting.

In order to continue with upcoming vehicle purchases and installation of a meter reading solution, it is necessary to start financing options. The City’s Staff is asking that Council adopt the attached resolution authorizing the Finance Director to file an application with the Local Government Commission for these potential financings.

Staff recommended Council adopt the following entitled Resolution authorizing the Finance Director to file an application with the North Carolina Local Government Commission along with making certain findings required by NC General Statutes 159-151. Consent Agenda Approval. Aycock/Ham (7 Ayes)

RESOLUTION NO. 2017-3 “RESOLUTION AUTHORIZING THE FILING OF AN APPLICATION FOR APPROVAL OF AN INSTALLMENT FINANCING AGREEMENT AUTHORIZED BY NORTH CAROLINA GENERAL STATUTES §160A-20 AND MAKING CERTAIN FINDINGS REQUIRED BY NORTH CAROLINA GENERAL STATUTES §159-151”

Authorization to File Application for Approval for Installation Financing Agreement to Local Government Commission for Multi-Sports Complex.

Resolution Adopted. The City of Goldsboro and County of Wayne entered into an intergovernmental agreement in October 2015 regarding a \$3,000,000 loan. The funding would be used for the multi-sports complex on the property owned by Seymour Johnson AFB.

The City’s Staff is asking that Council adopt a resolution authorizing the Finance Director to file an application with the Local Government Commission for the loan with the County of Wayne.

Staff recommended the following entitled Resolution be adopted authorizing the Finance Director to file an application with the North Carolina Local Government Commission along with making certain findings required by NC General Statutes 159-151 for \$3,000,000 County of Wayne loan. Consent Agenda Approval. Aycock/Ham (7 Ayes)

RESOLUTION 2017-4 “RESOLUTION AUTHORIZING THE FILING OF AN APPLICATION FOR APPROVAL OF AN INSTALLMENT FINANCING AGREEMENT AUTHORIZED BY NORTH CAROLINA GENERAL STATUTES §160A-20 AND MAKING CERTAIN FINDINGS REQUIRED BY NORTH CAROLINA GENERAL STATUTES §159-151”

Bid Awards for Westbrook Pump Station, 117 Pump Station, Big Cherry Pump Station, and Little Cherry Pump Station – Hurricane Matthew Final Repair Projects. Resolution Adopted. Ordinance Adopted. Following Hurricane Matthew on October 8, 2016 minimum emergency repairs were performed on Westbrook, 117, Big Cherry, and Little Cherry Pump Stations to get them functioning and to ensure the stations had redundancy. The flooding caused damage to motors and pumps in addition to several pieces of electrical equipment. The bid award contractors will make the final repairs to the pump stations.

The City of Goldsboro advertised for Requests for Qualifications from general contractors and received responsive RFQs on January 17, 2017. Informal bids were received on January 24, 2017 at 2:00 PM. A tabulation of the January 24, 2017 bids are available.

The lowest responsive bidder was Pearson Pump of Goldsboro, NC with a total bid amount of \$93,150 for Westbrook Pump Station; Nationwide Electrical Services, Inc. of Goldsboro, NC with a total bid amount of \$112,800 for 117 Pump Station; TA Loving Company of Goldsboro, NC with a total bid amount of \$227,000 for Big Cherry Pump Station; and TA Loving Company of Goldsboro, NC with a total bid amount of \$141,000 for Little Cherry Pump Station.

Since the City anticipates to receive funding from FEMA or insurance 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 adopted the following entitled resolution authorizing the Mayor and the City Clerk to execute a contract with Pearson Pump not to exceed \$93,150 for Westbrook Pump Station; Nationwide Electrical Services, Inc. not to exceed \$112,800 for 117 Pump Station; TA Loving Company not to exceed \$227,000 for

Big Cherry Pump Station; and TA Loving not to exceed \$141,000 for Little Cherry Pump Station to make the Hurricane Matthew final repairs at the pump stations and adopt the following entitled ordinance 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 \$573,950. Consent Agenda Approval. Aycock/Ham (7 Ayes)

RESOLUTION NO. 2017- 5 "RESOLUTION AWARDING AND AUTHORIZING EXECUTION OF CONTRACT TO MAKE THE HURRICANE MATTHEW FINAL REPAIRS AT THE WESTBROOK PUMP STATION, 117 PUMP STATION, BIG CHERRY PUMP STATION, AND LITTLE CHERRY PUMP STATION"

ORDINANCE NO. 2017-5 "AN ORDINANCE AMENDING THE BUDGET ORDINANCE OF THE CITY OF GOLDSBORO FOR THE 2016-2017 FISCAL YEAR"

FY 2016-17 Budget Amendment for Wings Over Wayne Advertising and Modular Office Setup. Ordinance Adopted. Budget Amendments are sometimes necessary when changes occur due to modifications in projects or expenditures.

There are several departments/divisions that require budget revisions for FY 2016-17.

1. At the January 27, 2017 Council meeting, options were presented for marketing services associated with the Wings Over Wayne Air Show. After reviewing the options, Council selected the option that requires additional funding that would be shared by the City and County in the amount of \$19,000. Since this additional funding was not allocated in the current budget, it is necessary to appropriate the City's share in the amount of \$9,500.
2. The City of Goldsboro was offered the donation of two (2) modular units from Wayne Memorial Hospital. The City would be responsible for moving and setup. The estimated cost to relocate the buildings to Public Works would cost approximately \$25,000. Public Works would be using one unit for additional office space at the Complex and the other unit would be used to house the Fire Station #4 employees during the renovations of their station. Since these monies were not budgeted, it is necessary to appropriate the \$25,000.

Staff recommended Council adopted the following entitled ordinance decreasing the Unassigned Fund Balance of the General Fund by \$34,500. Consent Agenda Approval. Aycock/Ham (7 Ayes)

ORDINANCE NO. 2017-6 "AN ORDINANCE AMENDING THE BUDGET ORDINANCE OF THE CITY OF GOLDSBORO FOR THE 2016-2017 FISCAL YEAR"

Resolution and Budget Amendment - 2016 Urgent Repair Program (URP16). Resolution Adopted. Ordinance Adopted. The City of Goldsboro applied for a grant in January 2016 for funding by North Carolina Housing Finance Agency (NCHFA) through the North Carolina Housing Trust Fund for the 2016 Urgent Repair Program (URP16) in the amount of \$100,000. This grant is to be in conjunction with the City's Community Development Block Grant Program.

North Carolina Housing Finance Agency (NCHFA) has awarded the City funding for the 2016 Urgent Repair Program (URP16) in the amount of \$100,000 to assist a minimum of fifteen (15) eligible very-low and low-income homeowners with urgent repairs up to \$8,000 per home to prevent displacement, which poses an imminent threat to their life and/or safety. The time period of this grant is 16 months starting July 1, 2016 and ending on December 31, 2017.

Staff recommended Council adopt the following entitled resolution authorizing the Mayor and City Clerk to accept and sign a contract with NCHFA in the amount of \$100,000 and adopt the following entitled Ordinance to reflect an increase in the

Community Development revenues and an increase in the operating expenditures of the Community Development Block Grant's budget by a total of \$100,000. Consent Agenda Approval. Aycock/Ham (7 Ayes)

RESOLUTION NO. 2017 – 6 “RESOLUTION AUTHORIZING MAYOR AND CITY CLERK TO ACCEPT AND SIGN A CONTRACT WITH NCHFA”

ORDINANCE NO. 2017 – 7 “AN ORDINANCE AMENDING THE BUDGET ORDINANCE FOR THE CITY OF GOLDSBORO FOR 2016-2017 FISCAL YEAR”

Resolution and Budget Amendment – Essential Single-Family Rehabilitation Loan Pool – Disaster Recovery. Resolution Adopted. Ordinance Adopted.

Hurricane Matthew was one of the strongest hurricanes to form in the Atlantic Ocean in a decade. Through the Disaster Recovery Act of 2016, the General Assembly has authorized an allocation of \$20 million to the North Carolina Housing Finance Agency (NCHFA) through the North Carolina Housing Trust Fund to help many of those in our state who have suffered from this disaster. The City of Goldsboro applied for the first cycle of available grant funds in January 2017 from NCHFA through the Essential Single-Family Rehabilitation Loan Pool – Disaster Recovery (ESFRLP-DR) in the amount of \$150,000. This grant is to be in conjunction with the City's Community Development Block Grant Program.

NCHFA has awarded the City in this first cycle of available funding in the amount of \$150,000 through the Essential Single-Family Rehabilitation Loan Pool – Disaster Recovery (ESFRLP-DR) to assist eligible owner-occupied homes affected by Hurricane Matthew with repair/modification up to \$40,000 per home. The time period of this grant is 30 months starting January 24, 2017 and ending on June 30, 2019.

Staff recommended Council adopt the following entitled Resolution authorizing the Mayor and City Clerk to accept and sign a contract with NCHFA in the amount of \$150,000 and adopt the following entitled Ordinance to reflect an increase in the Community Development revenues and an increase in the operating expenditures of the Community Development Block Grant's budget by a total of \$150,000. Consent Agenda Approval. Aycock/Ham (7 Ayes)

RESOLUTION NO. 2017 – 7 “RESOLUTION AUTHORIZING MAYOR AND CITY CLERK TO ACCEPT AND SIGN A CONTRACT WITH NCHFA”

ORDINANCE NO. 2017 – 8 “AN ORDINANCE AMENDING THE BUDGET ORDINANCE FOR THE CITY OF GOLDSBORO FOR 2016-2017 FISCAL YEAR”

Schematic Design Selection-Herman Park Recreation Center. Approved.

The Parks and Recreation Department and Recreation Advisory Commission unanimously recommends the selection of Scheme B.3 with a three (3)-gym alternative over B.2, as prepared by HH Architecture.

With adoption of Scheme B.3, Director Scott Barnard would authorize HH to complete the already awarded contract which includes the following deliverables:

Basic Scope for Advanced Planning Part B

- A. Using the initial floorplan layout determined in Part A of Advanced Planning, Part B will include the following:*
- i. Site design scope will be very limited. Scope will only update and revise the current Herman Park Master Plan to reflect the new building and parking layout in the corner of the lot (corner of East Ash Street and North Herman Street).*
 - ii. An evaluation of the proposed mechanical, electrical, and plumbing (MEP) building systems and the basic impact of their space needs. MEP scope will be limited to include a written narrative.*
 - iii. Structural scope is limited to input and general feasibility of structural system solutions.*

- B. Deliverables will include:*
- i. Updated Herman Park Master Plan (corner of East Ash Street and North Herman Street)*
 - ii. A written preliminary design narrative for the building and its systems*
 - iii. A presentation to City Council (attendance by Architect only)*
 - iv. Estimate of probable construction cost at a conceptual level (cost per SF)*
 - v. One (1) exterior three-dimensional view*

Completion of the above will take the Herman Park Center Project up to the limits allowed by state law prior to authorizing design build or a traditional bid-build.

Staff recommended Council adopt the Recreation Advisory Committee's recommendation of the Scheme B.3 and Parks and Recreation Department's continuation of the design process. Consent Agenda Approval. Aycock/Ham (7 Ayes)

Advisory Board and Commission Appointments. Resolutions Adopted.

There are currently several vacancies on Advisory Boards and Commissions. Citizen involvement is vital to the performance of City government. It is necessary that additional appointments be made in an effort to fill these vacancies.

Recommendations for appointments were requested from the respective Boards and Commissions. Applications were also solicited from the general public at large.

The City Council met in a work session on December 5, 2016, to review vacancies and applications received to fill the current vacancies. To date, seventeen applications have been received to fill the vacancies of eight boards and commissions. With these appointments, four vacancies on the Appearance Commission, two alternate vacancies on the Historic District Commission, ten vacancies on the Mayor's Committee for Person with Disabilities, one vacancy on the Goldsboro Municipal Golf Course and six vacancies on the Advisory Committee on Community Development remain.

It is also customary for the City of Goldsboro to express its appreciation by Resolution to those members whose terms have expired, who have moved or resigned.

Staff recommended Council adopt the following entitled Resolutions appointing members to various Advisory Boards and Commissions in the City of Goldsboro and commending those individuals whose terms have expired, who have moved or resigned. Consent Agenda Approval. Aycock/Ham (7 Ayes)

RESOLUTION NO. 2017 – 8 “RESOLUTION APPOINTING MEMBERS TO ADVISORY BOARDS AND COMMISSIONS”

RESOLUTION NO. 2017 – 9 “RESOLUTION COMMENDING INDIVIDUALS WHO HAVE SERVED ON VARIOUS ADVISORY BOARDS AND COMMISSIONS OF THE CITY OF GOLDSBORO AND DIRECTING THE MAYOR ON BEHALF OF THE CITY COUNCIL TO PRESENT THE INDIVIDUALS WITH A CERTIFICATE OF APPRECIATION”

End of Consent Agenda.

City Manager's Report. Mr. Stevens stated the Gaming Summit seemed to be a real success downtown. We certainly had a lot of people downtown and I know Councilmember Stevens had a lot of time and effort in that. I just wanted to thank him and congratulate him on what appears to have been a successful event. We do have a community survey for our Strategic Plan we have discussed with you and I would encourage anyone from the community to comment on that it is 3 or 4 questions and is available on our website at www.goldsboronc.gov. Mr. Stevens also shared information on the Design Input Session with Second Act Communities on a mixed use development on Tuesday, February 7th at 1:00 p.m. in the Large Conference Room.

City Attorney's Report. No report.

Mayor and Councilmembers' Reports and Recommendations. Mayor Allen asked for assistance in solving the death of A'Tiya Maddox. We have \$15,000 in Crimestopper monies to help solve that, someone in this community knows who did that. We need to bring some closure to the family, it is really heartbreaking. This is something we need to work on in the community.

Councilmember Aycock had no comment.

Councilmember Ham had no comment.

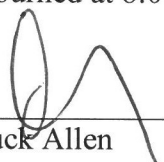
Mayor Pro Tem Foster stated I have been disappointed in the way things have been happening, how things have been handled in this City within the last couple of weeks. Different members of this board feel different ways about the way things should have been handled. It was not our decision at that time to handle that situation but new light has been brought to it and hopefully we will come up with something as a board so you can hold the board accountable for that decision being made.

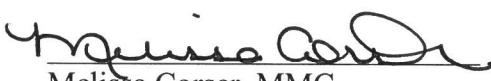
Councilmember Stevens thanked all the citizens for coming out this weekend in regards to the Gaming Summit. Most people know me as a person who is all about technology, learning and expanding the mind. If you were not there, there was a doctor there who talked about how he was using basically gaming technology to eradicate cancer. I will continue to strive and push technology more and expand our minds. This past weekend there were roughly 2,000 people of all types, all races, creed, religion, sexual orientation and gender celebrating their differences and a love for an industry and they all came to one accord. There were no fights about racism or differentiality. The Police Department of Goldsboro and the Sheriff's Office of Wayne County they came out and shared in activities. We came together as one and I pray I can see Goldsboro and Wayne County come together celebrating and enjoying one another. Councilmember Stevens apologized to Mayor Pro Tem Foster for an earlier disagreement.

Councilmember Broadway stated he really appreciated everyone coming out tonight, we need to hear the bad things, we need to hear the good things. Come and tell us, if we don't know, we can't fix it. Thank you for coming.

Councilmember Williams stated as the Mayor said, yes we fight like cats and dogs that's because I think we see things from a different perspective. I see things from the side of my district. I see their pains, their struggles, and everything they face when it comes to law enforcement; I've actually dealt with things myself as a city councilman so I can feel your pain. I just want a better City. It is going to take hard work, it is going to take people really understanding what is going on. And if anyone didn't know what the pink elephant was, basically what that means is there are issues; issues in the City, issues in the County that people just don't want to talk about. In order for us to get better we have to break down these walls. In order for us to make a difference, we have to talk about it. It's unfortunate, it is at your workplace, at your business. We must do better. I applaud what Councilmember Stevens put together downtown, but overall I was disappointed at the same time. Councilmember Williams stated I saw so many law enforcement there, and I was like if only we would do that in our neighborhoods, if only we would do community policing, we didn't really need them here. I'm going to be honest, I love downtown, I'm not trying to take anything away from downtown but we need them in crime areas, we need them sitting where the house just got shot up 33 times, that's where we need them at. Thank you.

There being no further business, the meeting adjourned at 8:01 p.m.



Chuck Allen
Mayor

Melissa Corser, MMC
City Clerk

1. The Commission on Law Accreditation for Law Enforcement Agencies, Inc. (CALEA)

- Created in 1979 - Improve the delivery of public safety services
- Maintaining a body of standards
- Law Enforcement-Communications-Training Academy-Campus Security
-

2. Law Enforcement

- role, responsibilities, and relationship with other agencies
- organization, management, and administration
- personnel administration
- law enforcement operations, operational support, and traffic enforcement
- detainee and court-related services
- auxiliary and technical services

3. Process/Steps

-Enrollment Self-Assessment On-Site Assessment Commission Review/Decision, Maintaining Compliance/Reaccreditation

Can make up to 2 or 3 payments.

4. Cost \$11,450 (2) \$5,915.00 (3) \$3,940 annual \$4,065.00

5. Benefits

- greater accountability within the agency
- reduce risk and liability exposure
- stronger defense against civil lawsuits
- staunch support from government officials
- increase community advocacy

6. Agencies in N.C. 68

-Clinton, Wilson, Greenville, New Bern, Smithfield, Clayton, Garner, Wilmington, Jacksonville, Wrightsville Beach

CALEA Law Enforcement Accreditation Standards 189 Search & Arrest Use of Deadly Force Recruitment Traffic Stops Bias Base Profiling Community Involvement Role & Conduct of Supervisors Juvenile Operations/School Liaison Body/Vehicle Camera Use Complaint Procedures + 179 standard Advance Accreditation 484 Standards

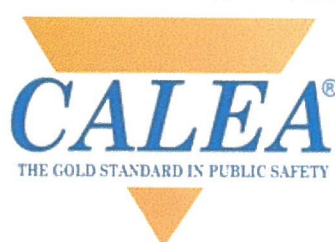


CALEA®

The Commission

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The Commission on Accreditation for Law Enforcement Agencies, Inc., (CALEA®) was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations:



- International Association of Chiefs of Police (IACP);
- National Organization of Black Law Enforcement Executives (NOBLE);
- National Sheriffs' Association (NSA); and the
- Police Executive Research Forum (PERF).

The purpose of **CALEA's Accreditation Programs (programs)** is to improve the delivery of public safety services, primarily by: maintaining a body of standards, developed by public safety practitioners, covering a wide range of up-to-date public safety initiatives; establishing and administering an accreditation process; and recognizing professional excellence.

Specifically, CALEA's goals are to:

- Strengthen crime prevention and control capabilities;
- Formalize essential management procedures;
- Establish fair and nondiscriminatory personnel practices;
- Improve service delivery;
- Solidify interagency cooperation and coordination; and

- Increase community and staff confidence in the agency.

The CALEA Accreditation Process is a proven modern management model; once implemented, it presents the Chief Executive Officer (CEO), on a continuing basis, with a blueprint that promotes the efficient use of resources and improves service delivery—regardless of the size, geographic location, or functional responsibilities of the agency.

This accreditation program provides public safety agencies an opportunity to voluntarily demonstrate that they meet an established set of professional standards which:

- Require an agency to develop a comprehensive, well thought out, uniform set of written directives. This is one of the most successful methods for reaching administrative and operational goals, while also providing direction to personnel.
- Provide the necessary reports and analyses a CEO needs to make fact-based, informed management decisions.
- Require a preparedness program be put in place—so an agency is ready to address natural or man-made critical incidents.
- Are a means for developing or improving upon an agency's relationship with the community.
- Strengthen an agency's accountability, both within the agency and the community, through a continuum of standards that clearly define authority, performance, and responsibilities.
- Can limit an agency's liability and risk exposure because it demonstrates that internationally recognized standards for law enforcement have been met, as verified by a team of independent outside CALEA-trained assessors.
- Facilitates an agency's pursuit of professional excellence.

CALEA Structure

A Commission Board (/node/30/content/calea-commissioners) composed of 21 members governs CALEA. Eleven must be law enforcement practitioners; the balance is selected from the public and private sectors. Generally, they reflect a representation from local, state/provincial and international law enforcement and public safety organizations, along with business, academia, the judiciary, and state/provincial and local government. The Commissioners are appointed by the four founding law enforcement organizations, and serve without compensation.

CALEA operates as an independent, nonprofit (501[c]3) corporation, and maintains a professional staff managed by an Executive Director. The staff conducts all administrative and operational duties as directed by the Commission. CALEA publishes a monthly electronic newsletter, the **CALEA E-Communique (calea-news)**, and maintains a professional website. CALEA offers accreditation related training at each of its conferences, as well as presentations on current issues in public safety.

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Law Enforcement Program: The Standards

 ([/print/40](#))

The Law Enforcement Accreditation Program is comprised of selected standards taken from the full complement of standards in the Advanced Law Enforcement Accreditation Program. See [Standards Titles \(standards-titles\)](#).

These standards are subject to ongoing review and revision. When modifications are recommended, they are presented to the Commission's Standards Review and Interpretation Committee (SRIC) for consideration. If appropriate, SRIC approves draft language and then presents the draft to the Commission for their approval to publicize the proposed change for review and comment from the public safety community. Comments are referred back to the SRIC for consideration. The SRIC then makes a recommendation to the Commission for final approval.

The standards address six major law enforcement areas:

1. role, responsibilities, and relationships with other agencies;
2. organization, management, and administration;
3. personnel administration;
4. law enforcement operations, operational support, and traffic law enforcement;
5. detainee and court-related services; and
6. auxiliary and technical services.

The standards help law enforcement agencies:

- strengthen crime prevention and control capabilities;

- formalize essential management procedures;
- establish fair and nondiscriminatory personnel practices;
- improve service-delivery;
- solidify interagency cooperation and coordination; and
- boost citizen and staff confidence in the agency.

Compliance

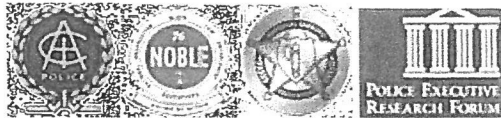
Agencies that seek accreditation are required to comply only with those standards that are specifically applicable to them. Applicability is based on two factors: an agency's size and the functions it performs. Applicable standards are categorized as mandatory or other-than-mandatory. Agencies must comply with all applicable mandatory standards and at least 80% of applicable other-than-mandatory standards. If an agency cannot comply with a standard because of legislation, labor agreements, court orders, or case law, waivers can be sought from the Commission.

“What” Not “How”

Seeking to establish the best professional practices, the standards prescribe “what” agencies should be doing, but not “how” they should be doing it. That decision is left up to the individual agency and its Chief Executive Officer.

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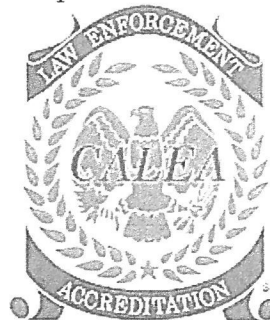
Law Enforcement Program: Process

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The CALEA Accreditation Process is a proven modern management model. Once implemented, it presents an agency's Chief Executive Officer (CEO), on a continuing basis, with a blueprint that promotes the efficient use of resources and improves service delivery—regardless of the size, geographic location, or functional responsibilities of the agency.

There are five phases in the accreditation process:

1. Enrollment,
2. Self-assessment,
3. On-site Assessment,
4. Commission Review and Decision, and
5. Maintaining Compliance and Reaccreditation.



Enrollment - Getting Started

The primary resource to explore accreditation and gather information is the CALEA website. It provides the opportunity to obtain a vast amount of information about CALEA's history, organization, and credentialing programs; search the client database for other agencies enrolled; or view/print fee schedules and other required enrollment documents. The website also contains an archive of CALEA periodicals, newsletters and a compilation of *AccreditationWorks!* articles, which describe the impact of accreditation from CALEA clients' perspective, plus links to other articles, research studies, and resources.

Those interested in CALEA Accreditation may purchase the CALEA publications in electronic format. These publications are bundled for seamless access to each of the

standards manuals for all programs, and also include the *CALEA Process and Programs Guide*. Collectively, these documents provide the foundation for agencies participating in any of the CALEA Accreditation Programs. Access to the electronic publications requires an annual subscription and the associated rates can be found on the CALEA website within the “[Store \(calea-electronic-standards-and-process-manuals\)](#)” section. Short-term temporary access may be granted to agencies interested in reviewing the publications by contacting CALEA at 703-352-4225.

For agencies interested in finding out more about the **Law Enforcement Accreditation Program**, here are some suggestions:

- **Review** the standards found in the publication, *Standards for Law Enforcement Agencies*, and information in the instructional manual, the *CALEA Process and Programs Guide*; carefully review and compare the CALEA Standards to your existing written directives.
- **Attend a CALEA Conference**. There you will receive the training needed to begin the process and to successfully complete your accreditation goals; network with other public safety personnel and gain insight into the program; and consult with other CALEA accredited agencies. The training at these tri-annual [conferences \(calea-conference-1\)](#) includes workshops, presentations and information on all aspects of law enforcement.
- **Attend and/or join the local Accreditation Coalition**, if available. This is another resource for information and accreditation process training. [Check on a PAC in your area \(/PACs/list-of-pacs\)](#).
- **Contact CALEA with any questions.**

When the agency is ready to enroll in the **Law Enforcement Accreditation Program**, it completes the online Enrollment Package, downloads the following three documents, and submits them to CALEA:

1. Enrollment Form.
2. Accreditation Agreement.
3. Publications Subscription and Access Agreement.

Self-Assessment

The agency begins the phase called self-assessment with the return of the signed Agreement and the completed APQ. The APQ is an informal document permitting answers to be provided as conveniently as possible and the best estimate

may be appropriate in some areas. The completed APQ contains agency-specific and general community information that permits the assigned CALEA Regional Program Manager to facilitate interaction with the agency's accreditation manager and provide program related assistance.

Agencies in the Law Enforcement Accreditation or Advanced Law Enforcement Accreditation Program have 36 months from the date a CALEA representative signs the Accreditation Agreement to complete self-assessment and schedule an on-site assessment. The Agreements provide for extensions and related fees in the event an agency requires additional time beyond the Agreement limit.

The agency proceeds with self-assessment by complying with applicable standards, developing proofs of compliance, and preparing for the on-site assessment. During this time, the CALEA Regional Program Manager is available to provide guidance on the applicability of standards and attaining compliance.

Near the end of the self-assessment phase, the agency, in conjunction with the CALEA Assessment Manager, develops plans for accomplishing on-site assessment activities.

On-Site Assessment

Once the agency has notified CALEA of its completion of the self-assessment phase and its desire to schedule an on-site assessment, the CALEA Assessment Manager schedules a date that is mutually agreeable and in compliance with the Agreement between the agency and CALEA. The agency is invoiced for the *estimated* cost of the on-site assessment at this time. Trained assessors with professionally relevant experience conduct the assessment and report their findings to the Commission for review and decision.

Commission Review and Decision

The Commission's Agency Review Committees conduct hearings, which are open for public attendance, regarding the agency's compliance to applicable standards. Designated agency representatives are invited to participate in this review. If an agency is unable to participate, the CALEA Regional Program Manager presents the agency's on-site report and other necessary information to the Review Committee.

At the CALEA Conference, the agency receives a letter conferring accredited status for three years. Later, one framed Certificate of Accreditation for display is sent at no cost to the agency. The agency also receives certificates of appreciation for the CEO and accreditation manager. Additional certificates can be ordered for a fee from CALEA.

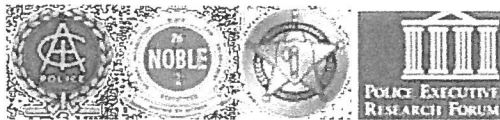
Maintaining Compliance and Reaccreditation

The agency must maintain compliance with applicable standards, keep its proofs of compliance up-to-date, and live by the letter and spirit of those standards. To retain its accreditation status, the agency is required to annually submit to CALEA, the appropriate accreditation continuation fees and a Agency Status Report. The status report, due by its anniversary date each year, includes a summary of the agency's accreditation maintenance experience for the preceding year and a declaration of continued compliance with applicable standards.

Once an agency has achieved two previous consecutive accreditation awards, it may apply for and be awarded *CALEA Accreditation with Excellence* by the Commission as an indication of superlative performance. See the [Awards \(accreditation-excellence-o\)](#) tab for a complete description of the *Accreditation with Excellence* award.

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Law Enforcement Program: Process

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There are five phases in the accreditation process:

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4. Commission Review and Decision, and
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The agency proceeds with self-assessment by complying with applicable standards, developing proofs of compliance, and preparing for the on-site assessment. During this time, the CALEA Regional Program Manager is available to provide guidance on the applicability of standards and attaining compliance.

Near the end of the self-assessment phase, the agency, in conjunction with the CALEA Assessment Manager, develops plans for accomplishing on-site assessment activities.

On-Site Assessment

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Commission Review and Decision

The Commission's Agency Review Committees conduct hearings, which are open for public attendance, regarding the agency's compliance to applicable standards. Designated agency representatives are invited to participate in this review. If an agency is unable to participate, the CALEA Regional Program Manager presents the agency's on-site report and other necessary information to the Review Committee.

At the CALEA Conference, the agency receives a letter conferring accredited status for three years. Later, one framed Certificate of Accreditation for display is sent at no cost to the agency. The agency also receives certificates of appreciation for the CEO and accreditation manager. Additional certificates can be ordered for a fee from CALEA.

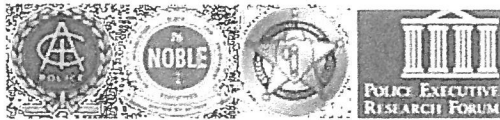
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Once an agency has achieved two previous consecutive accreditation awards, it may apply for and be awarded *CALEA Accreditation with Excellence* by the Commission as an indication of superlative performance. See the **Awards (accreditation-excellence-o)** tab for a complete description of the *Accreditation with Excellence* award.

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Steps in the Accreditation Process

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There are five general phases or steps in the accreditation process:

- Enrollment
- Self-Assessment
- On-Site Assessment
- Commission Review and Decision
- Maintaining Compliance and Reaccreditation



Enrollment:

The primary resource to explore accreditation and gather information is the CALEA website. It offers the opportunity to obtain a vast amount of information about CALEA's history, organization, and credentialing programs; search the client database for other agencies enrolled; or view/print fee schedules and other required enrollment documents. The website also contains archives of the monthly electronic newsletters, the *CALEA E-Communique*, and of the previous *CALEA Update* magazine; a compilation of *Accreditation Works!* articles, which describe the impact of accreditation from CALEA clients' perspective; plus links to other research studies and resources.

Before enrolling in the program, temporary electronic access to a CALEA Standards Manual can be provided upon request. All CALEA publications are available electronically through an annual subscription purchased through the online My CALEA Store [link \(/calea-electronic-standards-and-process-manuals\)](#). The standards manual for each program, combined with the *CALEA Process and Programs Guide*, presents the information and instruction to completely review CALEA programs.

CALEA staff is available to answer questions or provide general assistance. Interested agencies or individuals can also register to attend a CALEA conference. When an agency is ready to enter the process, it should complete the online Enrollment Package on the CALEA website, or contact CALEA.

Self-Assessment:

Once an agency is enrolled in one of CALEA's programs, it enters self-assessment. Depending on the program, an agency has either 36 or 24 months from the date a CALEA representative signs the Accreditation Agreement to complete self-assessment and schedule an on-site assessment.

The agency proceeds with self-assessment by complying with applicable standards, developing proofs of compliance, and preparing for the on-site assessment. During this time, CALEA staff is available to provide guidance on the applicability of standards and attaining compliance.

On-Site Assessment:

Once the agency notifies CALEA of its completion of the self-assessment phase and its desire to schedule its initial on-site assessment, staff will schedule a date that is mutually agreeable. A team of CALEA-trained assessors visits the agency to determine compliance with standards, views agency operations, conducts a public information session, and reports its findings to the Commission for final determination of accreditation status.

Commission Review and Decision:

At each CALEA conference (calea-conference-1) held three times a year, the Commission's Review Committees conduct hearings, which are open for public attendance, regarding the agency's compliance to applicable standards. Designated agency representatives are invited to participate in this review. If satisfied the agency has met all compliance requirements, the Commission awards accreditation for a three year period and is able to display the CALEA program's Mark of Excellence.

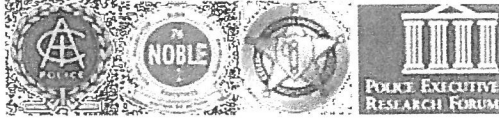
Maintaining Compliance and Reaccreditation:

During its three-year accreditation award cycle, the agency must maintain compliance with applicable standards, keep its proofs of compliance up-to-date, and live by the *letter and spirit* of those standards. To retain its accredited status, the agency is required to submit to CALEA their appropriate accreditation continuation fees, as well as an annual report. Reaccreditation occurs at the end of the three years,

following another successful on-site assessment and hearing before the Commission.

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Law Enforcement Accreditation: The Cost

[\(/print/48\)](#)

Accreditation Fees

Initial Accreditation fees are the same for both the Law Enforcement Accreditation and Advanced Law Enforcement Accreditation Programs.

There are three payment options available: (1) lump sum/single payment; (2) two installments; or (3) three installments. The following table depicts current initial accreditation fees.

Number of Authorized Full-Time Employees*	Lump-Sum Payment	Two Installment Payments of	Three Installment Payments of
1-24	\$8,475	\$4,355	\$2,900
25-199	\$11,450	\$5,915	\$3,940
200-999	\$16,125	\$8,370	\$5,580
1000-up**	\$19,950	\$10,370	\$6,915

*Authorized full-time employees include sworn and nonsworn personnel. If your agency maintains a jail that houses sentenced prisoners or is a department of public safety that employs fire, emergency medical, or other personnel, please call the Commission for information about whether to include them in the total.

**Some agencies may require fees beyond those established and the Commission reserves the right to make special adjustments.

Initial Estimated On-site Assessment Charge

In addition to the initial accreditation fees, agencies will be invoiced separately for the *estimated* on-site costs of the initial assessment. Actual on-site costs are impacted by lodging, airfare, the number of assessors utilized, and other factors specifically related to the assessed agency and the geographical area in which it is located.

Accreditation Agreement Extension and Fees

The initial Law Enforcement Agreement between the agency and CALEA is for 36 months; however most agencies are able to complete self-assessment within a much shorter time. If the agency has not completed self-assessment or scheduled its initial on-site by the end of the 36th month of the initial agreement period, the agency may request an annual extension of the Agreement at a cost of 35% the initial accreditation fee in effect.

Annual Continuation Fees

After an agency receives its initial accreditation award, it enters into a Continuation Agreement and begins paying annual continuation fees, which include the estimated charge for its next on-site assessment. The following depicts the current Annual Continuation Fees:

Number of Authorized Full-Time Employees*	Annual Continuation Fees (includes estimated on-site charge)
1 - 24	\$3,470
25 - 199	\$4,065
200 - 999	\$5,000
1,000 - up**	\$5,765

*Authorized full-time employees include sworn and nonsworn personnel. If your agency maintains a jail that houses sentenced prisoners or is a department of public safety that employs fire, emergency medical, or other personnel, please call the Commission for information about whether to include them in the total.

**Some agencies may require fees beyond those established and the Commission reserves the right to make special adjustments.

Multiple Accreditations

Agencies may participate in multiple accreditation programs and are eligible for a multiple-accreditation discount. Contact CALEA for specific information.

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Law Enforcement Program: The Benefits

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- **Greater accountability within the agency**
CALEA standards give the Chief Executive Officer a proven management system of written directives, sound training, clearly defined lines of authority, and routine reports that support decision-making and resource allocation.
- **Reduced risk and liability exposure**
Many agencies report a reduction in its liability insurance costs and/or reimbursement of accreditation fees.
- **Stronger defense against civil lawsuits**
Accredited agencies are better able to defend themselves against civil lawsuits. Also, many agencies report a decline in legal actions against them, once they become accredited.
- **Staunch support from government officials**
Accreditation provides objective evidence of an agency's commitment to excellence in leadership, resource management, and service-delivery. Thus, government officials are more confident in the agency's ability to operate efficiently and meet community needs.
- **Increased community advocacy**
Accreditation embodies the precepts of community-oriented policing. It creates a forum in which law enforcement agencies and citizens work together to prevent and control challenges confronting law enforcement and provides clear direction about community expectations.

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[Search Agencies](#)**TOTAL AGENCIES IN SELF ASSESSMENT: 10**

Program Type: Law Enforcement Accreditation : 8

Agency Type: Municipal Law Enforcement Agency 7

Agency Name	Location	Staff Size
Carolina Beach Police Department	Carolina Beach, NC	28
Mebane Police Department	Mebane, NC	35
Salisbury Police Department	Salisbury, NC	88
Shelby Police Department	Shelby, NC	85
Statesville Police Department	Statesville, NC	97
Statesville Police Department	Statesville, NC	97
Wake Forest Police Department	Wake Forest, NC	75

Agency Type: Sheriff's Department of Office 1

Agency Name	Location	Staff Size
Brunswick County Sheriff's Office	Bolivia, NC	221

Program Type: Communications Accreditation : 2

Agency Type: Municipal Law Enforcement Agency 2

Agency Name	Location	Staff Size
Fayetteville Police Department	Fayetteville, NC	65
Jacksonville Police Department	Jacksonville, NC	0

[Search Agencies](#)**TOTAL AGENCIES AWARDED: 58**

Program Type: Training Academy Accreditation : 2

Agency Type: Training Academy : 2

Agency Name	Location	Staff Size
North Carolina Justice Academy	Salemburg, NC	102
Wake Technical Community College Public Safety Training	Raleigh, NC	11

Program Type: Law Enforcement Accreditation : 53

Agency Type: Municipal Law Enforcement Agency : 37

Agency Name	Location	Staff Size
Albemarle Police Department	Albemarle, NC	56
Apex Police Department	Apex, NC	78
Asheville Police Department	Asheville, NC	279
Burlington Police Department	Burlington, NC	169
Cary Police Department	Cary, NC	234
Charlotte-Mecklenburg Police Department	Charlotte, NC	2400

Clayton Police Department	Clayton, NC	46
Clinton Police Department	Clinton, NC	32
Conover Police Department	Conover, NC	31
Cornelius Police Department	Cornelius, NC	80
Davidson Police Department	Davidson, NC	19
Durham Police Department	Durham, NC	628
Fayetteville Police Department	Fayetteville, NC	575
Garner Police Department	Garner, NC	73
Gastonia Police Department	Gastonia, NC	198
Graham Police Department	Graham, NC	38
Greensboro Police Department	Greensboro, NC	802
Greenville Police Department	Greenville, NC	238
Henderson Police Department	Henderson, NC	58
Huntersville Police Department	Huntersville, NC	93
Jacksonville Police Department	Jacksonville, NC	162
Kannapolis Police Department	Kannapolis, NC	104
Kernersville Police Department	Kernersville, NC	87
Knightdale Police Department	Knightdale, NC	29
Monroe Police Department	Monroe, NC	99
Mooresville Police Department	Mooresville, NC	98
Mooresville Police Department	Mooresville, NC	98
Morrisville Police Department	Morrisville, NC	36
New Bern Police Department	New Bern, NC	116
Raleigh Police Department	Raleigh, NC	881
Smithfield Police Department	Smithfield, NC	44
Southern Pines Police Department	Southern Pines, NC	46
Wilkesboro Police Department	Wilkesboro, NC	23
Wilmington Police Department	Wilmington, NC	315
Wilson Police Department	Wilson, NC	127
Winston-Salem Police Department	Winston-Salem, NC	725
Wrightsville Beach Police Department	Wrightsville Beach, NC	26

Agency Type: Sheriff's Department of Office : 5

Agency Name	Location	Staff Size
Cumberland County Sheriff's Office	Fayetteville, NC	445
Durham County Sheriff's Office	Durham, NC	242
Forsyth County Sheriff's Office	Winston-Salem, NC	519
Hoke County Sheriff's Office	Raeford, NC	78
New Hanover County Sheriff's Office	Castle Hayne, NC	479

Agency Type: County/Regional Law Enforcement Agency : 1

Agency Name	Location	Staff Size
Gaston County Police Department	Gastonia, NC	235

Agency Type: State Department of Law Enforcement : 1

Agency Name	Location	Staff Size
North Carolina State Bureau of Investigation	Raleigh, NC	371

Agency Type: University/College Law Enforcement Agency : 9

Agency Name	Location	Staff Size
Duke University Police Department	Durham, NC	163
East Carolina Univ. Police Department	Greenville, NC	73
North Carolina A & T State University Police Department	Greensboro, NC	55
North Carolina Central University Police Department	Durham, NC	60
North Carolina State Univ. Police Department	Raleigh, NC	70
Univ. of North Carolina at Chapel Hill Department of Public Safety	Chapel Hill, NC	125
Univ. of North Carolina at Charlotte Police Department	Charlotte, NC	50
Univ. of North Carolina at Greensboro Police Department	Greensboro, NC	53
Winston-Salem State University Campus Police	Winston-Salem, NC	48

Program Type: Communications Accreditation : 3**Agency Type: Municipal Law Enforcement Agency : 1**

Agency Name	Location	Staff Size
Shelby Police Department	Shelby, NC	11

Agency Type: Communications Center : 2

Agency Name	Location	Staff Size
Durham Emergency Communications Center	Durham, NC	82
Raleigh-Wake 911 Center	Raleigh, NC	123



CALEA®

Standards Titles

[\(/print/6349\)](#)

CALEA® Standards for Law Enforcement Agencies

Below is a comprehensive list of the titles of all Law Enforcement Standards. The 189 highlighted standards constitute the tier 1 option, **CALEA® Law Enforcement Accreditation Program**. The tier 2 option, **CALEA® Advanced Law Enforcement Accreditation Program**, is composed of all the 484 standards listed.

1 Law Enforcement Role and Authority

1.1 Law Enforcement Agency Role

- 1.1.1 Oath of Office •
- 1.1.2 Code of Ethics •
- 1.1.3 Agency's Role in Criminal Justice Diversion Programs
- 1.1.4 Consular Notification

1.2 Limits of Authority

- 1.2.1 Legal Authority Defined •
- 1.2.2 Legal Authority to Carry/Use Weapons
- 1.2.3 Compliance with Constitutional Requirements •
- 1.2.4 Search and Seizure •
- 1.2.5 Arrest with/without Warrant
- 1.2.6 Alternatives to Arrest
- 1.2.7 Use of Discretion
- 1.2.8 Strip/Body Cavity Search
- 1.2.9 Bias Based Profiling

- 1.3 Use of Force

- 1.3.1 Use of Reasonable Force
- 1.3.2 Use of Deadly Force
- 1.3.3 Warning Shots
- 1.3.4 Use of Authorized Less Lethal Weapons
- 1.3.5 Rendering Aid After Use of Weapons
- 1.3.6 Reporting Uses of Force
- 1.3.7 Reviewing Reports of 1.3.6
- 1.3.8 Removal from Line of Duty Assignment, Use of Force
- 1.3.9 Authorization: Weapons and Ammunition
- 1.3.10 Demonstrating Proficiency with Weapons
- 1.3.11 Annual/Biennial Proficiency Training
- 1.3.12 Issuing Written Directives
- 1.3.13 Analyze Reports from 1.3.6

2 Agency Jurisdiction and Mutual Aid

2.1 Agency Jurisdiction and Mutual Aid

- 2.1.1 Geographical Boundaries
- 2.1.2 Concurrent Jurisdiction
- 2.1.3 Written Agreements for Mutual Aid
- 2.1.4 Requesting Assistance: Federal LE/National Guard

3 Contractual Agreements for Law Enforcement Services

3.1 Contractual Agreements

- 3.1.1 Written Agreement for Services Provided
- 3.1.2 Employee Rights

11 Organization and Administration

11.1 Organizational Structure

- 11.1.1 Description of Organization
- 11.1.2 Organizational Chart

11.2 Unity of Command

- 11.2.1 Employee Accountability
- 11.2.2 Direct Command, Component

11.3 Authority and Responsibility

- 11.3.1 Responsibility/Authority
- 11.3.2 Supervisory Accountability

11.4 General Management and Administration

- 11.4.1 Administrative Reporting Program
- 11.4.2 Accountability for Agency Forms
- 11.4.3 Accreditation Maintenance

- 11.4.4 Computer Software Policy
- 11.4.5 Notify CEO of Incident with Liability

12 Direction

12.1 Direction

- 12.1.1 CEO Authority and Responsibility
 - 12.1.2 Command Protocol
 - 12.1.3 Obey Lawful Orders
 - 12.1.4 Functional Communication/Cooperation
- 12.2 Written Directives

- 12.2.1 The Written Directive System
- 12.2.2 Dissemination and Storage

15 Planning and Research, Goals and Objectives, and Crime Analysis

15.1 Planning and Research

- 15.1.1 Activities of Planning and Research
- 15.1.2 Organizational Placement/Planning and Research
- 15.1.3 Multiyear Plan

15.2 Goals and Objectives

- 15.2.1 Annual Updating/Goals and Objectives
- 15.2.2 System for Evaluation/Goals and Objectives

15.3 Crime Analysis

15.3.1 Establish Procedures

16 Allocation and Distribution of Personnel and Personnel Alternatives

16.1 Allocation and Distribution of Personnel

- 16.1.1 Position Management System
- 16.1.2 Workload Assessments

16.2 Specialized Assignment

- 16.2.1 Annual Review
- 16.2.2 Announce Openings
- 16.2.3 Temporary/Rotating Assignments

16.3 Reserves

- 16.3.1 Program Description
- 16.3.2 Selection Criteria
- 16.3.3 Entry Level Training
- 16.3.4 Uniforms and Equipment
- 16.3.5 In-Service Training
- 16.3.6 Use of Force Training & Firearms Proficiency
- 16.3.7 Bonding/Liability Protection
- 16.3.8 Performance Evaluations
- 16.3.9 Educational Requirements

16.4 Auxiliaries

- 16.4.1 Program Description
- 16.4.2 Training
- 16.4.3 Uniforms

17 Fiscal Management and Agency Property

17.1 Fiscal Management

17.1.1 CEO Authority and Responsibility

17.2 Budget

- 17.2.1 Budget Process and Responsibility Described
- 17.2.2 Functional Recommendations to Budget

17.3 Purchasing

- 17.3.1 Requisition and Purchasing Procedures

17.4 Accounting

- 17.4.1 Accounting System
- 17.4.2 Cash Fund/Accounts Maintenance
- 17.4.3 Independent Audit

17.5 Agency Property

- 17.5.1 Inventory and Control
- 17.5.2 Issue/Reissue Procedures
- 17.5.3 Operational Readiness
- 17.5.4 Electronic Data Storage

21 Classification and Delineation of Duties and Responsibilities

21.1 Task Analysis

21.1.1 Task Analysis

21.2 Classification

- 21.2.1 Classification Plan
- 21.2.2 Job Description Maintenance and Availability

22.0 Compensation, Benefits, and Conditions of Work

22.1 Compensation

22.1.1 Salary Program

22.2 Benefits

- 22.2.1 Leave Program
- 22.2.2 Benefits Program
- 22.2.3 Personnel Support Services Program
- 22.2.4 Victim Witness Services/Line of Duty Death
- 22.2.5 Clothing and Equipment
- 22.2.6 Employee Assistance Program
- 22.2.7 Employee Identification
- 22.2.8 Military Deployment and Reintegration

22.3 Conditions of Work

- 22.3.1 Physical Examinations
- 22.3.2 General Health and Physical Fitness
- 22.3.3 Fitness and Wellness Program
- 22.3.4 Off-Duty Employment
- 22.3.5 Extra-Duty Employment

24 Collective Bargaining

24.1 Collective Bargaining and Contract Management

- 24.1.1 Agency Role
- 24.1.2 Ratification Responsibilities

25 Grievance Procedures

- 25.1 Grievance Procedures
 - 25.1.1 Grievance Procedures
 - 25.1.2 Coordination/Control of Records
 - 25.1.3 Annual Analysis

26 Disciplinary Procedures

26.1 Disciplinary Procedures

- 26.1.1 Code of Conduct and Appearance
- 26.1.2 Employee Awards
- 26.1.3 Sexual Harassment
- 26.1.4 Disciplinary System
- 26.1.5 Role and Authority of Supervisors

- 26.1.6 Appeal Procedures
- 26.1.7 Dismissal Procedures
- 26.1.8 Records

31 Recruitment

31.1 Administrative Practices and Procedures

- 31.1.1 Agency Participation
- 31.1.2 Assignment/Recruitment

31.2 Equal Employment Opportunity and Recruitment

- 31.2.1 Recruitment Plan
- 31.2.2 Annual Analysis
- 31.2.3 Equal Employment Opportunity Plan

31.3 Job Announcements and Publicity

- 31.3.1 Job Announcements
- 31.3.2 Posting Locations
- 31.3.3 Maintaining Applicant Contact
- 31.3.4 Application Rejection

32 Selection

32.1 Professional and Legal Requirements

- 32.1.1 Selection Process Described
- 32.1.2 Job Relatedness
- 32.1.3 Uniform Administration
- 32.1.4 Candidate Information
- 32.1.5 Notification of Ineligibility
- 32.1.6 Records
- 32.1.7 Selection Material Security

32.2 Administrative Practices and Procedures

- 32.2.1 Background Investigations
- 32.2.2 Training
- 32.2.3 Records Retention
- 32.2.4 Polygraph Examinations
- 32.2.5 Conducted by Trained Personnel
- 32.2.6 Use of Results
- 32.2.7 Medical Examinations
- 32.2.8 Emotional Stability/Psychological Fitness Examinations
- 32.2.9 Records Retention
- 32.2.10 Entry Level Probation

33 Training and Career Development

33.1 Administration

- 33.1.1 Training Committee
- 33.1.2 Attendance Requirements
- 33.1.3 Outside Training Reimbursement
- 33.1.4 Lesson Plan Requirements
- 33.1.5 Remedial Training
- 33.1.6 Employee Training Record Maintenance
- 33.1.7 Training Class Records Maintenance

33.2 Academy

- 33.2.1 Academy Administration and Operation
- 33.2.2 Academy Facilities
- 33.2.3 Outside Academy, Role
- 33.2.4 Outside Academy, Agency Specific Training

33.3 Training Instructors

33.3.1 Instructor Training

33.4 Recruit Training

- 33.4.1 Entry Level Training Required
- 33.4.2 Recruit Training Program
- 33.4.3 Field Training Program

33.5 In-Service, Shift Briefing, and Advanced Training

- 33.5.1 Annual Retraining Program
- 33.5.2 Shift Briefing Training
- 33.5.3 Accreditation Training
- 33.5.4 Accreditation Manager Training

33.6 Specialized In-Service Training

- 33.6.1 Specialized Training
- 33.6.2 Tactical Team Training Program

33.7 Civilian Training

- 33.7.1 Civilian Orientation
- 33.7.2 Civilian Pre-Service and In-Service Training

33.8 Career Development and Education

- 33.8.1 Career Development Personnel Training
- 33.8.2 Skill Development Training Upon Promotion
- 33.8.3 Career Development Program
- 33.8.4 Educational Incentives

34 Promotion

34.1 Professional and Legal Requirements

- 34.1.1 Agency Role
- 34.1.2 Authority and Responsibility
- 34.1.3 Promotional Process Described
- 34.1.4 Job Relatedness
- 34.1.5 Promotional Announcement
- 34.1.6 Eligibility Lists
- 34.1.7 Promotional Probation

35 Performance Evaluation

35.1 Administration

- 35.1.1 Performance Evaluation System
- 35.1.2 Annual Evaluation
- 35.1.3 Quarterly Evaluation of Probationary Employees
- 35.1.4 Evaluation Criteria
- 35.1.5 Evaluation Period
- 35.1.6 Unsatisfactory Performance
- 35.1.7 Employee Counseling
- 35.1.8 Rater Evaluation
- 35.1.9 Personnel Early Warning System

41 Patrol

41.1 Administration

- 41.1.1 Shift/Beat Assignment
- 41.1.2 Shift Briefing
- 41.1.3 Special-Purpose Vehicles
- 41.1.4 Agency Animals

41.2 Operations

- 41.2.1 Responding Procedures
- 41.2.2 Pursuit of Motor Vehicles
- 41.2.3 Roadblocks and Forcible Stopping
- 41.2.4 Notification Procedures
- 41.2.5 Missing Persons
- 41.2.6 Missing Children
- 41.2.7 Mental Illness

41.3 Equipment

- 41.3.1 Patrol Vehicles Lights, Sirens
- 41.3.2 Equipment Specification/Replenishment
- 41.3.3 Occupant Safety Restraints
- 41.3.4 Authorized Personal Equipment
- 41.3.5 Protective Vests
- 41.3.6 Protective Vests/Pre-Planned, High Risk Situations
- 41.3.7 Mobile Data Access
- 41.3.8 In-Car Audio/Video
- 41.3.9 License Plate Recognition Systems

42 Criminal Investigation

42.1 Administration

- 42.1.1 On-Call Schedule
- 42.1.2 Case-Screening System
- 42.1.3 Case File Management
- 42.1.4 Accountability, Preliminary/Follow-Up Investigations
- 42.1.5 Habitual/Serious Offenders
- 42.1.6 Criminal Intelligence

42.2 Operations

- 42.2.1 Preliminary Investigations Steps
- 42.2.2 Follow-Up Investigations Steps
- 42.2.3 Investigative Checklists
- 42.2.4 Patrol Shift Briefing Attendance
- 42.2.5 Investigative Task Forces
- 42.2.6 Polygraph Examinations
- 42.2.7 Informants
- 42.2.8 Identity Crimes
- 42.2.9 Cold Cases
- 42.2.10 Interview Rooms
- 42.2.11 Line-ups
- 42.2.12 Show-ups

43 Vice, Drugs, and Organized Crime

43.1 Administration and Operations

- 43.1.1 Complaint Management
- 43.1.2 Records, Storage and Security
- 43.1.3 Confidential Funds
- 43.1.4 Equipment, Authorization and Control
- 43.1.5 Covert Operations

44 Juvenile Operations

44.1 Administration

- 44.1.1 Juvenile Operations Policy
- 44.1.2 Policy Input, Others
- 44.1.3 Annual Program Review

44.2 Operations

- 44.2.1 Handling Offenders
- 44.2.2 Procedures for Custody
- 44.2.3 Custodial Interrogation
- 44.2.4 School Liaison Program
- 44.2.5 Community Recreation Programs

45 Crime Prevention and Community Involvement

45.1 Crime Prevention

45.1.1 Activities

45.1.2 Organizing Prevention Groups

45.1.3 Prevention Input

45.2 Community Involvement

45.2.1 Activities

45.2.2 Quarterly Progress Report

45.2.3 Procedures for Transmitting Information

45.2.4 Citizens Survey

45.2.5 Survey Summary to CEO

46 Critical Incidents, Special Operations, and Homeland Security

46.1 Critical Incidents

- 46.1.1 Planning Responsibility
- 46.1.2 All Hazard Plan
- 46.1.3 Command Function
- 46.1.4 Operations Function
- 46.1.5 Planning Function
- 46.1.6 Logistics Function
- 46.1.7 Finance/Administration Function
- 46.1.8 Equipment Inspection
- 46.1.9 Annual Training
- 46.1.10 Active Threats

46.2 Special Operations

46.2.1 Special Operations Activities

46.2.2 Tactical Team Selection

46.2.3 Tactical Team Equipment

46.2.4 Hostage Negotiator Selection

46.2.5 Search and Rescue

46.2.6 VIP Security Plan

- 46.2.7 Special Events Plan

46.2.8 Event Deconfliction

46.3 Homeland Security

- 46.3.1 Liaison with other Organizations
- 46.3.2 Terrorism Related Intelligence
- 46.3.3 Providing Awareness Information
- 46.3.4 Hazmat Awareness

52 Internal Affairs

52.1 Organizational Integrity

- 52.1.1 Complaint Investigation
- 52.1.2 Records, Maintenance and Security
- 52.1.3 CEO, Direct Accessibility
- 52.1.4 Complaint Registering Procedures
- 52.1.5 Annual Summaries; Public Availability

52.2 Complaint Procedures

- 52.2.1 Complaint Types
- 52.2.2 CEO, Notification
- 52.2.3 Investigation Time Limits
- 52.2.4 Informing Complainant
- 52.2.5 Statement of Allegations/Rights
- 52.2.6 Submission to Tests, Procedures
- 52.2.7 Relieved from Duty
- 52.2.8 Conclusion of Fact

53 Inspectional Services

53.1 Line Inspections

53.1.1 Procedures

53.2 Staff Inspections

53.2.1 Procedures

54 Public Information

54.1 Public Information

- 54.1.1 Activities
- 54.1.2 Policy Input
- 54.1.3 News Media Access

55 Victim/Witness Assistance

55.1 Administration

- 55.1.1 Summary of Rights
- 55.1.2 Analysis, Need/Services
- 55.1.3 Policy/Procedure Development

55.2 Operations

- 55.2.1 Initial Assistance
- 55.2.2 Assistance, Threats
- 55.2.3 Assistance, Preliminary Investigation
- 55.2.4 Assistance, Follow-Up Investigation
- 55.2.5 Assistance, Suspect Arrest
- 55.2.6 Next-of-Kin Notification

61 Traffic

61.1 Traffic Enforcement

- 61.1.1 Selective Enforcement Activities
- 61.1.2 Uniform Enforcement Procedures
- 61.1.3 Violator Procedures
- 61.1.4 Informing The Violator
- 61.1.5 Uniform Enforcement Policies
- 61.1.6 Enforcement Practices
- 61.1.7 Stopping/Approaching
- 61.1.8 Officer-Violator Relations
- 61.1.9 Speed-Measuring Devices
- 61.1.10 Alcohol Enforcement Program
- 61.1.11 DUI Procedures
- 61.1.12 License Reexamination Referrals
- 61.1.13 Parking Enforcement

61.2 Traffic Collision Investigation

- 61.2.1 Reporting and Investigation
- 61.2.2 Collision Scene Responses
- 61.2.3 Collision Scene Duties
- 61.2.4 Follow-Up Investigations

61.3 Traffic Direction and Control

- 61.3.1 Traffic Engineering
- 61.3.2 Direction/Control Procedures
- 61.3.3 Escorts
- 61.3.4 Adult School Crossing Guards
- 61.3.5 Student Safety Patrol Program
- 61.3.6 Local/Region Planning Committees

61.4 Ancillary Services

- 61.4.1 Assistance, Highway Users
- 61.4.2 Hazardous Highway Conditions
- 61.4.3 Towing
- 61.4.4 Traffic Safety Materials

70 Detainee Transportation

70.1 Transport Operations

- 70.1.1 Pre-Transport Prisoner Searches
- 70.1.2 Searching Transport Vehicles
- 70.1.3 Procedures, Transporting by Vehicle
- 70.1.4 Interruption of Transport
- 70.1.5 Prisoner Communication
- 70.1.6 Procedures, Transport Destination
- 70.1.7 Procedures, Escape
- 70.1.8 Notify Court of Security Hazard

70.2 Restraining Devices

- 70.2.1 Prisoner Restraint Requirement

- 70.3 Special Transport Situations

- 70.3.1 Sick, Injured, Disabled

- 70.3.2 Hospital Security and Control

- 70.3.3 Special Situations

- 70.4 Transport Equipment

- 70.4.1 Vehicle Safety Barriers

- 70.4.2 Rear Compartment Modifications

- 70.5 Documentation

- 70.5.1 Prisoner ID and Documentation

71 Processing and Temporary Detention

- 71.1 Authorization

- 71.1.1 Designate Rooms or Areas

- 71.2 Training

- 71.2.1 Training of Personnel

- 71.3 Detainee Processing and Control

- 71.3.1 Procedures

- 71.3.2 Immovable Objects

- 71.3.3 Security

- 71.4 Temporary Detention Facility Conditions

- 71.4.1 Physical Conditions

- 71.4.2 Fire Prevention/Suppression

- 71.4.3 Inspections

- 71.5 Processing and Testing

- 71.5.1 Security Concerns in Designated Processing or Testing Rooms/Areas

72 Holding Facility

- 72.1 Organization, Administration, and Management

- 72.1.1 Training User Personnel

- 72.1.2 Access, Nonessential Persons

- 72.1.3 Records Security

72.2 Physical Plant

72.2.1 Minimum Conditions

72.3 Safety and Sanitation

72.3.1 Fire, Heat, Smoke Detection System, Inspections

72.3.2 Posted Evacuation Plan

72.3.3 Weekly Sanitation Inspection

* 72.4 Security and Control

72.4.1 Securing Firearms

72.4.2 Entering Occupied Cells

72.4.3 Key Control

72.4.4 Facility Door Security

72.4.5 Security Checks

72.4.6 Security Inspections

72.4.7 Tool and Culinary Equipment

72.4.8 Alerting Control Point

72.4.9 Panic Alarms

72.4.10. Procedures, Escape

72.4.11 Report, Threats to Facility

72.5 Detainee Processing

72.5.1 Detainee Searches

72.5.2 Intake Forms

* 72.5.3 Sight and Sound Separation

72.5.4 Segregation

72.5.5 Procedure, Outside Detainees

72.5.6 Procedure, Exceeding Capacity

72.5.7 Identification, Released Detainees

72.6 Medical and Health Care Services

72.6.1 Procedure, Medical Assistance

72.6.2 First Aid Kit

72.6.3 Receiving-Screening Information

72.6.4 Posted Access to Medical Service

72.6.5 Dispensing Pharmaceuticals

72.7 Detainee Rights

72.7.1 Procedure, Detainee Rights

72.8 Supervision of Detainees

72.8.1 24-Hour Supervision

72.8.2 Audio/Visual Surveillance

72.8.3 Supervision, Opposite Sex

72.8.4 Receiving Mail/Packages

72.8.5 Visiting

73 Court Security

73.1 Administration

• 73.1.1 Role, Authority, Policies

73.2 Operations

73.2.1 Facilities, Equipment, Security Survey

73.3 Security Policy and Procedures

• 73.3.1 Weapon Lockboxes

73.3.2 Use of Restraints

73.4 Equipment

73.4.1 Identification, Availability, Operational Readiness

• 73.4.2 External Communications

73.4.3 Duress Alarms

73.5 Court Holding Facilities

73.5.1 Training

73.5.2 Detainee Searches

73.5.3 Detainee Property Security

73.5.4 Segregation

73.5.5 Procedure for Medical Assistance

73.5.6 First Aid Kit

73.5.7 Access of Nonessential Persons

73.5.8 Minimum Conditions

73.5.9 Fire Alarm System

73.5.10 Evacuation Plan

73.5.11 Sanitation Inspection

• 73.5.12 Securing Firearms

73.5.13 Entering Occupied Cells

73.5.14 Key Control

73.5.15 Facility Door Security

73.5.16 Security Checks

73.5.17 Security Inspections

• 73.5.18 Designated Control Point

73.5.19 Panic Alarms

73.5.20 Escape Procedures

73.5.21 Report of Threats to Facility

73.5.22 Posted Access to Medical Service

73.5.23 Audio/Visual Surveillance

73.5.24 Supervision of Opposite Sex

74 Legal Process

74.1 Records

- 74.1.1 Information, Recording
- 74.1.2 Execution/Attempt Service, Recording
- 74.1.3 Warrant/Wanted Person Procedures

74.2 Civil Process

74.2.1 Procedure, Civil Service

74.3 Criminal Process

- 74.3.1 Procedure, Criminal Process
- 74.3.2 Arrest Warrants Require Sworn Service

81 Communications

81.1 Administration

- 81.1.1 Agreements, Shared/Regional Facility
- 81.1.2 Operations Meet FCC Requirements

81.2 Operations

- 81.2.1 24 Hour, Toll-Free Service
- 81.2.2 Continuous, Two-Way Capability
- 81.2.3 Recording Information
- 81.2.4 Radio Communications Procedures
- 81.2.5 Access to Resources
- 81.2.6 Victim/Witness Calls
- 81.2.7 Victim/Witness Requests for Information
- 81.2.8 Recording and Playback
- 81.2.9 Local/State/Federal CJI Systems
- 81.2.10 Alternative Methods of Communication
- 81.2.11 Emergency Messages
- 81.2.12 Misdirected Emergency Calls
- 81.2.13 Private Security Alarms
- 81.2.14 First Aid Over Phone

81.3 Facilities and Equipment

- 81.3.1 Communications Center Security
- 81.3.2 Alternate Power Source
- 81.3.3 Telephone System
- 81.3.4 Mobile/Portable Radios

82 Central Records

82.1 Administration

- 82.1.1 Privacy and Security
- 82.1.2 Juvenile Records
- 82.1.3 Records Retention Schedule
- 82.1.4 UCR/NIBRS
- 82.1.5 Report Accounting System

- 82.1.6 Computer File Backup and Storage
- 82.1.7 Computerized Security Protocol

82.2 Field Reporting and Management

- 82.2.1 Field Reporting System
- 82.2.2 Reporting Requirements
- 82.2.3 Case Numbering System
- 82.2.4 Report Distribution
- 82.2.5 Reports by Phone, Mail or Internet

82.3 Records

- 82.3.1 Master Name Index
- 82.3.2 Index File
- 82.3.3 Traffic Records System
- 82.3.4 Traffic Citation Maintenance
- 82.3.5 Operational Component Record
- 82.3.6 ID Number and Criminal History

83 Collection and Preservation of Evidence

83.1 Administration

- 83.1.1 24 Hour Availability

83.2 Operations

- 83.2.1 Guidelines and Procedures
- 83.2.2 Photography and Video Tapes
- 83.2.3 Fingerprinting
- 83.2.4 Equipment and Supplies
- 83.2.5 Procedures, Seizure of Computer Equipment
- 83.2.6 Report Preparation
- 83.2.7 DNA Evidence Collection

83.3 Evidence Handling

- 83.3.1 Collecting from Known Source
- 83.3.2 Evidence, Laboratory Submission

84 Property and Evidence Control

84.1 Administration and Operation

- 84.1.1 Evidence/Property Control System
- 84.1.2 Storage and Security
- 84.1.3 Temporary Security
- 84.1.4 Security of Controlled Substances, Weapons for Training
- 84.1.5 Records, Status of Property
- 84.1.6 Inspections and Reports
- 84.1.7 Final Disposition

84.1.8 Property Acquired through the Civil Process

91 Campus Law Enforcement

91.1 General Supplement

- 91.1.1 Risk Assessment and Analysis
- 91.1.2 Out of Agency Budget Coordination
- 91.1.3 Campus Background Investigation
- 91.1.4 Campus Security Escort Service
- 91.1.5 Emergency Notification System
- 91.1.7 Behavioral Threat Assessment
- 91.1.8 Security Camera Responsibilities
- 91.1.9 Emergency Only Phones and Devices
- 91.1.10 Administrative Investigation Procedures

91.2 Medical Centers

- 91.2.1 Agency Role and Responsibilities
- 91.2.2 Personnel Assigned to Medical Centers
- 91.2.3 First Responses Responsibilities

91.3 Research Intensive Facilities

- 91.3.1 Agency Role and Responsibilities

91.4 Administration

- 91.4.1 Position Responsible for Clery Act

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CALEA Update Magazine | Issue 106

Discount on Liability Premium Pays for Accreditation.

 ([/print/4947](#))

The Town of Clayton, North Carolina secures insurance via the North Carolina League of Municipalities (NCLM) and has done so for many years. The Clayton Police Department (a B-size agency of 46 members) was initially CALEA law enforcement accredited in November 2009.

We learned upon our accreditation that the NCLM grants a 20% discount on the premium for Police Professional Liability coverage once a law enforcement agency is accredited by CALEA. The amount of savings grows as the size of the police force increases. Clayton is a growing suburban municipality and the department expects to realize significant growth in the future, which will increase savings as well. Presently, the cost savings in liability coverage for the Town of Clayton attributable to CALEA accreditation is about \$3,700 per year.

Considering that our discount for the three-year accreditation period totals approximately \$11,100 and the CALEA fees for the same period is \$10,400, it is clear that being CALEA accredited is not only cost neutral, but actually saves money. This is quite significant in such lean economic times. Additionally, further savings are expected as our Police Professional Liability coverage may be further discounted since our multi-year loss history has been declining since our department became accredited by CALEA.

Author

*Glen B. Allen
Chief of Police*

Clayton (NC) Police Department



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The Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA)

Presentations/Discussions before Goldsboro City Council

September 21, 2009: CALEA Presentation by Mr. Charles Wright, Mayor Al King stated: "Staff will look into it"

February 2, 2015: CALEA Presentation by Mr. Charles Wright, Mayor Al King stated, "staff will take a look at this information", Councilman Bill Goodman stated, "I'm very familiar with CALEA, we should invite a CALEA Rep. to our next Retreat" to present this information to us"

March 24-25, 2015: CALEA Presentation by Mr. John Gregory, Regional Program Director. Council Members directed the Police Dept. to research CALEA Accreditation/Retreat Objective Page: #1 Objective: CALEA Certification

August 3, 2015: CALEA Presentation/Update by Mr. Charles Wright

August 17, 2015: CALEA Enrollment Request by: Councilman Charles Williams stated "he would like to see the Police Dept. enrolled with the CALEA Program. Mr. Stevens, City Manager, "staff will look into becoming a member"

September, 2015* CALEA Update Requested Councilman Charles William & Mayor Al King, Response by Chief Stewart, we continue to look into

October 19, 2015: CALEA Update Requested by: Councilman Charles Williams. Mr. Stevens, City Manager, stated "would like to wait until permanent Chief is in place", before CALEA adopted, Councilman Aycock agreed

November 2, 2015: CALEA Update by: M. Charles Wright

May 31, 2016: CALEA Update by Mr. Charles Wright, Mayor Chuck Allen and Councilman A. Williams thank Mr. Wright for his comments

August 1, 2016: CALEA Update by Mr. Charles Wright, Councilman A. Williams, thank Mr. Wright for his comments and voiced agreement with some of them

February 6, 2017: CALEA Update by Mr. Charles Wright

Note: September 2015 Council Minutes not on City' Website, information shared is best remembered, notes are in storage. July 6, 2015 Minutes unable to download

Item A
MINUTES OF MEETING OF MAYOR AND CITY COUNCIL HELD
SEPTEMBER 21, 2009

WORK SESSION

The Mayor and Council of the City of Goldsboro, North Carolina, met in a Work Session in the Large Conference Room, New City Hall Addition, 200 North Center Street, at 5:00 p.m. on September 21, 2009 with attendance as follows:

Present: Mayor Alfonzo King, Presiding
Mayor Pro Tem Chuck Allen
Councilmember Michael Headen (arrived at 5:15 p.m.)
Councilmember Bob Waller
Councilmember Don Chatman
Councilmember Charles J. Williams, Sr.
Councilmember Jackie Warrick
- Joe Huffman, City Manager
Tasha Logan, Assistant City Manager
Melissa Brewer, City Clerk
Jim Womble, City Attorney
Tim Bell, Police Chief
Randy Guthrie, Development Services Director
Kaye Scott, Finance Director
Ed Cianfarra, Chief Building Inspector
LaTerrie Ward, Community Affairs Director
Robin Wade, WGBR
Ken Fine, News Argus Reporter
Glenn Barwick, Citizen
Frank Payne, Leonard Building and Truck Accessories

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

Invocation. The invocation was given by Councilmember Williams.

Cover Agenda. Each item on the cover agenda was generally discussed. Items with additional comments included the following:

Item K., Goldsboro/Wayne Transportation Authority Appointment. Councilmember Chatman asked if someone had explained to Ms. Jones as an ex-officio member, she would not be allowed to vote. Ms. Logan shared she had spoken with Mr. Stubbs, Director of Gateway, and he was suppose to speak with Ms. Jones; however, she would contact Ms. Jones to make sure she is aware.

Item N., Appropriation of Funds for Demolition Cost. Councilmember Williams stated some of the homes along Slocumb, Walnut, and Mulberry Streets were historic homes and asked if the owners simply refused to fix up those homes. Mr. Cianfarra replied yes and in some cases they were receiving rent on those homes. Mr. Cianfarra stated we have some homes that have burned and the owners have received insurance monies and just left the homes. Councilmember Waller asked if there was something we could do and Mr. Womble replied we can add liens to other properties they may own within the City and County. Mayor Pro Tem Allen asked if we were currently adding liens to other properties and Mr. Cianfarra replied we are, if within our capabilities. Mr. Cianfarra stated most of the owners leave out of state.

Mayor Pro Tem Allen asked about the home on Simmons Street and Mr. Cianfarra stated the owner had met the 50% timeline for 3 months and had 3 months to complete the remaining 50%.

Mayor Pro Tem Allen suggested working with Habitat for Humanity in renovating some of these homes versus demolishing. Ms. Logan shared they will have a

Staff recommended Council authorize the Director of Finance to pursue long-term financing to purchase capital equipment, installation of fiber and construction for the park maintenance facility. Consent Agenda Approval. Headen/Allen (7 Ayes)

Departmental Reports – August 2009. Accepted as Information. The various departmental reports for the month of August, 2009 were submitted for the Council's approval. It was recommended that Council accept the reports as information. Consent Agenda Approval. Headen/Allen (7 Ayes)

Appropriation of Funds for Demolition. Ordinance Adopted. In accordance with the Condemnation for Demolition procedure, if the City of Goldsboro is not able to demolish a structure then the property is put out for bid. We also have to bid out the asbestos removal. All funds appropriated for demolition in the 2009-2010 budget have been encumbered and at this time we have no funds available for paying Demolition or Asbestos Contractors.

The appropriation of funds would allow for payment to contractors for removal of asbestos and/or demolition of structures when it is not possible for the City to demolish.

Staff recommended Council adopt the following entitled Ordinance for appropriation of funds in the amount of \$50,000 from the General Fund to the Demolition (of substandard buildings) line item within the Inspection Department's budget for 2009-2010. Consent Agenda Approval. Headen/Allen (7 Ayes)

ORDINANCE NO. 2009-72 "AN ORDINANCE AMENDING THE BUDGET ORDINANCE FOR THE CITY OF GOLDSBORO FOR 2009-2010 FISCAL YEAR"

End of Consent Agenda.

City Manager's Report. Mr. Huffman shared he had received a letter from Mr. John Richards of the Goldsboro Family YMCA challenging the City and County Manager, City Council and the Wayne County Commissioners to a 10,000 a day step challenge to kick off their health awareness campaign. He stated each participant is requested to track their steps for the period of October 1 to October 15 using pedometers which will be provided by the YMCA. Mr. Huffman stated he felt they were ready to accept the challenge.

Mayor King stated 10,000 steps a day was just getting started for him and they will have fun.

Mayor King reminded everyone about the Blue Ribbon Jam coming up October 1, 2009 at 5:30 p.m. He encouraged everyone to come out and show their support and proceeds will go toward the McDowell and Gramith fund.

City Attorney Report and Recommendations. No report.

Public Comment Period. The following person spoke:

Mr. Charles Wright, 203 Winslow Circle, state he came before Council with continued concern with our law enforcement agencies serving our community. He stated therefore, he was requesting the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) present their program to Council, upon their request. He stated this presentation is free, without hidden costs. Mr. Wright shared our neighbors in Greenville, Fayetteville, and Raleigh has had this presentation in the past, and they have already started their accreditation process. He stated he believed this to be an excellent accreditation process that could benefit our community in numerous areas. He urged the City of Goldsboro to act as hosts and invite Wayne County Commissioners, Manager and County Sheriff, Mt. Olive Mayor, City Council and Chief of Police, Fremont, Walnut Creek, Wayne Community College Police, Cherry Hospital Police and any other law enforcement agency operating in Wayne County.

Mr. Wright stated he was requesting the Goldsboro City Manager and staff serve as organizers, with his full support in whatever capacity was needed. He thanked Council for the opportunity and stated he trust that the City of Goldsboro will avail itself for this presentation that would truly benefit our community.

Mayor King stated staff would take a look at the information Mr. Wright provided.

No one else spoke.

Mayor and Councilmembers Reports and Recommendations. Mayor King read the following Proclamation:

Proclamation – Fire Prevention Week. Mayor King proclaimed the week of October 4-10, 2009 as Fire Prevention Week in the City of Goldsboro and urged all citizens to participate in fire prevention activities and to promote the 2009 theme, “Stay Fire Smart! Don’t Get Burned.”

Mayor Pro Tem Allen thanked the Chamber for hosting the Health Care Forum at Wayne Memorial Hospital. He stated they had great panelists and did a great job with the event. He stated health care is a mess and he does not know the answer; however, as Americans we need to make lifestyle changes. He stated the Blue Ribbon Jam was cancelled due to rain and was rescheduled for October 1st and encouraged everyone to come out and show their support.

Mayor King stated he hoped the weather was good and cooperated.

Councilmember Headen shared at the end of the month, Dr. Frank Ferrell would be retiring. He stated Dr. Ferrell had served the community for over 30 years and was a true leader. Councilmember Headen stated he could personally say Dr. Ferrell would be greatly be missed and wished him well in his travels and while he would be volunteering over seas.

Mayor King stated Dr. Ferrell was a tremendous asset to the Community and to the O’Berry Community.

Councilmember Waller stated the leaves will be falling soon and encouraged everyone to help clean up and keep the city clean. He also asked the City manager to take a look at the litter laws with the Police Chief to stiffen the penalties for littering.

Mayor King stated his wife would appreciate Councilmember Waller’s comment regarding litter. He stated his wife recently walked about 100 yards from their home picking up trash.

Councilmember Chatman had no report.

Councilmember Williams had no report.

Councilmember Warrick had no report.

Mayor King reminded everyone of the upcoming Performing Arts Series at the Paramount. He stated GRITS – Friends are Forever will be the first performance on October 2nd at 7:30 p.m. He encouraged everyone to come out.

There being no further business, the meeting was adjourned.

Alfonzo King, Mayor

Melissa C. Brewer, City Clerk

Closed Session Held. Upon motion of Councilmember Headen, seconded by Mayor Pro Tem Allen and unanimously carried, Council convened into Closed Session to discuss a property acquisition 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 February 2, 2015 with attendance as follows:

Present: Mayor Alfonzo King, Presiding
Mayor Pro Tem Chuck Allen
Councilmember Bill Broadway
Councilmember Michael Headen
Councilmember William Goodman
Councilmember Charles J. Williams, Sr.
Councilmember Gene Aycock

The meeting was called to order by Mayor King.

The invocation was given by Councilmember Williams.

Approval of Minutes. Approved. Upon motion of Councilmember Headen, seconded by Councilmember Aycock and unanimously carried, Council approved the Work Session and Regular Meeting Minutes of January 5, 2015 as submitted.

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

Charles Wright, 203 Winslow Circle, Goldsboro stated good evening Mayor and Councilmembers. I come before you tonight to share information about the Commission on Accreditation for Law Enforcement Agencies, known as CALEA. CALEA Accreditation represents a Law Enforcement Agency to voluntarily demonstrate its commitment to professional excellence in law enforcement. CALEA Accreditation is a means for developing and improving the agency relationship with community. CALEA Accreditation strengthens agency accountability, both within the agency and the community, through a continuum of standards that clearly define authority, performance, and responsibilities.

Mr. Wright stated in your folder you will find information regarding CALEA Commission, Accreditation Process, Costs, Benefits, Tier 1 and Tier 2 Standards, and a list of the 55 law enforcement agencies certified in North Carolina ranging in personnel size from 7-2300, to include Durham, Raleigh, Apex, Cary, Clayton, Smithfield, Wilson, Greenville, New Bern, Fayetteville and Clinton.

He stated he would respectfully request that Council review this information, visit CALEA's website, and consider inviting CALEA representatives to your next retreat. These representatives will be able to provide a thorough briefing, answer questions and explain how their Law Enforcement Accreditation Program could significantly benefit our law enforcement agency and our citizens.

Mr. Wright thanked Council for their attention and the opportunity to share this valuable information. He stated he would like to also point out there is a copy of a letter from September 21, 2009 when he presented the same request.

Mayor King stated we will take a look at the information you have provided.

Councilmember Goodman stated he is familiar with this organization and would like to suggest we invite a member of the organization to the next retreat. He stated we are moving into a situation in law enforcement where this could potentially save us or we can pay later. He stated it is something could that impact the Police Department as well as the community.

Mayor King thanked Mr. Wright for the information.

Little Washington Growing Group. Ms. Cheryl Alston stated your support has been outstanding and she would like to say thank you. She stated she has come to share how supportive you all are as City Officials because she is not sure you all get that often. On our behalf we say thank you indeed. Ms. Alston stated we are the Little Washington Growing Group and we are called that because there are 5 of us who grow up in the Little Washington area of town. She shared the following information:

Partners

- City of Goldsboro
- Resourceful Communities
- Wayne Food Initiative

Community Gardens

- First African Baptist Church
- Washington Park
- Dillard Academy Charter School
- Wayne County Public Library
- Elmwood Terrace
- Salvation Army
- Fairview Homes
- St. Mark Church
- Wayne School of Engineering
- Wayne Community College

Ms. Alston review growing areas and shared information regarding a new venture of growing shiitake mushrooms. Ms. Alston shared information regarding various vegetables they have grown and shared they also have strawberries coming in. Ms. Alston stated they would like to ask for Council's continued support.

Mayor King thanked Ms. Alston and the Little Washington Growing Group on behalf of all the citizens in Goldsboro. He stated she is teaching people how to grow and love vegetables. Mayor King stated if we can help we will.

Mayor King asked if anyone else would like to speak for the public comment period. No one else spoke and the public comment period was closed.

Utility Improvements – Public Hearing Held. On January 20, 2015 the City Council adopted Resolution No. 2015-13 which stated the intent of the City Council to make sanitary sewer improvements along Balsam Place from Amherst Road to the terminus of Balsam Place. This resolution also set a public hearing for February 2, 2015.

Notice of public hearing was published in the Goldsboro News-Argus on January 22, 2015. The Engineering Department mailed on January 22nd a notice of public hearing, copy of Resolution No. 2015-13, estimated assessment amount, and a summary of assessment procedures to all property owners whose property will be served by the proposed sanitary sewer system. The land served abutting the improvements is identified based upon Wayne County tax maps and/or subdivision maps.

It has been customary practice in the past for the City Council to refer public hearing comments to the Law and Finance Committee for study and recommendation. However, we have prepared a resolution authorizing these improvements in the event the City Council decides to take action immediately following the public hearing.

MINUTES OF THE ANNUAL RETREAT OF MAYOR AND CITY COUNCIL HELD
MARCH 24 – 25, 2015

MARCH 24, 2015

The Mayor and Council of the City of Goldsboro, North Carolina, met for their Annual Retreat beginning March 24, 2015 at 8:30 a.m. at the Wayne County Museum, Goldsboro, North Carolina with attendance for March 24, 2015 as follows:

Councilmembers Present: Mayor Alfonzo King, Presiding
Mayor Pro Tem Chuck Allen
Councilmember Bill Broadaway
Councilmember William Goodman
Councilmember Charles J. Williams, Sr.
Councilmember Gene Aycock

Absent: Councilmember Michael Headen

Other Members Present: Scott Stevens, City Manager
Melissa Corser, City Clerk
Angel Wright-Lanier, Assistant City Manager
Randy Guthrie, Assistant City Manager
Sherry Archibald, Paramount Director
Jeff Stewart, Police Chief
Mike West, Police Major
Jose Martinez, Public Works Director
Karen Brashear, Public Utilities Director
Scott Barnard, Parks & Recreation Director
Jimmy Rowe, Planning Director
Allen Anderson, Chief Building Inspector
LaTerrie Ward, Community Affairs Director
Kim Best, Public Information Officer
Gary Whaley, Fire Chief
Julie Metz, DGDC Director
Marty Anderson, City Engineer
Faye Reeves, HR Director
Scott Williams, IT Director
John Gregory, CALEA
Charles Wright, Citizen
Ethan Smith, News Argus Reporter (arrived at 10:00 a.m.)
Kaye Scott, Finance Director (arrived at 1:09 p.m.)

The meeting was called to order by Mayor King at 8:34 a.m.

Mr. Scott Stevens welcomed Council to the 2015 Council Retreat. He thanked the Wayne County Museum for the use of their facility. He encouraged everyone to take time to look at some of the exhibits on breaks. Mr. Stevens stated it is not our intent to have Council approve a lot of items over the next couple of days, his goal is to share information, listen to Council's comments and concerns and in the end have a general direction of what Council would like to focus on for the upcoming budget. Mr. Stevens thanked Department Heads for their time and effort throughout the year. He stated he would also like to thank Melissa and Laura who have worked to prepare for the Retreat a lot over the last week or so.

Review of Last Year's Retreat Decisions/Projects Update

Mr. Scott Stevens reviewed last year retreat decisions. He also reviewed "coffee stains" identified by staff during a customer service training. Mr. Stevens reminded Council of last year's Retreat visioning exercise with Ms. Jennie Stultz in which Council identified the following priorities:

1. Greenways/Pathways
2. Downtown Development – Engage Private Investment
3. Parks & Recreation

4. Community Appearance

The Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA)

Mr. John Gregory, Regional Program Manager, shared information with Council regarding the accreditation process. The following information was shared:

- Program & Process Overview
 - During the 1960's and early 1970's, U.S. law enforcement was faced with a number of large-scale civil disturbances. Many American cities experienced severe riots with significant loss of life and property damage. Many citizens lost confidence in their law enforcement agencies due to their seeming inability to prepare for and deal with these events.
 - Law enforcement agencies were viewed as unable or unwilling to learn from others mistakes and as having little, if any, coordination between themselves and other agencies. Law enforcement officers were often viewed as "under trained" with their selection and hiring practices often discriminatory. Policies and procedures were not well written and the public did not respect law enforcement officers as professionals. Issues of accountability, integrity, liability, performance, and community partnership dominated the public dialogue and media coverage of law enforcement.
 - In 1971, a Commission was appointed by the Law Enforcement Assistance Administration (LEAA) "to formulate, for the first time, national criminal justice standards for crime reduction and prevention at the state and local levels". The LEAA provided \$1.75 million dollars in grant money to conduct the study and develop standards for law enforcement agencies to follow. The results of the effort were six reports, one of which was the Police: National Advisory Commission on Criminal Justice Standards and Goals.
 - This report, published in 1973, suggested standards for law enforcement agencies designed to make law enforcement more effective and to provide guidance to law enforcement agencies in their efforts to improve their own operations. Accreditation was considered part of the answer to the problems faced by law enforcement. The document was received by the law enforcement community as being well researched, documented, reliable, and practical. While supported by law enforcement, however, no serious effort was undertaken to meet the reports thirteen recommendations and 107 standards.
 - As a consequence of this report, the United States Department of Justice provided a grant to the four leading law enforcement executive associations to advance law enforcement by establishing voluntary standards. The organizations were: International Association of Chiefs of Police (IACP); National Organization of Black Law Enforcement Executives (NOBLE); National Sheriffs' Association (NSA); and Police Executive Research Forum (PERF). The result of this initiative was the creation, in 1979, of a private, non-profit corporation: The Commission on Accreditation for Law Enforcement Agencies, Inc.
- Purpose of the Commission
 - The Commission is composed of 21 members that govern CALEA. Eleven must be law enforcement practitioners; the balance is selected from the public and private sectors. Generally, they reflect a representation from local, state/provincial and international law enforcement and public safety organizations, along with business, academia, the judiciary, and state/provincial and local government. The Commissioners are appointed by the four founding law enforcement organizations, and serve without compensation.
 - Review agencies for accreditation and recognition
 - Conduct the business of the Commission
 - Provide training on accreditation related topics
 - Provide training on public safety related topics
 - Provide a venue for information sharing and professional networking
 - Serves as a venue for new clients to learn about accreditation
 - Celebrate success of agencies reaching accreditation and recognition status
- What is Accreditation?
 - CALEA Accreditation requires an agency to develop a comprehensive, well thought out, uniform set of written directives. This is one of the most successful

methods for reaching administrative and operational goals, while also providing direction to personnel.

- CALEA Accreditation standards provide the necessary reports and analyses a CEO needs to make fact-based, informed management decisions.
- CALEA Accreditation requires a preparedness program be put in place - so an agency is ready to address natural or man-made unusual occurrences.
- CALEA Accreditation is a means for developing or improving upon an agency's relationship with the community.
- CALEA Accreditation strengthens an agency's accountability, both within the agency and the community, through a continuum of standards that clearly define authority, performance, and responsibilities.
- Being CALEA Accredited can limit an agency's liability risk exposure because it demonstrates that internationally recognized standards have been met, as verified by a team of independent, outside CALEA-trained Assessors. A number of studies by state "risk management" agencies clearly show that accredited agencies have a lower incidence of suits filed and lower levels of damages paid.
- CALEA Accreditation assists in an agency's pursuit of professional excellence.
- CALEA's Standards enable public safety administrators to strengthen existing procedures while simultaneously creating a solid foundation for the agency's future.
- Return on Investment
 - Established comprehensive process for managing public safety agencies
 - Provides feedback and structured analyses for agencies to make decisions
 - Provides institutionalized best practices for inspection, audits and reviews
 - Ensures involvement with partners and community
 - Alerts to issues that need attention
 - Focus on high liability areas
- Practitioner Perspective
 - Contemporary Equipment
 - Modern programs and applications
 - Engages staff and encourages continuous improvement
 - Focuses on appropriate training
 - Promotes accountability across all levels
- CALEA Training
 - Introduction to Accreditation
 - Preparing for an Assessment
 - Accreditation Manager Orientation
 - Reaccreditation Management
 - Assessor Development
 - Assessment Team Leader
 - Software Technical Support (PowerDMS)
 - CALEA offers a variety of classes at every conference to assist agencies through the process. The conferences are three times per year.
- Fee Structure

Number of Fulltime Employees	Initial Accreditation	Annual Continuation *
1-24	\$7,125	\$3,470
25-199	\$10,100	\$4,065
200-999	\$14,775	\$5,000
1000+	\$18,600	\$5,765

- Generally, the onsite assessment cost is approximately \$5,200. This number can vary depending on the price of airlines ticketing and lodging rates. Initial Accreditation fees can be paid over three installments and are reflected that way in the table.
- CALEA has worked diligently to reduce this cost for agencies and restructured the assessment process in 2009, which reduced the total cost of accreditation by \$1,000 per cycle. This equated to an approximately 7% reduction in costs for agencies.
- It is important to note that these numbers may vary slightly based on the current projected cost of onsite assessments and potential clients should consult with CALEA staff to determine the exact amounts for budgeting purposes.

Mayor King asked what percentage of agencies across the Country are accredited. Mr. Gregory stated 1300 agencies across the Country are currently accredited.

Mr. Stevens asked about staffing. Mr. Gregory stated they had a full-time staffing person who also did grant writing.

Councilmember Aycock asked if any surrounding agencies were accredited. Mr. Gregory replied Wilson, Greenville, Smithfield, Garner, Raleigh, Jacksonville, New Bern, Wilmington, Clayton and Garner are a few that are accredited. You can look on CALEA's website and see additional agencies.

Council asked the Police Department to research becoming accredited through CALEA.

Press Release – Operation Patriot

Chief Stewart shared law enforcement and public safety officers arrested 153 individuals during a multi-agency enforcement operation named "Operation Patriot" which covered four counties during the period of March 17-19. The operation focused on Cumberland, Onslow, Wayne, and New Hanover Counties with the goal of reducing crime in areas where members of the Armed Forces and their families reside.

Officers served 315 outstanding warrants, conducted 238 searches of probationers and/or their residences. Four firearms were seized along with varying amounts of heroin, cocaine and marijuana, and \$4,200 in currency.

More than 230 officers participated in the operation over the course of 3 days. Agencies involved included the U.S. Marshals Violent Fugitive Task Force for Eastern NC, Department of Public Safety, Cumberland County Sheriff's Office, Onslow County Sheriff's Office, New Hanover County Sheriff's Office, Fayetteville Police Department, Wilmington Police Department, Goldsboro Police Department, Mt. Olive Police Department and the Fremont Police Department.

Police Department Report

Chief Stewart shared the following information:

Seniority List

109 Sworn Law Enforcement Officers

<u>Years of Service</u>	<u>Number of Officers/Percentage</u>
• Over 20 years	13 – 12%
• Over 10 but less than 20 years	36 – 33%
• Over 5 but less than 10 years	25 – 23%
• Less than 5 years	26 – 24%
• Vacant	9 – 8%

TOTAL	109
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Sworn Officer Assignments

- Chief-1
- Patrol Division-65 (with 3 current vacancies)
- Investigations Division-13 (with 1 current vacancy)
- Support Services Division-9 (with 2 current vacancies)
- Crime Scene Unit-4
- Vice-4
- GREAT/Crime Prevention-4
- Warrants-2
- Training-2
- SRO-2
- Park Police-1
- Community Partnership Coordinator-1

Staff discussed the need of succession planning.

Parks & Recreation

Mr. Barnard shared they have experienced an increase in participants for senior programs, athletic programs, special population programs and have expanded into special events and marketing. He shared information about special population programs that have evolved from open facility time and low level care to life skill development and competitive sports and the addition of Special Olympics. Mr. Barnard's requests included the following:

- Custodian Manager
- Special Events and Marketing Assistant
- Special Populations & Seniors Assistant
- Reclassification of Recreation Superintendent to Assistant Director

Council discussed Special Olympics and asked the City Manager to request a meeting with County Manager to discuss Special Olympics and Military Liaison.

Retreat Decisions

Mr. Stevens shared the following list of retreat decisions:

1. Police Department to look into CALEA Certification.
2. Police Department to gather additional information on shot spotter and implement if feasible.
3. Council would like a permit to be required to sell scrap metal. The Police Department was asked to work with the Sheriff's Department to implement a permit requirement county-wide.
4. Proceed with updating the WBE/MBE Policy.
5. Proceed with Phase I of Elmwood Cemetery Expansion at an approximate cost of \$143,000 that will add 608 lots.
6. Look at appropriating \$200,000 per year to pave unpaved streets. Develop a priority listing.
7. Bring back a final proposed listing for street resurfacing.
8. Staffing:
 - a. Council agreed staff could look at converting full-time positions to part-time as feasible as vacancies occur.
 - b. Council agreed staff could proceed with implementation of senior firefighter designation.
 - c. Council agreed staff could proceed with certification policy for the Inspections Department.
 - d. Council approved staffing changes for DGDC.
9. Council approved staff contracting with Davenport Lawrence in the amount of \$9,960 to evaluate utility meter feasibility.
10. Council asked the Police Department to increase littering enforcement.
11. Proceed with downtown garbage collection discussion.
12. Proceed with proposed rental rates for park facilities effective July 1st.
13. Proceed with creating a water/sewer capital reserve fund.
14. Request a meeting with County Manager to discuss Special Olympics and Military Liaison.
15. Council reaffirmed priorities:
 - Greenways/Pathways
 - Downtown Development – Engage Private Investment
 - Parks & Recreation
 - Community Appearance
16. Reaffirmed Legislative Agenda

Additional information requested by Council:

- Numbers of those affected by collection day changes
- Update on timeline for 403, 407 and 408 S. John Street
- Update on grocery store on Slocumb Street with roof issues

Appropriation for Sidewalks/Crosswalk at Eastern Wayne Middle School.

Mr. Guthrie stated we have had some concerns expressed about a crosswalk being needed near the Fire Station and Hines Drive. He reviewed DOT requirements if a crosswalk is constructed. DOT would help with some of the stripping and signage, however, local funds would have to pay for the construction of the crosswalk. He stated staff would request up to \$20,000 for a contractor to do the work, we do not expect it to cost \$20,000, estimates received are between \$10,000 - \$15,000 range. Council discussed design and locations. Mr. Guthrie stated this is a preliminary design and could be changed.

Council agreed staff could proceed. Mr. Stevens stated we would bring back a budget amendment.

Cover Agenda. Each item on the cover agenda was generally discussed. Items with additional comments included the following:

Item E. CU-5-15 Earl Beasley – North side of east Ash Street between Malloy Street and Barrow Court. Councilmember Williams asked why would you put a bar that close to a school. Councilmember Broadaway asked Chief West if the owner of Heroes had had any issues. Chief West replied no sir. The location meets ABC permit setbacks.

Item G. Z-5-15 Islamic Center of Goldsboro, Inc. – South side of Fedelon Trail between Salem Church Road and US 117 (North William Street). Councilmember Williams stated he read the Sunday News Argus and it stated the mosque at the corner of Elm Street and Slocumb was in his district. It is actually in Councilmember Headen's district. Councilmember Williams stated in the article he was saying he was leaning towards voting in favor of the cemetery request. He stated he has done some research and Muslims do not embalm. People are more subject to health hazards from those who are embalmed.

Item K. Engineering Services Contract for Closed Circuit Television (CCTV) Assessment – McKim & Creed, Inc. Council discussed which basins were being worked in. Council asked Mr. Anderson to bring back a map showing areas being worked in.

Item L. Budget Amendment – 2015-16 Community Development Block Grant (CDBG) and HOME Investment Partnerships Program (HOME). Mayor Pro Tem Allen stated he would like to commend Ms. Simpson-Carter on the HUD visit that resulted in no findings.

Item N. Adoption of a Resolution Approving in Principal of the Proposed Issuance of up to \$4,500,000 in Multi-family Housing Revenue Bonds, Series 2015 (Foundation for Affordable Housing North Carolina and Missouri Portfolio) to be issued by the Public Finance Authority(Hunton & Williams). Mr. Stevens shared staff revised the Resolution.

Additional discussion included the following:

Farmers Market. Mayor Pro Tem Allen stated the Farmers Market is crowded and asked if staff could look at alternate locations.

There being no further business, the work session adjourned at 6:44 p.m.

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 August 3, 2015 with attendance as follows:

Present: Mayor Alfonzo King, Presiding
Mayor Pro Tem Chuck Allen

Councilmember Michael Headen
Councilmember Bill Broadaway
Councilmember Charles J. Williams, Sr.
Councilmember Gene Aycock

Absent: Councilmember William Goodman

The meeting was called to order by Mayor King.

The invocation was given by Councilmember Williams.

Public Comment Period. Mayor King opened the public comment period and the following people spoke:

1. Charles Wright, 203 Winslow Court, Goldsboro, stated this is the third time he has addressed CALEA certification for the Goldsboro Police Department. He stated he would encourage enrolling sooner than later. He stated as an added incentive, as a citizen he would be willing to donate 4 hours per week up to 2 years to help the Police Chief in the initial enrollment. Mr. Wright stated the agreement with Wayne County Public Schools and use of the gyms, he is in favor of. He stated the Evergreen Study that was completed in 2006, what they found in the draft as interesting, in the northern schools like Charles B. Aycock, they were being used for basketball games, baseball teams, free of charge, but when our sports team here in Goldsboro went to Dillard and Goldsboro High they had to pay. Let's make it a position where they have to pay, from a position of strength. If you need any help; with that contract, call, he stated he has all kinds of insider information. Mr. Wright stated that leads him into the next thing he would like to discuss briefly, the multi-sports complex. He shared a letter he sent to Assistant Secretary of the Air Force, asking for disapproval of this P-4 contract as written. He stated they would propose (6) soccer fields and (1) huge basketball complex similar to the one at NCAS Cherry Point. The basketball complex could be converted for wrestling matches or volleyball games. The facility could also be used as a shelter for disaster preparedness. We looked at this soccer complex as being very non-inclusive. He stated if you have any questions, he would be glad to answer them. Thank you for this opportunity.
2. Lonnie Casey, 1700 S. Slocumb Street, Goldsboro, Chairman of the Watchdogs of Wayne County, stated he is here tonight to talk about the illegal meetings Chuck has been holding in our City Hall. These meetings are being held in direct violation of G.S. 143 318 (10). He stated he has a city employee and a councilmember who would testify. Mr. Casey shared their mission statement, we are here to monitor misuse of public funds and educate the public. One more thing, why would anyone want any of you to represent them; that can't keep your word for 6 weeks. You voted to put everything on TV and then you go back to semi-closed sessions because of Chuck.

No one else spoke and the Public Comment Period was closed.

Recognition of Kelly Best. Mr. Allen Anderson shared Ms. Kelly Best recently assisted a child from a burning building behind his home and also helped the family out of the home. Ms. Best shared she was driving by the residence and saw heavy smoke coming from the back yard. She stopped, saw the fire and called 911. She stated she took child around to the front of the house and asked him where his mama was. He told me his family was inside the home. She shared she beat on the door and got no response. Finally the mother came to the door and they were able to get everybody out.

Mr. Anderson thanked and commend Kelly on a great job.

Mayor King stated thank you so much Kelly, the City is proud of you. That is what our city employees do, whatever is necessary.

MINUTES OF MEETING OF MAYOR AND CITY COUNCIL HELD
AUGUST 17, 2015

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 August 17, 2015 with attendance as follows:

Present:

- Mayor Alfonzo King, Presiding
- Mayor Pro Tem Chuck Allen
- Councilmember Michael Headen (arrived at 5:40 p.m.)
- Councilmember Bill Broadaway
- Councilmember William Goodman (arrived at 5:22 p.m.)
- Councilmember Charles J. Williams, Sr.
- Councilmember Gene Aycock
- Jim Womble, City Attorney
- Scott Stevens, City Manager
- Melissa Corser, City Clerk
- Randy Guthrie, Assistant City Manager
- Kaye Scott, Finance Director
- Kim Laverick, Public & Government Affairs Director
- Mike West, Interim Police Chief
- Jimmy Rowe, Planning Director
- Jennifer Collins, Assistant Planning Director
- Marty Anderson, Engineering
- Scott Barnard, Parks and Recreation Director
- Felicia Brown, Recreation Superintendent
- Mark Wilson, Parks & Recreation
- Allen Anderson, Inspections Director
- Faye Reeves, HR Director
- Shycole Simpson-Carter, Community Development Administrator
- Betsy Rosemann, Travel & Tourism Director
- Sherry Archibald, Paramount Theatre Director
- LaTerrie Ward, Community Affairs Director
- Karen Brashear, Public Utilities Director
- Julie Metz, DGDC Director
- Scott Williams, IT Director
- Jose Martinez, Public Works Director
- Keith Smith, Safety Coordinator
- Kirk Keller, Wayne Community College
- Gary Whaley, Fire Chief
- Crystal Gettys, Wayne Economic Development Alliance
- David Ham, Citizen
- Sally Bowles, Citizen
- Kim Harrell, Citizen
- Frank Aanenson, Citizen
- Lonnie Casey, Citizen
- Ethan Smith, Goldsboro News-Argus

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

Invocation. Councilmember Williams provided the invocation.

Streetscape/Union Station Artifacts. Mr. Kirk Keller and Mr. Keith Smith shared historical artifacts discovered during the Transfer Station Project and Center Street Streetscape Project. Items included the following:

- Telegraph Pole Insulator
- 1850's – 1900's Ink Wells (Clay and Glass)
- Skelton Key
- Chevy Bowtie

Councilmember Williams stated he would like to see the Police Department enrolled with the CALEA Program. Mr. Stevens shared he had discussed the certification program with Chief Stewart. The program does take a lot of time, we will need additional personnel and it is a multi-year process. Unfortunately, if you are not already a member, it is hard to get information regarding the certification program. Staff will look into becoming a member.

There being no further business, the work session adjourned at 6:23 p.m.

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 August 17, 2015 with attendance as follows:

Present: Mayor Alfonzo King, Presiding
Mayor Pro Tem Chuck Allen
Councilmember Bill Broadaway
Councilmember William Goodman
Councilmember Charles J. Williams, Sr.
Councilmember Chuck Allen
Councilmember Gene Aycock

The meeting was called to order by Mayor King.

The invocation was given by Councilmember Williams.

Approval of Minutes. Approved. Upon motion of Councilmember Aycock, seconded by Councilmember Headen and unanimously carried, Council approved the Work Session and Regular Meeting Minutes of June 15, 2015 as submitted.

Public Comment Period. Mayor King opened the public comment period. The following person spoke:

Lonnie Casey, Jr., 1700 Slocumb Street, Goldsboro, Chairman of the Watchdogs of Public Funds stated Chuck we have been watching you for 14 years line your pockets with poor people's money. He stated the last thing you did disrespected the entire City when you held hostage Stoney Creek Free Will Baptist Church to allow your business partner, former County Commissioner, Jack Best to hook onto that line and they were paying \$500,000 cash for it. He stated you need to resign and walk out of here. Mr. Casey stated you are going to get the same thing Stephen LaRoque got. Have a blessed day. Mr. Casey stated that did happen Councilmember Williams, it will be in the paper tomorrow.

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

Mayor Pro Tem Allen stated he has sat here for 14 years and heard Mr. Casey attack him. He stated he has a few notes, this is not to give Mr. Casey credibility, but just simply to say in case someone watching thinks Mr. Casey knows what he is talking about that he would like them to hear the other side of the story. Mayor Pro Tem Allen stated he is a public official, I should be questioned and want you to question me. We may not always agree but the one thing this Council believes in is hearing from our citizens. He stated he has changed his opinion because of citizen input, he has gotten ideas he would have never had without citizen input and everyone up here appreciates citizen input; we want it to be legitimate. We do not want it to be half-truths, or innuendos, or just spiteful. He stated Mr. Casey has accused him enough times and he has just a few things he would like to report. Mayor Pro Tem Allen shared a letter he obtained from the Board of Elections from the Watchdogs of Public Funds. He stated anyone in here knows him as Chuck Allen, if you saw the name Lawrence Cobin Allen on a ballot, some might think who is that. Mayor Pro Tem Allen stated Mr. Casey wrote:

"they are filing an official protest against Lawrence Cobin Allen for using an alias, Chuck Allen, on his ballot for Mayor of the City of Goldsboro, instead of his legal birth name, Lawrence Cobin Allen. We do not want any person representing the City that is ashamed of his birth name, using an alias to mislead the citizens."

MINUTES OF MEETING OF MAYOR AND CITY COUNCIL HELD
AUGUST 17, 2015

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 August 17, 2015 with attendance as follows:

Present:

- Mayor Alfonzo King, Presiding
- Mayor Pro Tem Chuck Allen
- Councilmember Michael Headen (arrived at 5:40 p.m.)
- Councilmember Bill Broadaway
- Councilmember William Goodman (arrived at 5:22 p.m.)
- Councilmember Charles J. Williams, Sr.
- Councilmember Gene Aycock
- Jim Womble, City Attorney
- Scott Stevens, City Manager
- Melissa Corser, City Clerk
- Randy Guthrie, Assistant City Manager
- Kaye Scott, Finance Director
- Kim Laverick, Public & Government Affairs Director
- Mike West, Interim Police Chief
- Jimmy Rowe, Planning Director
- Jennifer Collins, Assistant Planning Director
- Marty Anderson, Engineering
- Scott Barnard, Parks and Recreation Director
- Felicia Brown, Recreation Superintendent
- Mark Wilson, Parks & Recreation
- Allen Anderson, Inspections Director
- Faye Reeves, HR Director
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- LaTerrie Ward, Community Affairs Director
- Karen Brashear, Public Utilities Director
- Julie Metz, DGDC Director
- Scott Williams, IT Director
- Jose Martinez, Public Works Director
- Keith Smith, Safety Coordinator
- Kirk Keller, Wayne Community College
- Gary Whaley, Fire Chief
- Crystal Gettys, Wayne Economic Development Alliance
- David Ham, Citizen
- Sally Bowles, Citizen
- Kim Harrell, Citizen
- Frank Aanenson, Citizen
- Lonnie Casey, Citizen
- Ethan Smith, Goldsboro News-Argus

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

Invocation. Councilmember Williams provided the invocation.

Streetscape/Union Station Artifacts. Mr. Kirk Keller and Mr. Keith Smith shared historical artifacts discovered during the Transfer Station Project and Center Street Streetscape Project. Items included the following:

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Councilmember Williams stated he would like to see the Police Department enrolled with the CALEA Program. Mr. Stevens shared he had discussed the certification program with Chief Stewart. The program does take a lot of time, we will need additional personnel and it is a multi-year process. Unfortunately, if you are not already a member, it is hard to get information regarding the certification program. Staff will look into becoming a member.

There being no further business, the work session adjourned at 6:23 p.m.

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 August 17, 2015 with attendance as follows:

Present: Mayor Alfonzo King, Presiding
Mayor Pro Tem Chuck Allen
Councilmember Bill Broadaway
Councilmember William Goodman
Councilmember Charles J. Williams, Sr.
Councilmember Chuck Allen
Councilmember Gene Aycock

The meeting was called to order by Mayor King.

The invocation was given by Councilmember Williams.

Approval of Minutes. Approved. Upon motion of Councilmember Aycock, seconded by Councilmember Headen and unanimously carried, Council approved the Work Session and Regular Meeting Minutes of June 15, 2015 as submitted.

Public Comment Period. Mayor King opened the public comment period. The following person spoke:

Lonnie Casey, Jr., 1700 Slocumb Street, Goldsboro, Chairman of the Watchdogs of Public Funds stated Chuck we have been watching you for 14 years line your pockets with poor people's money. He stated the last thing you did disrespected the entire City when you held hostage Stoney Creek Free Will Baptist Church to allow your business partner, former County Commissioner, Jack Best to hook onto that line and they were paying \$500,000 cash for it. He stated you need to resign and walk out of here. Mr. Casey stated you are going to get the same thing Stephen LaRoque got. Have a blessed day. Mr. Casey stated that did happen Councilmember Williams, it will be in the paper tomorrow.

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"they are filing an official protest against Lawrence Cobin Allen for using an alias, Chuck Allen, on his ballot for Mayor of the City of Goldsboro, instead of his legal birth name, Lawrence Cobin Allen. We do not want any person representing the City that is ashamed of his birth name, using an alias to mislead the citizens."

MINUTES OF MEETING OF MAYOR AND CITY COUNCIL HELD
OCTOBER 19, 2015

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 October 19, 2015 with attendance as follows:

Present: Mayor Alfonzo King, Presiding
Mayor Pro Tem Chuck Allen
Councilmember Michael Headen (arrived at 5:51 p.m.)
Councilmember Bill Broadaway
Councilmember William Goodman
Councilmember Charles J. Williams, Sr.
Councilmember Gene Aycock
Jim Womble, City Attorney
Scott Stevens, City Manager
Melissa Corser, City Clerk
Randy Guthrie, Assistant City Manager
Jimmy Rowe, Planning Director
Kaye Scott, Finance Director
Kim Dawson, Assistant Finance Director
Mike West, Interim Police Chief
Officer LeAnn Rabun, Police Department
Felicia Brown, Recreation Superintendent
Betsy Rosemann, Travel & Tourism Director
Gary Whaley, Fire Chief
Allen Anderson, Chief Building Inspector
Karen Brashear, Public Utilities Director
Kim Laverick, Public & Governmental Affairs Director
Jennifer Collins, Assistant Planning Director
Jose Martinez, Public Works Director
LaTerrie Ward, Community Affairs Director
Julie Metz, DGDC Director
Sherry Archibald, Paramount Theatre Director
Neil Bartlett, Retiree
Debbie Whetsell, Retiree
Linda Bradford, Retiree
Marion Bradford, Retiree
David Ham, Citizen
Ethan Smith, Goldsboro News-Argus
Lonnie Casey, Citizen (arrived at 5:30 p.m.)

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

Invocation. Councilmember Williams provided the invocation.

Health Insurance Update. Ms. Kaye Scott provided the following information:

NC State Health Plan – Memorandum of Understanding

1. General Assembly passed Session Law 2015-112 allowing local governmental units to participate in SHP on June 24, 2015.
2. On July 27, 2015 – Council adopted Resolution expressing interest in participating in SHP.
3. MOU received on October 16, 2015
4. MOU Highlights:
 - Effective Date: January 1, 2016
 - City would be billed premiums from the State
 - City is responsible for determining eligibility of its employees and dependents
 - SHP does not allow retirees coverage nor allow retirees to enroll in the plan

Police Department Discussion. Chief West stated back in September he briefly spoke to all of you about some of the reasons officers gave as to why they left the department. Since then, he has had more discussions with officers and also the City Manager. He stated he is here this evening to update Council on those discussions. Chief West shared the following information with Council:

<u>Proposal</u>	<u>Program Information</u>	<u>Approved</u>	<u>Pending</u>
Take Home Cars	All sworn personnel that reside within the county will be issued a take home car. Immediate benefit to Investigators, Housing, Warrants, SEU, and Crime Prevention. Patrol will be phased in as new vehicles become available. 26 additional patrol cars will be needed.	10/19/15	
	Cost:		
	<u>FY 15/16</u>	<u>Recurring</u>	
	\$53,900.00	\$92,400.00	
	Request to purchase ten (10) 2016 Dodge Chargers to begin phasing additional take home cars at a cost of \$42,000.00 each. This includes all emergency equipment, MDT, in-car camera, mobile radio and graphics.		11/16/15
Patrol Rifles/ Shotguns	Patrol rifles (24) and shotguns (24) have been assigned to individual officers and those officers are currently receiving training or are scheduled for training. No additional cost.	9/7/15	
	Cost:		
	<u>FY 15/16</u>	<u>Recurring</u>	
	\$0	NA	
Replace 3 K9's and 1 Handler	Purchase 3 new K9's from Highland K9 in Harmony, NC at a cost of \$26,700.00. Money will come from drug forfeiture. PD will select a new handler. <i>Handler was selected on 10/30/15.</i>	9/7/15	
	Cost:		
	<u>Forfeiture</u>	<u>Recurring</u>	
	\$26,700.00	NA	
FTO Program	Field Training Officer(s) will receive a 5% increase in pay while they are training new officers. Training period for a new officer is 16 weeks and each of the four shifts will have no more than 3 FTO's and will train no more than 2 new officers.	10/19/15	
	Cost:		
	<u>FY 15/15</u>	<u>Recurring</u>	
	\$13,000.00	\$22,100.00	
Tasers	Currently have 40 Tasers that are shared	10/19/15	

between 78 officers. Request to purchase 38 additional Tasers at a cost of \$1,604.10 each.

Cost:

<u>Forfeiture</u>	<u>Recurring</u>
\$60,955.80	NA

Cell Phone Stipend	Request that officers that use their personal cell phone for work related calls receive a stipend of \$40 for regular phone, \$60 for smart phone.	10/19/15
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Cost:

<u>FY 15/16</u>	<u>Recurring</u>
\$31,920.00	\$54,720.00

Gym Equipment	Replace old gym equipment and purchase additional equipment for the Police/Fire gymnasium. So far \$5,000.00 of the \$20,000.00 allowed has been used.	9/7/15
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Cost:

<u>FY 15/16</u>	<u>Recurring</u>
\$20,000.00	NA

Additional Employee Parking	Additional parking at the Police/Fire Complex. Currently under construction.	9/7/2015
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PD Expansion	Preliminary evaluation by the architect.	11/16/15
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Police Parking Only	Northside parking lot has designated area for Police Parking Only. Signs Installed	9/7/15
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Health Insurance	Moving to State Health Plan.	10/19/15
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eCitation and Printers	Allows the officer to complete citations on their MDT and print a copy for the defendant. Requires a printer to be installed in each patrol car. eCitation software is free. 40 printers requested at \$500.00 each. Purchased with GHSP points redemption. Will need 39 additional printers as new cars become available.	10/19/15
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Cost:

<u>Fy 15/16</u>	<u>Recurring</u>
\$0	?

In-Car Cameras	13 in-car cameras are needed for the 2013 Caprice. Current in-car cameras (Digital-Ally) are \$4,000.00 each for a total of \$52,000.00. Final decision on the type of in-car cameras could be based on what type of body camera is chosen.	Dec-15
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Overtime	Compensation for officers working over the required 171 hrs. More discussion needed.	10/19/15
Police Officer 1, 2 and Master Officer	Officers meeting the 2, 4 and 6 year requirement along with specialized training would receive an increase in pay.	Jan-16
Computer Aided Dispatch (CAD)	In discussion with Wayne County OES to determine the best software/vendor.	2016
Paperless Reporting	Officers can complete reports on their MDT or desktop PC and file electronically.	
Body Cameras	Evaluation of 4 different body camera manufacturers is wrapping up and more information is expected soon.	Jan-16
Shot Spotter	Real Time Alerts confirm gunfire incident and precise location of shooters.	

Council discussed equipment, overtime and cellphone stipends.

Upon motion of Mayor Pro Tem Allen, seconded by Councilmember Aycock and unanimously carried, Council approved moving forward with the Take Home Policy, the FTO Program, purchase of tasers, cellphone stipends, overtime and switching over to the Dodge Chargers.

Councilmember Goodman stated he would like to look at hiring more minorities particularly from the inner city.

Councilmember Williams asked for an update on CALEA. Mr. Stevens stated he would like to wait until the permanent Chief is in place, Councilmember Aycock agreed.

Business Incentive Grant/Loan. Mr. Stevens shared the City cannot do a direct loan because the City is not a bank. We can do a grant/loan and could mirror it after the Business Incentive program we currently have. Mayor Pro Tem Allen suggested doing (10) \$2,000 grants/loans or (7) \$3,000 with recipients paying it back over a two year period with little or no interest.

Council discussed and agreed they would like additional time to consider the request.

Request for Sanitation Seasonal Workers. Mr. Jose Martinez shared a request for six (6) seasonal workers from November 1 – December 31, 2105 to assist with leaf season and overflow over the Christmas holiday.

Councilmember Goodman inquired about the Deputy Director position and asked if we were getting a little top heavy. Mr. Stevens shared Public Works is our largest department and is structurally not set up for succession. There are 6 superintendents but no Deputy Director. Police and Fire are the next largest departments and provide a good structure for succession planning. You have Police Majors and Assistant Fire Chiefs. Councilmember Goodman stated he would like to revisit the salary range.

Council discussed succession planning and promoting from within.

Council agreed Mr. Martinez could move forward with seasonal workers.

Fire/Rescue Parking Improvements. Mr. Guthrie reviewed the Fire/Police Complex Parking Plan. Staff is asking for Council's approval to move forward with paving. There would be gravel parking to supplement. Work can be done mainly in-house with the exception of the paving piece. Paving would cost approximately \$22,268.

Item B. Fiscal Year 2015-16 Budget Amendments Police, Sanitation, and Parks and Recreation. Mayor Pro Tem Allen stated he would like staff to look into purchasing police cars needed to implement the Take Home Policy.

Item C-1. Paws Festival. Chief West shared staff received a request from the Wayne County Humane Society to host a “Paws Festival and Pet Adoption” on November 14th. The Wayne County Humane Society is requesting Council to close a portion of Center Street between Ash Street and Oak Street on November 14th from 9:00 a.m. to 4:00 p.m.

Chief West asked Council if they would consider placing the Street Closure Request on the Consent Agenda.

Upon motion of Councilmember Aycock, seconded by Mayor Pro Tem Allen and unanimously carried, Council added Item C-1 The Wayne County Humane Society “Paws Festival” Street Closure Request.

Item D. Informal Bid No. 2015-006 Pat Best Athletic Field – Running Track Improvements. Mayor Pro Tem Allen questioned the timeline to repair the track and asked if it would be completed by the end of November. Ms. Simpson-Carter stated it would be. Councilmember Broadaway asked if we have entry into the track and Mr. Barnard replied yes, it is also part of the Joint Use Agreement.

Item I. Site and Landscape Plans – Oxford Plantation (Waiver of Exterior Sidewalk Requirement. Mayor Pro Tem Allen shared his company is doing the site work for the project and asked if he could be excused from the vote.

Upon motion of Councilmember Aycock, seconded by Councilmember Headen and unanimously carried, Council excused Mayor Pro Tem Allen from the vote and moved Item I. Site and Landscape Plans – Oxford Plantation to Items Requiring Individual Action.

Mayor Pro Tem Allen left the room at 6:25 p.m. Mr. Jimmy Rowe reviewed the item. Mayor Pro Tem Allen returned to the room at 6:28 p.m.

Item L. CU-11-15 Wooten Development – Southwest Corner of US 117 South and Vann Street. Councilmember Aycock expressed a concern regarding the appearance of the site. Mr. Rowe stated Code Enforcement would check on the area to be sure requirements are met. Items would need to be pushed up to the building and not left in the open space.

Item O. Z-8-15 Highwater Solar II – East Side of Salem Church Road between Belfast Road and Stoney Hill Road (R-40 to R-20A Conditional District for a Solar Facility). Upon motion of Councilmember Aycock, seconded by Councilmember Headen and unanimously carried, Council moved Item O. Z-8-15 Highwater Solar II to Items Requiring Individual Action.

There being no further business, the work session adjourned at 6:52 p.m.

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 November 2, 2015 with attendance as follows:

Present: Mayor Alfonso King, Presiding
Mayor Pro Tem Chuck Allen
Councilmember Michael Headen
Councilmember Bill Broadaway
Councilmember William Goodman
Councilmember Charles J. Williams, Sr.
Councilmember Gene Aycock

like to ask for your support tonight. Ms. Trahos stated we are here and available if you have any questions. Thank you.

4. Charles Wright, 203 Winslow Circle, Goldsboro, stated Wayne County Citizens for Better Schools come before you, our City Council to request you thoroughly review your policies concerning and/or relating to the role of the Resource Officer in Wayne County Public Schools. We respectfully request the City provide us copies of these policies, any letters of agreement or memorandums of understanding, and all other public documents relating to the School Resource Officer.

Wayne County Citizens for Better Schools want to insure our Wayne County School Board, Superintendent, School Staff, Wayne County Board of Commissioners, Wayne County Manager, Wayne County Sheriff, Goldsboro City Council, Goldsboro Chief of Police, all Resource Officers, all Law Enforcement Personnel, students, parents, and the general public are all on the same page, that all policies are uniform, transparent, legally sufficient, easily accessible, and easily understood. If gray areas exist, let us identify, correct, and eliminate. We do not want situations whereas a 6 year old is placed in handcuffs and arrested at one school, while another 6 year old is receiving timeout at another school for the same exhibited behavior. Our goal, behaviors rising to the level necessitating criminal arrests become so rare, as to not require the presence of School Resource Officers.

Mr. Wright stated all of the above mentioned governmental agencies will also receive a very similar presentation and request letter. In addition both Goldsboro City Council and Wayne County Commissioners would be strongly encouraged to seek Commission of Law Enforcement Certification (CALEA), which includes certified and nationally accepted best practices policies and models concerning School Resource Officers and Law Enforcement responses to different types of school/campus events. We would be grateful to receive copies of the information requested, and/or an explanation if these documents/information don't exist with the City of Goldsboro, within 10 days. Wayne County Citizens for Better Schools appreciates your help and concern. We are always available for assistance. Thank you.

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. Mr. Stevens reminded Council Item C-1 Wayne County Humane Society Paws Festival – Street Closure Request was added to the Consent Agenda, Item I. Site and Landscape Plan – Oxford Plantation and Item O. Z-8-15 Highwater Solar II – East side of Salem Church Road between Belfast Road and Stoney Hill Road were removed from the Consent Agenda and added to Items Requiring Individual Action. Mayor Pro Tem Allen stated he would like to add one point of clarification for Item P. Z-9-15 The Three J's Inc., set the fee in lieu to be paid at \$10,000. Councilmember Broadway moved the items on the Consent Agenda, Items A, B, C, C-1, D, E, F, G, H, J, K, L, M, N and P be approved as recommended by the City Manager and staff. The motion was seconded by Councilmember Headen, and a roll call vote resulted in all members voting in the affirmative. Mayor King declared the Consent Agenda approved as recommended. The items on the Consent Agenda were as follows:

2015 Bituminous Concrete Resurfacing B.R. #2015-005 – Change Order No. 2. Resolution Adopted. The 2015 resurfacing project provides milling and resurfacing approximately 19 street sections.

**MINUTES OF SPECIAL CALLED MEETING
OF MAYOR AND CITY COUNCIL
MAY 31, 2016**

The Mayor and City Council of the City of Goldsboro, North Carolina, called a Special Meeting to hold a public hearing and discuss the proposed 2016-17 Fiscal Year Budget and funding for a mobile stage in Council Chambers on the 2nd Floor of Historic City Hall, 214 North Center Street, Goldsboro at 5:00 p.m. on May 31, 2016 with attendance as follows:

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

Call to Order. Mayor Allen called the meeting to order at 5:00 p.m.

Invocation. Councilmember Broadway provided the invocation.

Public Hearing - Recommended 2016-17 Operating Budget. Public Hearing Held. The Local Government Budget and Fiscal Control Act of the State of North Carolina requires that after a recommended Budget has been presented to the elected officials, a public hearing on its contents be held prior to the formal adoption of the Budget Ordinance.

North Carolina state law, specifically General Statute No. 159-12, requires local governments to publish a statement that the Budget Officer has presented the proposed Budget to the governing board and filed a copy of that proposed Budget with the City Clerk for public inspection.

General Statute No. 159-12 also requires that the City Council hold a public hearing prior to adopting the Budget Ordinance to allow citizen input concerning the Budget. The public hearing on the Recommended Budget for Fiscal Year 2016-17 is scheduled to be held before the City Council of the City of Goldsboro at its meeting on May 31, 2016. An advertisement was published in the Goldsboro News Argus on May 18, 2016, relative to the holding of a public hearing.

Ms. Kaye Scott, Finance Director shared the following information:

FISCAL YEAR 2016-17 Budget Presentation

TOTAL BUDGET

FISCAL YEAR 2015-16 ADOPTED	FISCAL YEAR 2016-17 RECOMMENDED	DIFFERENCE
\$54,673,539	\$57,723,174	\$3,049,635

RECOMMENDED BUDGET FOR FISCAL YEAR 2016-17

REVENUE SOURCES	REVENUE
USER FEES	\$21,802,831
PROPERTY TAXES	16,477,133
SALES TAX	8,040,000
STATE COLLECTED LOCAL REVENUES	4,115,912
CAPITAL RETURNS	2,151,287
GRANTS AND OTHER AGENCIES	5,031,011
FUND BALANCE WITHDRAWALS	105,000
TOTAL ANTICIPATED REVENUE	\$57,723,174

to lead this non-profit. We have a very aggressive and very active board that works with us to grow and our corporate offices will be located in Goldsboro, NC; Wayne County. He stated he comes before Council today to present an organization that will help those that no one else sees. Mr. Coles stated they have 4 programs:

- Project ACE (Assisting in Crisis and Emergency)
- Project SAVE (Serving and Assisting Veterans and Elderly)
- Project E-4 (Enrichment, Empowerment, Education and Employment)
- Project CLEATS (Caring and Loving Every Adolescent & Teen Sports)

Mr. Coles stated each has their own objective and their own mission but ultimately it is to help those who have fallen through the cracks of life in Wayne County. Mr. Coles stated he comes before you, he has a budget, and would appreciate consideration in the 2016-17 budget. Thank you for your consideration. Mr. Coles stated he would give Ms. Scott his packet of information.

2. Charles Wright, 203 Winslow Circle, Goldsboro, stated we should consider what our needs are versus our wants. He stated he would like to thank the city manager and those involved for the putting the budget in a format that was easily understood. He stated he would like to address Council as it was formatted on the website:

Improve Public Safety

Mr. Wright said under Improve Public Safety he has some questions about the aerial fire truck for \$1.5 million. Have we made sure that we have sufficient space to house this fire truck? He stated if any of council remembers, last time we paid \$1 million for (2) \$500,000 fire trucks, we found out that we did not have a building large enough to house them and they stayed outside the whole year in the winter; snow and ice. Do we really have a need for an aerial truck? He stated he does not mean to be negative, but it seems like most of Goldsboro's structures are not that tall in height. In fact, maybe, a ladder from Lowes could suffice. Mr. Wright stated when he thinks of an aerial fire truck, he thinks of downtown, major cities with tall buildings, but maybe he could stand to be corrected. He stated next he noticed 10 vehicles for the Police Department and what caught him was the Take Home Policy. If every officer, about 100 certified, if our goal is to have cars for officers to take home and bring back, we are looking at soon having \$4-5 million in police vehicles. He stated he is not sure a new police vehicle would improve public safety; if it does then, he stated he would be the first to say get as many as you want, but would like for that to be reviewed. The thing that was missing was in 2009, 2014, the Council and previous Mayor had a Retreat and discussed CALEA; according to the minutes it was well received. There was no mention on this in the budget. It is not a very expensive program probably \$5-6,000 and it does relate to public safety.

Appearance of the Community

Mr. Wright stated he did read the City has gotten more aggressive with houses that have been abandoned. He stated he would like to go a step further and put these houses on the website, and what is going to become of it, what is going to happen to it. Let people know the status of the houses.

Mr. Wright stated the next thing he found of interest was a bond referendum for the streets. He stated he would like to see some specifics. What part of the City is going to be paved? Seems very vague for the amount of money.

Quality of Life

Mr. Wright stated reference was made to re-design Herman Park Center. Has this been through the Goldsboro Parks & Recreation Committee? And exactly what does re-design Herman Park Center consist of. There is a lot in that area and he thinks the public needs some specifics on that. There is also \$3 million for jump starting the multi-sports complex. In the beginning, the \$3 million jump start money was going to come from the County as a very low interest loan. So the \$3 million on the bond is that an additional \$3 million we want taxpayers to tax their houses for or has the County Commissioners reneged on the on the \$3 million they had offered, he stated he would like for that to be clarified. Mr. Wright stated we need to rename the multi-sports complex when we know it will be a premier soccer tournament venue, nothing more, nothing less. Even members including the Mayor has referred to it as such but we keep going back to the terms multi-sports to make it seem it's something that it is not. Mr. Wright stated from the way it is described in the contract, it is nothing more than an expensive soccer tournament venue, similar to what's in Wake County, in Cary and it needs to be addressed as such. It is well

MINUTES OF MEETING OF MAYOR AND CITY COUNCIL HELD
AUGUST 1, 2016

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 August 1, 2016 with attendance as follows:

Present: Mayor Chuck Allen, Presiding
Mayor Pro Tem Gene Aycock
Councilmember Antonio Williams
Councilmember Bill Broadaway
Councilmember Mark Stevens
Councilmember Bevan Foster
Councilmember David Ham
Scott Stevens, City Manager
Melissa Corser, City Clerk
Jim Womble, City Attorney
Randy Guthrie, Assistant City Manager
Jimmy Rowe, Planning Director
Jennifer Collins, Assistant Planning Director
Kaye Scott, Finance Director
Mike West, Police Chief
Faye Caviness, HR Director
Sherry Archibald, Paramount Theatre Director
Julie Metz, DGDC Director
Sarah Martin, DGDC Intern
Scott Williams, IT Director
Shycole Simpson-Carter, Community Relations Director
Scott Barnard, Parks & Recreation Director
Jose Martinez, Public Works Director
Gary Whaley, Fire Chief
Karen Brashear, Public Utilities Director
Drake Gomez, Intern CM Office
Marty Anderson, City Engineer
Rochelle Moore, News Argus Reporter
Bobby Mathis, Citizen
Della Mathis, Citizen
Charles Wright, Citizen
Lonnie Casey, Citizen
Shirley Edwards, Citizen

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

Invocation. Councilmember Broadaway provided the invocation.

Stormwater Summary. Mr. Jose Martinez presented the following information:

Stormwater Utility Program

What would be the next steps?

- 1) Does Council feel that the city should provide a higher Level of Service (LOS)?
"Yes"
- 2) Advertise targeted audiences for a stakeholder group (*City Staff, Business Community, HOA's, Churches, Schools, Councilmembers, County Administration, etc...*)
- 3) Report on-going progress back to council.

Council discussed current budget and what has been done in the past to address stormwater.

Item J. Site and Landscape Plan Reapproval – J.M. Fields Apartments.
Council discussed sidewalk requirements.

Upon motion of Mayor Pro Tem Aycock, seconded by Councilmember Williams and unanimously carried, Council amended the motion to include the applicant pay the fee in lieu.

Councilmember Ham expressed concerns with waiving the fee in lieu and questioned if the fee in lieu was enough to pay for sidewalks in the future. He stated he hoped they were using foresight and looking towards the future to ensure we are not setting ourselves up for issues in the future.

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 August 1, 2016 with attendance as follows:

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

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

Pastor Christian Powell with Faith Free Will Baptist Church provided the invocation.

The pledge to the Flag followed.

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

1. Charles Wright, 203 Winslow Circle, Goldsboro stated he would like to bring up a couple of points he has been itching to share with the City Council. Mr. Wright shared information and concerns regarding the following items:
 - o CALEA (The Commission on Accreditation for Law Enforcement). Manuals are available online, free to download. Policies available for items being discussed such as body cams, SWAT Unit, hiring, and property storage.
 - o The need to bring back mosquito spraying and testing.
 - o Department Heads / Minority Hiring Practices – recommended hiring a consultant to conduct an independent study.
 - o Upkeep of Parks – shared concerns regarding grass on the basketball court at HV Brown Park, lighting needed at the basketball park at Berkeley Part, etc.
 - o Examine common practice of 50/50 deals with Wayne County for staff positions, contributions, etc. considering Goldsboro represents only 29% of the County's population.
 - o Consider outside contract to survey the amount of residents living outside of Goldsboro utilizing Goldsboro Recreation Facilities/Programs due to the budget increasing and population decreasing.

Councilmember Williams stated he is always glad to see Mr. Wright, you can see he cares for the community. Councilmember Williams stated he does agree with Mr. Wright regarding the 50/50 between the City and the County. He stated he also agrees with Mr.

Wright about the hiring of minorities. Councilmember Williams stated he and the City Manager have been talking about that, getting some department heads in certain areas.

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

Proclamation – Summer Reading Month. Ms. Autumn Scott with the Wayne County Public Library stated she is an Every Child Ready to Read Program Coordinator. She stated it gives parents resources and information on how to get their kids ready to read before they even enter Kindergarten. Ms. Scott shared she also goes out to the housing communities, gives parents information and does reading programs with the children.

Mayor Allen stated he thought it was important to mention that statistics show half the kids going into the 3rd Grade cannot read at grade level. About half the kids going into Kindergarten cannot carry on a conversation or do not have the fundamentals to learn. It is a huge problem because one of the best ways out of poverty is an education and the ability to read. He stated we've had a lot of meetings and there are a lot of good folks working on this. Mayor Allen commended them all for what they are doing. Mayor Allen stated there is about 1,000 kids in the City they are worried about and if every person will read or mentor to a kid, it will make a huge difference.

Mayor Allen proclaimed August 2016 as "SUMMER READING MONTH" in Goldsboro, North Carolina, and called upon the citizens of Goldsboro to become Volunteer Readers through the Wayne County Public Library, the local school system, or any community-based organizations to combat summer reading and learning loss to ensure that our children do not fall behind. Also, by volunteering during Summer Reading Month to read thirty minutes to an hour with kids and engaging them in conversations and related activities that promote reading.

Mayor Allen presented a copy of the Proclamation to Ms. Scott.

Proclamation – Purple Heart Day. Mr. Vic Miller shared the Wayne County Veterans and Patriots Coalition puts on a Purple Heart Banquet every year. It is a way to celebrate those who were wounded in combat. It's our way of saying thank you for the sacrifices they have made and a thank you for what they have done. It is at no cost to the recipient and up to 3 members of the family. We mainly run off donations and we could not do it without the City of Goldsboro or the Wayne County Commissioners.

Councilmember Broadaway read the Proclamation.

Mayor Allen proclaimed August 7, 2016 as "PURPLE HEART DAY" in the City of Goldsboro in honor of those who have received the Purple Heart and encouraged citizens to support the Purple Heart Banquet on August 5, 2016 where special tribute will be given to our local Purple Heart recipients.

Councilmember Broadaway presented a copy of the Proclamation to Mr. Miller.

Public Hearing for the \$10,000,000 Bond Order; Adoption of the \$3,000,000 Parks and Recreational Facilities Bond; Adoption of the \$7,000,000 Street Bonds and Adoption of the Resolution calling a Referendum for November 8, 2016. Public Hearing Held. The Goldsboro City Council is considering the authorization of \$3,000,000 of Parks and Recreational Facilities Bonds and \$7,000,000 Street Bonds. The notice of the public hearing was published in the Goldsboro News Argus on July 20, 2016 for this bond order.

The following proceedings must be approved by the City Council in order to move forward with the November 8, 2016 bond referendum.

1. Council adopts the "Bond Order Authorizing \$3,000,000 Parks and Recreational Facilities Bonds."
2. Council adopts the "Bond Order Authorizing \$7,000,000 Street Bonds."

2/28/17

To: Goldsboro High School principals, faculty and staff, Goldsboro city council, Wayne County school board, and the Wayne county commissioner

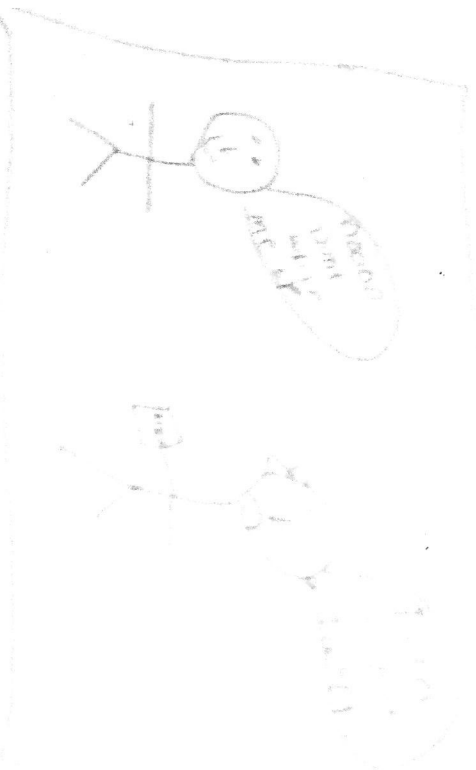
Handed
from
Pink Jacobs
of Council
MLB
3-6-17

The students at Goldsboro High School (GHS) recently wrote letters expressing their most difficult challenges and areas of concern at GHS. In order for us concerned parents, community, and citizens, and students to respond appropriately, we must come together. We would like to engage in a series of negotiations about the following issues, and concerns. We are requesting a schedule of meetings to be held twice monthly for the next six months.

1. Requirements for teachers to teach
2. Consistency with the teachers (Retention)
3. Teacher attitude/teacher-student relationships/social development training
4. Standardized testing
5. Disciplinary and rewards systems
6. More access to on-campus activities and resources (students attending GHS should be allowed to use the resources and materials kept at GHS)

1. _____
2. _____
3. _____
4. _____

Don't Write Me Up, Lift Me Up



When you look into the issue of being late or
ent i'm almost certain a domestic issue is in
For example the older kids might have a
nt role in the household. Some kids have
routine that may restrict them from making it
cool on time. The bigger problem is when a
it gets written up and gets sent home for
ale. Now in what world does that seem

The mindset a person has to have to be able to
fix problems without actually addressing them
must be interesting The administration that
developed the policies for written disciplinary
reports is a prime example of laziness. When you
cripple students with such a burden of failure you
will see no results of improvement. I don't believe
these reports should be removed completely
removed, but modified There are those
individuals who intend to disrupt, but they are in
minority.

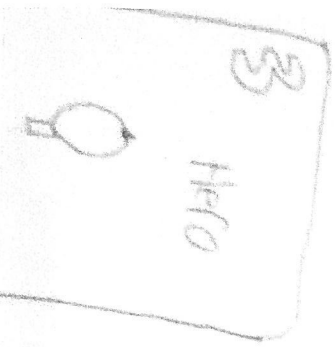
reports to a...

cripple students with such a burden of failure you will see no results of improvement. I don't believe these reports should be removed completely removed, but modified. There are those individuals who intend to disrupt, but they are in minority.

When you look into the issue of being late or absent i'm almost certain a domestic issue is in play. For example the older kids might have a parent role in the household. Some kids have daily routine that may restrict them from making it to school on time. The bigger problem is when a student gets written up and gets sent home for being late. Now in what world does that seem logical. How do you expect a student to excel without being in school. The way a written report like that should be used is only in extreme cases, such as fighting or, intended disruption.

Student Name	Grade	Phone
Violation in Class Discipline Problem		
☒ Insubordination	☐ Unauthorized use of cell phone/elect. device	
☐ Excessive talking	☐ Sleeping in Class	
☐ Profanity	☐ Cheating on Test	
☐ Disrespectful/Disobedient	☐ Did not return Progress Report	
☐ Prejudice Action Taken By Teacher	☐ Leaving class w/out permission	
☐ Verbal Correction (Date)	☐ Parent Conference (Date)	
☐ Parent Contact (Date)	☐ Other (Date)	
Explanation of Incident:		
Saw my friend was		
Teacher Signature _____ Date _____		

Think of cases where a student is struggling in the classroom but has repeated tardies. Instinctively the administration will give that student a write up. How will the student keep up in the curriculum now? The teachers are here to



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Instinctively the administration will give that

student a write up. How will the student keep up in

the curriculum now? The teachers are here to

make sure students pass, what they are not here

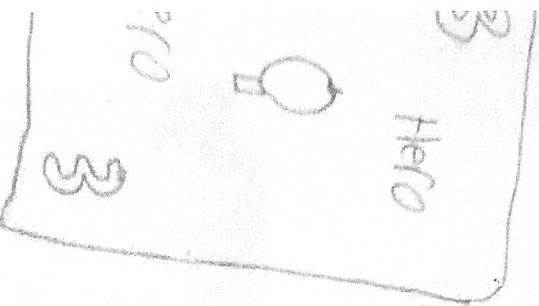
for is to make sure we get the right amount of

days home. This brings back the burden of failure

that loiters around this school. The ideal teacher

would come up with a plan to make sure this

But don't pay us any mind, we are just a few
student does not fail behind.



Don't Write Me Up, Lift Me Up

The mindset a person has to have to be able to "fix" problems without actually addressing them must be interesting. The administration that developed the policies for written disciplinary reports is a prime ex. of laziness. When you cripple students with such a burden of failure you will see no results of improvements. I don't believe these reports should be removed completely, but modified. They are those individuals who intend to disrupt, but they are in minority. When you look into the issue of being late or absent, I'm almost certain a domestic issue is in place. For example the older kids might have a parent role in the household. Some kids have daily routines that may restrict them from making it to school on time. The bigger problem is when a student gets written up and gets sent home for being late. Now in what world does that seem logical. How do you expect a student to excel without being in school. The way a written report like that should be used is only in extreme cases, such as fighting or, intended disruption. Think of cases where a student is struggling in the classroom but has repeated tardies. Instinctively the administration will give that student a write up. How will the student keep up in the curriculum now? The teachers are here to make sure students pass, what they are not here for is to make sure we get the right amount of days home. This brings back the burden of failure that loiters around this school. The ideal teacher would come up with a plan to make sure this student does not fall behind. But don't pay us any mind we are just a few

Author: Stephane (Goldsboro High School Student)

THE MISEDUCATION OF

GHS

At GHS there has been a little problem with the basic "need to know" information that's going to be on the exam. Students should be able to use the information outside of school but instead they sit in 90 minute classes and don't learn how to apply the skills they've acquired. Teachers allow students to be on cellphones and explaining the pathways instead of teaching them and explaining the concepts.

For example elective teachers feel as if they don't need to really teach much, they sit behind their desk and don't really give students the push they need to focus. You have students running around the class, taking out of turn, cursing etc. To me there is no structure. Some teachers let students run the class and actually the teacher should run the lesson. Students engage into the lesson.

My opinion about this problem is that students don't get the education they need from these teachers don't even "teach" because they barely don't know themselves. They give us worksheets, or tell us to do problems out a book or just assign us some work from somewhere without even explaining well enough for us to understand. So if we don't understand, how can we require what's going on. This is not acceptable for us. We have teachers that don't understand, how can we understand what's going on. This is not acceptable for us. We have teachers that don't understand, how can we understand what's going on. This is not acceptable for us. We have teachers that don't understand, how can we understand what's going on. This is not acceptable for us.

highways in concept

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Solution To The Problem

The simple solution is, whoever is in charge of hiring teachers (central office, principal, etc.) need to make better judgement on who teaches in this school for the sake of us students so we can understand better and

wouldn't have a hard time with this situation. If that takes place, everything would be fine now, who would be the best?

In

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...now I want to be successful in life and
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wouldn't have a hard time with this situation. If that takes place everything would be better than what it is now, who wants to not understand and struggle in class because of a teacher who don't reach none of the requirements on teaching us. How can we really learn what need to know if teachers keep leaving? I really hopes this situation gets fixed so this can become a better school and whoever see this takes it in consideration.



THE MISEDUCATION OF GHS

At GHS there has been a little problem with students not getting the basic "need to know" information: that's going to be on the exam. This hurts students in various ways. Students should be able to come to school learn and use the information outside of school but instead they sit in 90 minute classes and don't learn how to apply the skills they've acquired. Teachers allow students to be on cellphones and roam hallways instead of teaching them and explaining the concepts.

Opinion about this problem

My opinion about this problem is that students don't get the education they need from these teachers who can't even "teach" because they barely don't know themselves. They give us worksheets, or tell us to do problems out of a book or just assign us some work from somewhere without even explaining well enough for us to understand. So if we don't understand; how can we learn? We have teachers that don't even reach the requirements to teach us students to at least help us understand what's going on. This is not acceptable because I know I want to be successful in life and having a good educated teacher can go along ways in a student's life.

For example, elective teachers feel as if they don't have to really teach much, they sit behind their desk and don't really give students the push they need to focus. You have students running around the class, talking out of turn, cursing, etc. to me there is no structure. Some teachers let students run the class. In reality, the teacher should run the class and actually make the students engage into the lesson.

Solution to the Problem

The simple solution is, whoever is in charge of hiring teachers (central office, principal, etc.) need to make better judgement on who teaches in this school for the sake of us students so we can understand better and wouldn't have a hard time with this situation. If that takes place everything would be better than what it is now, who wants to not understand and struggle in class because of a teacher who doesn't reach none of the requirements on teaching us. How can we really learn what need to know if teachers keep leaving? I really hope this situation gets fixed so this can become a better school and whoever sees this takes it into consideration.

is what's the



Goldsboro High School does not have good teachers ! I believe they just hire anybody to do the job for example GHS band has experienced a steady decline for years now. What once was the greatest band in the county has now been reduced to less than 10 students who are knows nothing about music theory, instruments, or anything band related. There are a substitute who here maybe 3 or 4 to be honest.

Personally I believe GHS needs better teachers because the teachers we have now are not doing the job. When good teachers leave it affects the students mentally it causes them to act out because the students such as the disrespect and other reason like not being paid enough money. Truly a real teacher wouldn't care about the money they would stay to help teach discipline those type of students and would it is what they want to do and would

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outside food in the cafeteria? I really don't see the

Problem. GHS just needs to change

good teachers if we really consider and we need more
rigorous and innovative learning consider ourselves to
and I interviewed my second period and we need more
also envied the response
black students
was

...n't see the
good teachers just needs to change and we need more
rigorous and innovative learning environments.

I interviewed my second period teacher Ms. Orosco and this was her response: "When I was in high school I black student at a PWM (predominantly white institution) was hard for me to find myself and my place within the family. My first year here was incredible as I never intended to be a teacher but I fell in love with being a kid beyond a surface level I simply refused to believe about untapped potential here at GHS. I have yet to encounter a "bad child" here at GHS. Because I love yet to encounter a working with young people the pay is somewhat irrelevant, I believe we could MOST CERTAINLY be paid better but I love what I do therefore it would be incredibly hard for me to leave this school."

CHEY D.

GHS Where's The Love?

Goldsboro High School does not have good teachers! I believe they just hire anybody to do the job for example GHS band has experienced a steady decline for years now. What once was the greatest band in the county has now been reduced to less than 10 students who are overseen not by a band director but a substitute who knows nothing about music theory, instruments, or anything band related. There are few good teachers here maybe 3 or 4 to be honest.

Personally I believe GHS needs better teachers, because the teachers we have now are not doing the job. When good teachers leave it affects the students mentally it causes them to act out because they are gone. Most teachers leave because of most students' behavior such as the disrespect and other reason like not being paid enough money. Truly a real teacher wouldn't care about the money they would stay to help teach and discipline those types of students' and would stay because it is what they want to do period! Also I think students should be disciplined differently, and NO not hero passes I think students should get a little more freedom that what we have now, things like bringing outside food into the cafeteria, Why is that such a big deal? Why can't we have outside food in the cafeteria? I really don't see the problem. GHS just needs to change and we need more good teachers if we really consider ourselves to be a rigorous and innovative learning environment. I interviewed my second period teacher Ms.Orosco and I asked her why she continues to stay here at GHS and this was her response: "When I was in high school I also envied the camaraderie of the GHS alumni. Being a black student at a PWI (Predominantly White Institution) was hard for me to find myself and my place within Aycock. So when I came to Goldsboro High School for the first time I was excited to finally be a part of the Cougar family. My first year here was incredible as I never intended to be a teacher but I fell in love with being able to talk about what I'm most passionate about (History) with young people. I heard all of the negative things that people said about Goldsboro and I simply refused to believe them and instead I wanted to get to know the students personally and form my own opinions. As I got to know kids beyond the surface level I fell in love with all the untapped potential here at GHS. I have yet to encounter a "bad child" here at GHS. Because I love history and I love working with young people they pay is somewhat irrelevant, I believe we could MOST CERTAINLY be paid better but I love what I do so therefore it would be incredibly hard for me to leave this school."

Author: D. Teachey (Goldsboro High School Student)

Lunch

I think that being able to leave campus and going to the light house during lunch would be a wonderful idea to start doing for GHS Students. I think that the students that does their work in class should be the only ones to have the option to go off school campus to eat lunch. I think that the light house will be an amazing choice. How ever I do think that those students who leave campus should be supervised at all times. I think there should be atleast 1 person supervising the kids who are able to leave school campus. I think that students who are able to leave school campus should be back to the school house either before lunch is over or either be back at the exact time that lunch is over. Students should not bring there out side food inside any classrooms I just feel like its a distraction. I feel like food in the classroom is not the very best choice to make.

I don't feel like students get enough freedom here at goldsboro high school leaving for lunch would be a little bit of free time to our selves but I don't think that the principal or any one else would approve of students being able to leave school at all.

I understand why the principal or the teachers or etc. would not approve of some students being able to leave campus because some students are not very responsible. Some students may try to stop they may come back to school late they may lie about something they might not come back at all. I no that some students take matter into their own hands and try to do what they want to do. I no that some students drink like for anyone to tell them what to do they try to out think teachers the principal or who ever there dealing with at that very moment. That's the reason that there need to be a supervisor there with those student who choose to leave school campus for lunch to go to the light house. And it would be good so just in case some one tries to fight or try to run or something like that.

Students should come together to try to get us to be able to have the right to go off campus for 25-30 minutes. Students should come together to make a change on the rule of not being able to leave school campus.

I think that there would only be a

I don't feel like students get enough freedom here at Goldsboro High School. Leaving for lunch would be a little bit of free time to our selves but I don't think that the principal or any one else would approve of students being able to leave school at all.

I understand why the principal or the teachers or etc. would not approve of students being able to leave campus because some students are not very responsible. Some students may try to stop they may come back to school late they may lie about something they might not come back at all. I no that some students take matters into their own hands and try to do what they want to do. I no that some students clone like for anyone to tell them what to do they try to out think teachers. The principal or who ever there dealing with at that very moment. That's the reason that there need to be a supervisor there with those student who choose to leave school campus for lunch to go to the light house. And it would be good so just in case someone tries to fight or try to run or something like that students should come together to try to get us to be able to have the right to go off campus for 25-30 minutes. Students should come together to make a change.

I think that there would only be a few students that would truly come back to school when they are supposed to come back. I think that most kids don't be wanting to come back to school when they are supposed to. I think that if we went school for more responsible of what they choose to do and then if students show that they are responsible then maybe we can make a little more freedom maybe the principal, teachers and we can be heard on it.

Students may have the right to start doing more and more things depending on there grade and experience on the way that depends on it. I think that the teachers would be able to help students to be able to have more freedom but only if the teachers see some progress in the students. The students should not be mad if they don't get the freedom that they think they deserve. If they are not improving then maybe

Off Campus Lunch

I think that being able to leave campus and going to the light house during lunch would be a wonderful idea to start doing for GHS students. I think that the students that does there work in class should be the only ones to have the option to go off school campus to eat lunch i think that the lighthouse will be an amazing choice. However i do think that those students who leave campus should be supervised at all times. I think there should be at least 1 person supervising the kids who are able to leave school campus. I think that students who are able to leave school campus should be back to the school house either before lunch is over or either be back at the exact time that lunch is over. Students should not bring there out side food inside any classrooms. I just feel like its a distraction. I feel like food in the classroom is not the very best choice to make.

I don't feel like students get enough freedom here at goldsboro high school leaving for lunch would be a little bit of free time to our selves but I dont think that the principal or anyone else would approve of students being able to leave school at all.

I understand why the principal or the teachers or etc. would not approve of some students being able to leave campus because some students are not very responsible some students may try to skip they may come back to school late they may lie about something they might not come back at all.

I no that some students take matter into their own hands and try to do what they want to do I no that some students dont like for anyone to tell them what to do they try to outthink teachers/the principal or whoever there dealing with at that very moment.

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Students should come together to try to get us to be able to have the right to go off campus for 25-30 minutes students should come together to make a change and a difference on the rule of not being able to leave school campus.

I think that there would only be a few students that would truly come back to school when they are supposed to come back. I think that most kids dont be wanting to come back to school when they are supposed to I think that student should be more responsible of what they choose to do and then If students show that they are responsible then maybe we will have a little more freedom maybe the principal/teachers etc want be so hard on us.

Student may have the right to start doing more and more things depending on there actions and depending on the way that students act. I think that the teachers will let up and try to help students to be able to have more freedom but only if the teachers see some approvement from the students the students should not be mad if they do not get the freedom that they think they deserve if they are not taking any responsibility.

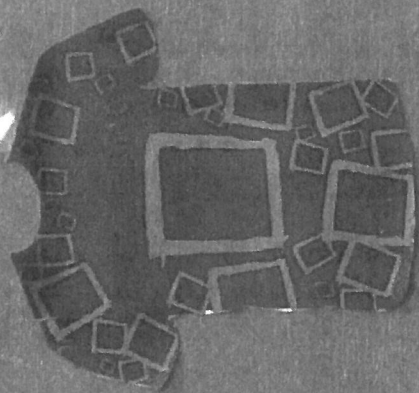
The policies here at GHS are like the seasons on how they constantly changing. The latest rule that has been changed is the phone and the headphone policy. Another rule or policy that has been changed is the way GHS goes about late passes. The hero system is honestly plain nonsense. The phone and headphone policy is constantly changing in my opinion. One second we can have phones and headphones out in class, but not in the hallway. Before that it was the fact that we couldn't have anything out at any part of the school except for the cafeteria. Now we can't have them inside the classroom, but we could use them in the hallway while switching classes. In my opinion I don't think anything is going to change just because the policy has changed so many times and everyone is beginning to not to care anymore. What should we do to solve the problem on policy change? The best way is to allow phones to be useable everywhere and let the students and the teachers decide if they want to learn or teach.

Policy Or No Policy

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Author: Unknown

Where's The Love?



"Where's The Love?"

Violence has acted the school by storm. Month by month, day by day, week by week a fight occurs. On average there has been up to 3 or more fights a week. This fighting is just out of control. When is it going to stop? Why can't we all just get along? Why are people always fighting? I'll tell you why. One of the main reasons why a fight breaks out is simply when two people are play fighting and hit them too hard or the wrong way the other person get mad and it gets more serious than what it is. & now there is beef and a whole fight is about to start. For one example: Crystal was talking mad stuff about Sharice, so when Sharice gets to school soon as she see Crystal she calls her out on her stuff & they start arguing and cursing then Sharice punches her in the face and it turns into a fight. Then everybody all surrounded pulling out they phone and start recording. Minutes later after the fight it's already on Instagram and Facebook. Instead of recording a fight someone should be trying to help. People would rather record a fight instead of helping someone in need. When is it going to stop? When it's all too late? When someone ends up dying from getting beat to death? Another reason why fights break out is when somebody is instigating. For example Kris know that Amber and Alexia don't like each other so he would try to start it up. So when Amber walks in class Kris says "Look what you say about Amber, Alexia?" Amber more than likely was having a bad day, she just found out that her boyfriend Carlos was cheating on her with her best friend. Her Dad is physically abusing her treating her like a slave just without the chains. Her

Uncle Julius just died. Her life is falling apart in less than a day. So when Kris said that she just snapped. She went over to Amber and slammed her head on the desk and they started fighting. I think the best possible solution for all of this is when you see or feel like someone is going through something at home or whatever the case may be you ask what's the matter and how you can help. Give them a hug or a positive comment and let them know that they are not alone and whatever they're going through right now is only temporary. Something simple could easily brighten a person's day no matter how bad they feel inside or outside.

Ashley Tran

“Where’s The Love?”

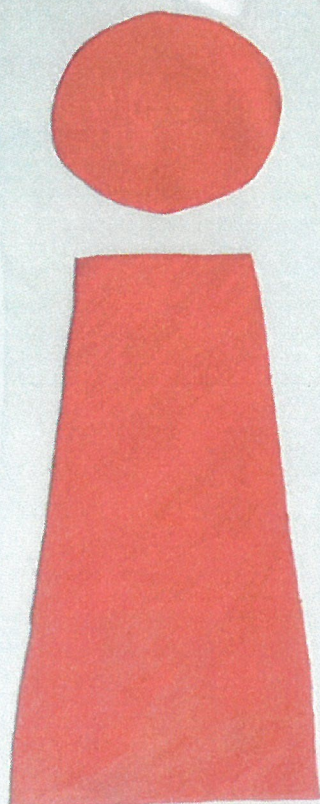
Violence has seized the school by storm. Month by month, day by day, week by week a fight occurs. On average there has been up to 3 or more fights a week. This fighting is out of control. When is this going to stop? Why can’t we all just get along? Why are people always fighting? I’ll tell you why. One of the main reasons why a fight breaks out is simply when two people are play fighting you hit them too hard or the wrong way the other person get mad and it gets more serious than what it is, & now there is beef and a whole fight is about to start. For one example: Krystal was talking mad stuff about Sharice, so when Sharice gets to school as soon as she see Krystal she calls her out on her stuff & they start arguing and they start arguing and cursing then Sharice punches Krystal in the face and it turns into a fight.

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Author: Ashley Hall (Goldsboro High School Student)

HERO THIS HERO THAT

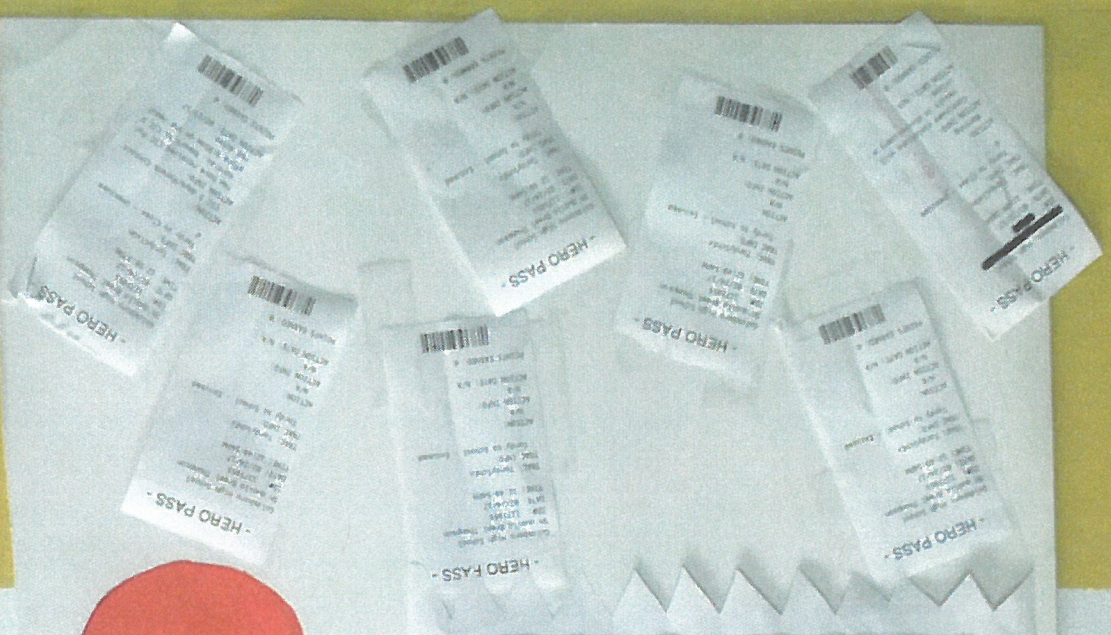


"I'm not going to no da'n GIC" as students from GHS stated as walking from a hall monitor. Students at GHS complained about how hero tickets are "stupid". They wanted to know what was the point of hero tickets. One of our GHS A's explained that the reason for hero tickets were to have accountability for tardies. She stated that you get two warnings before an action is taken in place. In her opinion it has cleared the hallways. She also stated that it was mainly for the ones that were constantly getting in trouble for not getting to class on time.

Students at GHS feel that hero tickets are pointless. They feel it's unfair. The ones who never get a ticket says there's no benefit to the tickets.

As we interviewed a student, she complained about getting tickets for coming to school late. She explained that her mother works a swing shift and most of the she has to help her siblings get ready for school then she'll end up being late for school herself. She doesn't think it's fair that she gets an unexcused ticket without being asked why she was late.

As a student at GHS I feel that there should be more than just putting a piece of paper in a student's hand. I think we should be asked of questions like why we were late. But I do think that students should take advantage of it either. So to solve this problem if a student is late to school I think you should get asked why you were late and if it is an understandable reason why you're late then I think it should be excused.



HERO THIS HERO THAT!

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Author: Sh'qualia Brael Thompson

All Students Matter

Our issues is that we think that all students don't be treated equally. Here we got separation and the engineering school they got to come over here but we never can go over theirs for some reason. And some teachers have favoritism. And they be treating some students different then others. And give them special privileges.

And for an example that I know for a fact that happen as favoritism. Is that I know in my class this boy get treated like he's a teacher. He get to grade papers, and have a walkie talkie for what I don't know and he get to do whatever basically. And nobody else get those privileges so he shouldn't get to do those things.

But what about everybody else? We should all be treated the same or get to do the things others do. So nobody get "big headed" and think they better then anybody else. It could cause problems. Like fights or anything. Or anything bad. To make it happen we could ask to talk to the teacher alone. Tell them how you feel and tell them that it's wrong to treat one student better than the others. Tell them that it could lead to problems with that one student and the others.

Author: S. Farrior & A. Lewis