

**CITY OF LAURINBURG
CITY COUNCIL MEETING
MAY 22, 2018
MUNICIPAL BUILDING
303 WEST CHURCH ST.
7:00 p.m.**

Minutes

The City Council of the City of Laurinburg held its regular meeting on Tuesday, May 22, 2018 in the Council Chambers of the Municipal Building at 7:00 p.m. with the Honorable Matthew Block, Mayor, presiding. The following Councilmembers were present: Mary Jo Adams, Mary Evans, James J. Garby, Jr., Curtis B. Leak, and Andrew G. Williamson, Jr.

Also present were Charles D. Nichols III, City Manager; Angela H. Taylor, Deputy, City Clerk; and William P. Floyd, Jr., City Attorney.

Mayor Block called the meeting to order at 7:00 p.m.

Councilmember Williamson gave the Invocation and then led the Pledge of Allegiance.

APPROVAL OF AGENDA

Motion was made by Councilmember Leak, seconded by Councilmember Adams, and unanimously carried to approve the agenda as submitted.

PUBLIC COMMENT PERIOD

Mayor Block reviewed public comment procedures.

Mr. Donald Anderson, 10421 Leisure Road, Laurinburg, explained that Council voted on the crime control issue at the April meeting and that he and other citizens were not happy with the vote and did not agree with Council's vote. He expressed concern that crime in Laurinburg was getting out of hand. He added that a risk management assessment would not help solve the crime issues.

Upon question by Councilmember Leak, Mr. Anderson explained that he lived in the county, not within the city limits. He added that it did not matter whether he lived in the City or not. He further added that the Police Department was doing a good job. He explained that the crime issue needs to be looked at with different eyes, and that the social climate, political and economic climates also needed to be reviewed.

Councilmember Evans stated that she would still like a crime consultant to come in to see if staff can do something different or better to prevent crime. She added that she is concerned and so are citizens. She explained that she would like the Community Watch program to be reactivated.

CONSENT AGENDA

Mayor Block presented the Consent Agenda as follows:

- a) Consider minutes of February 20, 2018 regular meeting; February 27, 2018 special meeting/Citizen Input Session; and March 20, 2018 regular meeting

Councilmember Williamson moved to approve the Consent Agenda. Councilmember Evans seconded the motion, and it was approved by the following vote:

Ayes: Garby, Leak, Adams, Evans, Williamson

Nays: None

PUBLIC HEARING

CONSIDER REQUEST FOR A CONDITIONAL USE PERMIT FOR A GROUND-MOUNTED SOLAR ARRAY ON A 44-ACRE TRACT OF LAND ON REA MAGNET ROAD

Mayor Block explained that the public hearing was to consider a request for a Conditional Use Permit for a ground-mounted solar array on a 44-acre tract of land on Rea Magnet Road. He opened the public hearing and requested that the City's Planner/Zoning Officer provide information on the request and that Mr. Jerry Bruner explain his participation in the public hearing.

Mr. Mac McInnis, City Planner/Zoning Officer, being duly sworn, explained that the request to construct a ground-mounted solar array on a 44-acre portion of Parcel ID #02030401040 which is located between Plant Road and Rea Magnet Road. He added that the total area of the tract of land of which the 44-acre portion was located was 380 acres. He further added that Laurinburg Farms, LLC had requested the Conditional Use Permit. He added that representatives from Strata Solar were present. He further explained that the request was heard by Planning Board on April 10, 2018 and approval was recommended by a vote of six (6) to one (1). He added that City staff recommends approval of the request.

Upon question by Mayor Block, Mr. McInnis explained that the one (1) Planning Board member voted in opposition to the request did so because he disagreed with the Planner/Zoning Officer's interpretation of the Unified Development Ordinance (UDO). He further explained that for general land use purposes, measurements are from property line to property line. However, the UDO was amended in 2016 specifically to address Council's concerns about clustering of solar arrays. The amendment to the UDO provides that the measurement between solar farms is from solar array to solar array. He added that the solar array near Scotland High School is over 9,000 feet from the proposed solar array and the solar array located across from Hillside Memorial Park is over 6,000 feet away; therefore, both of the closest existing solar arrays are within one (1) mile from the proposed solar array.

Upon question by Councilmember Leak, Mr. McInnis explained that he explained he explained the UDO amendment concerning measurement between solar arrays to the Planning Board.

Upon question by Mayor Block, Mr. McInnis explained that the solar array would be located in the far back corner of the property towards Sneads Grove Road, and that that solar array would not be visible from Plant Road or Rea Magnet Road.

Upon question by Mayor Block, Mr. McInnis explained that the Planning Board meets a month prior to the Council's public hearing.

Mr. Jerry Bruner explained that he would be filling in for the City Attorney, Mr. Bill Floyd, for this public hearing because Mr. Floyd has had legal and personal dealings with Strata Solar, and Mr. Floyd thought it not to have any connection with the location of solar farms or dealings with Strata Solar on behalf of the City.

Mr. Tom Terrell, attorney of Smith Moore Leatherwood, LLP, being first duly sworn, explained that he represented Strata Solar in its application for a conditional use permit for a ground-mounted solar array. He presented Council with Strata Solar's application packet, a copy of which is attached as "Attachment A" to these minutes and incorporated herein. He explained that Strata Solar is the largest solar company in North Carolina, it is based in North Carolina and has an excellent reputation for a well-built product. He further explained that this was a quasi-judicial proceeding therefore Strata Solar was obligated to address all of the standards in the City's Unified Development Ordinance (UDO). He added that this would be accomplished through the application packet provided to Council and through testimony during the hearing. Mr. Terrell then discussed standards from the UDO as follows:

- Mr. Terrell explained that the UDO clearly establishes the distanced required between solar arrays as one (1) mile from solar array to solar array.
- Mr. Terrell explained that there are over 300 solar farms approved in North Carolina, and there are dozens of cities and counties throughout the state that have made the finding that solar arrays do not endanger health or safety of the public. In addition, North Carolina Department of Environmental Quality (NCDEQ) would also make the same finding.
- Mr. Terrell stated that North Carolina State University is one of the strongest proponents of solar energy as a clean, safe and renewable energy source.
- Mr. Terrell explained that Mr. Hester, a real estate appraiser would provide testimony later concerning potential harm to surrounding property values.
- Mr. Terrell explained that the next standard concerns impeding uses of the adjoining property. Mr. Terrell explained that a solar farm is completely quiet, does not generate dust, and has no toxic emissions. He added that once built, this solar farm could not be seen, so there would be zero impact on the surrounding properties. He added that a single family home would generate more traffic in one (1) day than a solar farm would generate in two (2) months, and therefore, a single family home would have more impact on surrounding property than a solar farm.
- Mr. Terrell explained that Mr. Brent Niemann would discuss later in the public hearing standards related to utilities, roads and drainage. He added that there would be no traffic

issues because solar arrays are unmanned and generate no traffic. He added that Mr. Niemann would also testify that the use is 100% in conformity with the UDO.

- Mr. Terrell explained that the standard of harmony has nothing to do with whether something is considered pretty or looks like something else in the area is irrelevant to this standard. He added that because this solar array site is so secluded, it would be harmonious with other uses in the area.

Mr. Terrell explained that Mr. Brent Niemann would present testimony next. He added that Mr. Niemann had designed and worked on more solar farms than any other engineer in the United States.

Upon question by Mayor Block, Mr. Terrell explained that there was no registry or listing of solar farms in North Carolina, but the number of 300 solar farms in North Carolina was a good estimate.

Mr. Brent Niemann, being first duly sworn, explained that he is the Director of Civil Engineering for Strata Solar. He added that he had been with Strata Solar for six (6) years and worked on every solar farm in North Carolina built by Strata Solar. He further added that Strata Solar owns and operates approximately 150 solar farms of similar size or smaller than the one being discussed. He further explained that Strata Solar had worked diligently with City staff to ensure that all elements of the City's UDO had been complied with. He discussed the remoteness of the site for the proposed solar farm. He discussed the existing tree line with some drainage features that would provide screening of the solar farm. He added that Strata Solar proposed a landscape buffer for the east, north and west sides of the facility with plantings that comply with the City's UDO. He stated that the measurement from the nearest right-of-way to Plant Road was approximately 700 feet from the adjacent parcel. He explained that a driveway permit from North Carolina Department of Transportation (NCDOT) for access off Plant Road would need to be obtained, and that approval from NCDEQ would be required for soil erosion, sedimentation control and storm water control. He added that the facility would be protected by a security fence that meets UDO requirements in order to prevent unauthorized access.

Mr. Niemann explained that the site was relatively flat and would require no grading. He added that construction would take approximately three (3) to four (4) months and would be monitored remotely once constructed. He further added that the solar array would be visited as needed for maintenance activities including for vegetation. He concluded by stating that everything related to the site plan meets the City's UDO requirements.

Upon question by Councilmember Evans, Mr. Niemann explained that Strata Solar had done necessary environmental due diligence including wetlands and stream evaluations, Phase I Environmental Site Assessments and geotechnical investigations. He added that the driveway permit to NCDOT had not been submitted nor had the permitting process with NCDEQ.

Mr. Terrell added that Strata does not start any kind of work on solar arrays before they are granted approval proper approval. He stated that it must be known in advance that the site can be done and they have already gone to the Utility Commission by this time and obtaining the Conditional Use Permit is late in the process.

Mr. Niemann stated the work completed thus far were standard diligence items completed prior to construction.

Upon question by Mayor Block, Mr. Niemann explained that the work currently being done near the site is for the natural gas pipeline.

Upon question by Mayor Block, Mr. Niemann explained that Strata Solar has four (4) solar farms in Scotland County.

Upon question by Councilmember Evans, the City Manager explained that there are no regulations limiting the number of solar farms that can be located within the City. He added that the City has a regulation that solar arrays have to be a mile apart from array to array.

Mr. Niemann added that one (1) of the main limitations on number of solar farms in any area is the electric grid.

Mr. Thomas Hester, MAI, being first duly sworn, explained that he is a State certified general appraiser and has been appraising properties in North Carolina for 36 years. He added that he is a designated member of the Appraisers' Institute which is a professional organization, and has MAI designation. He explained he has looked at 60 or 70 solar sites, built projects, and has investigated 30 or 40 that are already built using each county's GIS services and 30-40 that are proposed. Mr. Hester stated that findings prove that existing on-ground solar farms have not caused any damage to adjacent or nearby properties. He added that this particular property is a little different from some of the other projects in that it is at least 700 feet from the closest road. He further added that the setback requirements are 100 feet from the right-of-way; therefore the proposed solar farm is well back from that. He further explained that after driving around the site, he believed that only the landscape vegetation would be visible from the road. He added that his findings were that even with very low visibility, there would be no impact on adjacent or nearby properties.

Mayor Block explained that he and Councilmember Evans talked with several homeowners in the vicinity of the proposed solar array, and that none of them liked the idea of rural landscape being turned into solar farm landscape, and were dismayed to hear about the project. He asked Mr. Hester what elected officials should tell homeowners concerning the perception that a solar farm is ugly.

Mr. Hester explained that he tries not to tell someone what is ugly and what is not ugly. He stated that what he tells people who ask about solar farms is that they do not have an effect on surrounding property. He added that he believed that people have such a reaction to solar farms could be compared to how people reacted to cell towers 20-25 years ago when they were new.

Councilmember Evans stated that her biggest concern with solar farms was what benefit the City of Laurinburg would see from them.

Mr. Hester stated that he could not respond to Councilmember Evans' concern because it was not a land use question.

Mr. Terrell stated that Councilmember Evans' concern is not one of the standards for a quasi-judicial consideration. He added that the City would benefit in two (2) ways, with the first being that the tax base would increase because the land would be taxed at a much higher rate than currently taxed at the agricultural deferment, and the City would benefit from the 100 temporary employees during construction who would be shopping and spending money for three (3) to four (4) months. He further added that the City would also be benefitting from movement to clean, safe renewable energy and away from the dependence on nuclear power, coal-fired plants and the fossil fuels that are increasing pollution and increasing carbon footprints.

Mr. Terrell summarized comments by stating that because this was a quasi-judicial hearing, Strata Solar had submitted its evidence in its application book and supplemented it with testimony at the hearing. He stated according to North Carolina law, when Strata Solar had met its burden of proof, it was entitled to the Conditional Use Permit unless there was equal amount of evidence to the contrary, and that Council could claim that the property values would be harmed. He further added that in order to be competent testimony concerning property values, the testimony would need to be from an appraiser who has conducted a study and provides market data to demonstrate any damage to property values.

There was no one present to speak in opposition to the request for a Conditional Use Permit for a ground-mounted solar array.

Mayor Block closed the public hearing.

Mr. Bruner explained that if the three (3) requirements for approval of the Conditional Use Permit request were met, then Council must address the public health, safety or general welfare; harm to adjoining property; harm to development in the surrounding area of the project; the harmony of the project; adequacy of utilities and roads for the project; adequate ingress and egress to minimize traffic congestion in the public streets; whether the project conforms to all the applicable regulations of the zoning district in which it is located; and that public access shall be provided in accordance with the recommendations of the City's Land Use Plan.

Upon question by Councilmember Adams, Mr. Bruner explained that the last item, public access, would not be applicable in terms of solar arrays.

Motion was made by Councilmember Adams to approve the request for a Conditional Use Permit for a ground-mounted solar array on a 44-acre tract of land on Rea Magnet Road in that the development is within the planning jurisdiction of the City of Laurinburg, the application is complete, and the development is in substantial compliance with the regulatory provisions of the Unified Development Ordinance, and that:

- (1) The establishment, maintenance, or operation of the conditional use will not be detrimental to or endanger the public health, safety, or general welfare; and

- (2) The conditional use will not be injurious to the use and enjoyment of other property in the immediate vicinity for the purposes already permitted, nor diminish or impair property values within the neighborhood; and
- (3) The establishment of the conditional use will not impede the normal and orderly development and improvement of the surrounding property for uses permitted in the district; and
- (4) The exterior architectural appeal and functional plan of any proposed structure will not be so at variance with either the exterior architectural appeal and functional plan of the structures already constructed or in the course of construction in the immediate neighborhood or the character of the applicable district, as to cause a substantial depreciation in the property values within the neighborhood; and
- (5) Adequate utilities, access roads, drainage, parking, or necessary facilities have been or are being provided; and
- (6) Adequate measures have been or will be taken to provide ingress and egress so designed as to minimize traffic congestion in the public streets; and
- (7) The conditional use shall, in all other respects, conform to all the applicable regulations of the district in which it is located.

The motion was seconded by Councilmember Garby and carried unanimously.

Mayor Block expressed concern that a good number of the residents in the vicinity of the project were not aware of the project. He added that perhaps something should be included in the mailings to notify property owners so that the recipients could acknowledge receipt of the correspondence.

Mr. Terrell explained that the required notification is 200 feet from the property.

The Deputy City Clerk stated that only one (1) letter was returned undeliverable.

Councilmember Adams stated that the “Zoning Pending” signs were posted at the property.

Upon question by Mayor Block, Mr. Niemann explained that the total cost of the project, including salaries, was between \$10 million to \$15 million.

CITY MANAGER REPORTS

MR. STEVE MINER, SPRINGSTED, INC. – CLASSIFICATION AND COMPENSATION STUDY

The City Manager explained that Council approved to conduct a Classification and Compensation Study and Mr. Steve Miner with Springsted, Inc. would present the findings.

Mayor Block explained that every few years, the City conducts a Classification and Compensation Study to determine appropriate compensation for City employees with objective data.

Mr. Steve Miner, Vice President, Springsted, Inc. thanked the City Manager and staff for assistance in conducting the Classification and Compensation Study. He presented a PowerPoint presentation with highlights as follows:

- Purposes of a study:
 - Responds to changing market conditions and supports the City's efforts to attract and retain quality employees.
 - Recognizes changes in employees' duties and responsibilities resulting from workplace and organizational changes.
 - Ensures internal equity and consistency among similar positions.
 - Ensures that salaries are externally competitive with comparable employers in appropriate labor markets.
- Why studies are conducted:
 - To ensure that compensation and benefits for employees are equitable and competitive in the labor market.
 - To confirm employees' duties, which will make classification more accurate.
 - To ensure that salary compression issues are addressed.
 - To aid in reducing employee turnover.
 - To ensure jobs are treated in a fair manner and their rankings and pay are based upon a rational system of evaluation.
- Typical cycles for Classification and Compensation Studies:
 - Most organizations conduct studies every 5 to 7 years.
 - Major changes in public and private employment and classification and compensation systems took place in the labor market in the 2003 – 2008 and 2009 – 2012 timeframes.
 - Many organizations are recognizing that their classification and compensation systems are in need of assessment and update due to changes in job responsibilities of employees and a shifting labor market.
- Pay Philosophy worked toward:
 - Providing fair and equitable compensation to employees in an increasingly competitive and changing labor market.
 - Maintaining a competitive pay structure that takes into consideration the City's fiscal resources.
 - Ensuring that employee compensation is based on individual performance that meets or exceeds expectations and reflects changing economic conditions.
 - Providing consistent administration of pay policies and procedures among all City departments.
- Methodology used in the study:
 - Meetings/Discussions with the City Manager, Director of Human Resources, and Department Heads.
 - City employee orientation meetings.
 - Collection of data from employees using the Position Analysis Questionnaire (PAQ).
 - Evaluation of positions.
 - Obtain market salary and benefits information, including North Carolina League of Municipalities (NCLM) data.

- Development of salary line, determine pay grades.
- Assignment of positions to pay grades.
- Development of implementation options.
- Study Findings:
 - Salaries paid to City employees are, for the most part, only somewhat lower than the average salary rates paid in comparable organizations.
 - Our analysis of benchmark organizations indicated that the City's average minimum salaries are 1% below the survey average, 1.71% below the midpoint salaries offered, and 2.53% below the average maximum salary levels of the responding organizations surveyed.
 - 24% of the City's workforce is paid at a rate below the minimum salary rate of their newly assigned pay grade. Nearly 76% were within grade. One position (<1%) fell above range.
 - Significant internal pay relationship inequities exist within the City.
 - The City's pay plan needs updating to be market competitive and fair.
 - Fringe benefits appear consistent with benchmark organizations.
- Benchmark organizations used for comparison:
 - City of Albemarle, NC
 - City of Elizabeth City, NC
 - City of Goldsboro, NC
 - City of Henderson, NC
 - City of Hendersonville, NC
 - City of Kinston, NC
 - City of Lenoir, NC
 - City of Lumberton, NC
 - City of Morganton, NC
 - City of Mount Holly, NC
 - City of Raeford, NC
 - City of Reidsville, NC
 - City of Roanoke Rapids, NC
 - City of Rockingham, NC (did not provide data)
 - City of Wilson, NC
 - County of Scotland, NC
 - Town of Clayton, NC
 - Town of Smithfield, NC
 - Town of Southern Pines, NC
 - Village of Pinehurst, NC

Mr. Miner explained that the once the data and analysis were completed, a new pay scale was developed as follows:

- The City's Proposed Pay Scales:
 - Have been developed utilizing the respondents' survey data and other available source material (NCLM) and is consistent with the other organizations.
 - Is a step system that provides a minimum and maximum salary over seventeen steps, consistent with other ranges and with the City's current step configuration.

- The pay plan contains 40 pay grades with a 5% separation between grades and a minimum to maximum spread of 49%, with 2.5% between steps.
- Included a proposed part-time pay scale.
- Every position was analyzed using the Systematic Analysis and Factor Evaluation (SAFE) System Job Evaluation Factors which include:
 - Training and Ability
 - Experience Required
 - Level of Work
 - Human Relations Skills
 - Physical Demands
 - Working Conditions
 - Independence of Actions
 - Impact on End Results
 - Supervision Exercised
- Implementation Option 1 – Move Onto Pay Scale

Option 1 - Move onto Scale					
	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	143	\$ 5,781,353.00	\$ 5,879,695.92	\$ 98,342.92	1.70%
Employee Below Min	34	\$ 1,252,608.10	\$ 1,295,739.00	\$ 43,130.90	3.44%
Employee Within Range	108	\$ 4,494,348.98	\$ 4,549,561.00	\$ 55,212.02	1.23%
Employee Above Max	1	\$ 34,395.92	\$ 34,395.92	\$ -	

- Implementation Option 2 – Place on Scale Using Years of Service and Accelerated Mid-Point
 - Nearly all of the City’s employees are impacted
 - Annual cost would be \$271,447 or 4.70% of City salaries
 - Places all employees on scale at higher of:
 - Current salary (adjusted to scale)
 - Movement to pay curve having Midpoint in year 13/Max in year 29
 - Greatly increases market comparability and competitiveness
 - Implementation Cost:

Option 2 - Accelerate to Mid					
	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	143	\$ 5,781,353.00	\$ 6,052,799.93	\$ 271,446.93	4.70%
Employee Below Min	34	\$ 1,252,608.10	\$ 1,375,371.00	\$ 122,762.90	9.80%
Employee Within Range	108	\$ 4,494,348.98	\$ 4,643,033.01	\$ 148,684.03	3.31%
Employee Above Max	1	\$ 34,395.92	\$ 34,395.92	\$ -	

- Option 3 – Place on Scale Using Whole Step for Each Year of Service in Position:
 - Cost of this option is \$434,607, or 7.52% of current salaries
 - Places all employees on scale at higher of:
 - Current Salary (adjusted to scale)
 - Movement to pay curve having Midpoint in year 9/Max in year 17
 - Greatly increases market comparability and competitiveness

- Implementation Cost:

Option 3 - Step per Yr of Svc					
	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	143	\$ 5,781,353.00	\$ 6,215,959.92	\$ 434,606.92	7.52%
Employee Below Min	34	\$ 1,252,608.10	\$ 1,394,265.00	\$ 141,656.90	11.31%
Employee Within Range	108	\$ 4,494,348.98	\$ 4,787,299.00	\$ 292,950.02	6.52%
Employee Above Max	1	\$ 34,395.92	\$ 34,395.92	\$ -	

Mr. Miner explained that he recommended Option 2 or Option 3 to be most fair to employees. He added that Option 3 would do more for employees who have been promoted but have not been in their positions for a very long period of time in that current position.

- On-Going Administration:
 - Establish guidelines for base adjustments e.g. CPI, comparable organizations, other economic indicators
 - Adjust pay ranges and wages of employees
 - Adjustments that recognize individual employee performance
- Adoption of the report’s recommendations will result in:
 - Fairer and more equitable compensation to employees in a growingly competitive labor market
 - Improved opportunities to reduce turnover among current employees and to recruit quality replacements, when needed
 - Compensation that addresses internal equity and external market competitiveness
 - Consistent administration of pay policies and procedures among all City departments

The City Manager explained that the Classification and Compensation Plan would be discussed at the budget workshop.

Upon question by Councilmember Garby, Mr. Miner explained that he recommended that Council adjust the employees’ salaries and put the payscales into effect.

Upon question by Councilmember Adams, Mr. Miner explained that if Council chooses Option 2, the percentage increase for 34 employees would not be 9.8% increase; this is an average of the increase those 34 employees would receive.

Mr. Miner explained that the average tenure for employees was four and one-half (4.5) to five (5) years.

Further discussion ensued concerning Options 2 and 3. Mr. Miner explained that under either of the options, most employees would receive some type of increase in salary.

**MR. BRYAN GRAHAM, SCOTLAND COUNTY PARKS & RECREATION DIRECTOR
– UPDATE ON RECREATION CENTER**

The City Manager explained that Council had requested Mr. Bryan Graham to provide an updated on recreation efforts.

Mr. Graham explained that over the last few years Scotland County has been looking at the possibility of building a recreational center. He then played a video of feasible ideas for a multi-generational center that would be beneficial for everyone in Scotland County. This center included fitness equipment, a suspended walking trail, and classes for body and mind. He played a second video showing an outdoor pool. Mr. Graham explained that a multi-generational center would be an attraction for the community. He added that the Parks and Recreation staff was working on ideas to be included in drawings for a center that would be for the future of the community. He further added that a center would be a sizeable expense, perhaps \$3.7 million.

Upon question by Councilmember Evans, Mr. Graham explained that the current Master Plan showed the facility at the Morgan Complex, but the location had not been finalized. He added that the architect is looking at locating the center at the Morgan Complex because Scotland County owns the land and the splash pad and baseball fields are located at the Complex. He further added that the project depends upon cost.

Upon question by Councilmember Garby, Mr. Graham explained that he was researching funding options for a facility and how to sustain the facility over time. He added that there would need to be multiple entities working together to make this center a possibility for the community.

Upon question by Councilmember Williamson, Mr. Graham explained that he had toured a similar facility in Hartsville, South Carolina, and had plans to tour a facility in Rocky Mount, North Carolina the following week.

Councilmember Leak explained that Scotland High School had added a swim team; therefore an indoor Olympic-size pool was needed.

Mr. Graham explained that the possibility of including an Olympic-size pool was being researched.

SCOTLAND COUNTY ARTS COUNCIL, ERIN REMBERT – FY 2018-2019 BUDGET REQUEST

The City Manager explained that Ms. Erin Rembert could not attend the meeting; therefore Mrs. Terry Gallman would present the Scotland County Arts Council budget request.

Mrs. Terry Gallman, Chairperson of the Board of the Scotland County Arts Council explained that the Arts Council was requesting \$7,500.00 for Fiscal Year 2018-2019. The funds would be allocated as follows:

- \$1,500.00 for organizing Christmas On Main
- \$1,000.00 for arts education. Includes expansion of arts and crafts to the Summer Feeding Sites

- \$1,500.00 for membership in the Arts Council
- \$1,500.00 for facilities support so that the downtown facility could continue to host fundraisers, meetings and programs for numerous organizations in the County.
- \$2,000.00 for Springfest. This past year's event was incredible.

Mrs. Gallman thanked Council for its investment and partnership with the Arts Council.

Upon question by Councilmember Adams, Mrs. Gallman explained that the budget request was the same as the previous year.

LAURINBURG/SCOTLAND COUNTY AREA CHAMBER OF COMMERCE, CHRIS ENGLISH – FY 2018-2019 BUDGET REQUEST

Mr. Chris English, Executive Director of the Laurinburg/Scotland County Area Chamber of Commerce (Chamber) expressed appreciation for the support and the partnership with the City. He explained that the Scotland County Arts Council was bringing a lot of people downtown with all of the programs and events held at the Arts Council. He explained that the Chamber was requesting \$1,000.00 additional from the City, for a total of \$14,000.00. The budget request includes the following:

- \$1,250.00 for the Green School Jam, Highlander Awards and the Litter Sweep
- \$2,500.00 for Government Affairs – State of the Community Breakfast, Legislative Breakfast, and Legislative Visit to Raleigh.
- \$1,500.00 for the Christmas parade
- \$1,500.00 for the Chamber on the Half Shell Oyster Roast
- \$250.00 for the business directory
- \$1,500.00 for the Chamber's Annual Meeting
- \$3,000.00 for the Laurinburg After 5 concerts. Increase of \$1,000.00 from previous year so that the concerts could be held downtown.

Upon question by Councilmember Evans, Mr. English explained that none of the City's funds given to the Chamber would be given to the Tis the Season group.

Upon question by Councilmember Adams, Mr. English explained that the May, June and July Laurinburg After 5 concerts would be held at the Morgan Complex, and he hoped to have the August concert downtown. He added that next year they would all be held downtown.

MR. ROYLIN HAMMOND, SCOTLAND COUNTY EMERGENCY MANAGEMENT SERVICES COORDINATOR – UPDATE TO HAZARD MITIGATION PLAN

Mr. Roylin Hammond, Scotland County Emergency Management Services Coordinator, explained that one of his responsibilities is to ensure that the community is prepared for disaster, and part of that includes ensuring that the community can recover as much revenue as possible if there is a major disaster. He added that after Hurricanes Fran and Floyd in the 1990's the State required each county have a Hazard Mitigation Plan, and adoption of a Hazard Mitigation Plan makes the county and municipalities eligible for funding for mitigation efforts if there is a

Presidential Disaster Declaration. He further added that the State decided it would be more economical to have regional Hazard Mitigation Plans and Scotland County is grouped with Richmond, Anson and Montgomery Counties. He explained that the last Hazard Mitigation Plan was adopted in 2013, and it must be updated and re-adopted every five (5) years. He requested that Council adopt the updated 2018 Hazard Mitigation Plan.

Motion was made by Councilmember Williamson, seconded by Councilmember Evans, and unanimously carried to approve the 2018 Pee Dee Lumber Regional Hazard Mitigation Plan.

MR. F.H. MCDUFFIE, JR. – RECOGNITION AND SUPPORT FOR THE DESCENDANTS OF MIKE AND PHOEBE (DOMAP) FAMILY REUNION

Mr. F.H. McDuffie, Jr. explained that he is member of the group called Descendants of Mike and Phoebe (DOMAP) were seeking the following from the Council:

- A Proclamation
- A Key to the City
- A representative of the City to welcome the descendants of Mike and Phoebe (DOMAP) on July 14, 2018. He would like for the City Manager or the Mayor to be the representative.
- Designation of DOMAP Day in the City of Laurinburg

Mr. McDuffie provided the history of Mike and Phoebe and DOMAP and notable descendants of DOMAP. He discussed the impact of Laurinburg Institute on Laurinburg and Scotland County. He explained that he had been approached by representatives from the City about property owned on Main Street which the City obtained and turned it into the Walk Through Property. He added that this site should be identified as the site of for the first black doctor, dentist, lawyer and pharmacist in Laurinburg.

Upon question by Mayor Block, Mr. McDuffie explained that the reunion would begin on Wednesday, July 11, 2018 and end on Sunday, July 15, 2018. He added that he would was requesting that he would like Saturday, July 14th designated as DOMAP Day and for a City representative to attend and present the Key to the City.

Following a brief discussion, motion was made by Councilmember Williamson, seconded by Councilmember Evans, and unanimously carried to approve a proclamation for the Mike and Phoebe (DOMAP) Family Reunion and to award the Key to the City to DOMAP.

The City Manager explained that staff would prepare the resolution for awarding the Key to the City for adoption at the June Council meeting.

UPDATE ON TOWN HALL MEETINGS

Councilmember Evans discussed a format for hosting a town hall meeting. She explained that she had contacted the Laurinburg Housing Authority, Rainbow 66 and the Scotland County School System about the possibility of holding a Town Hall meeting at one (1) of those

locations. She further explained that there would be some cost involved such as for rental of a location and supplies for the meeting. She added that the meeting would last approximately one (1) hour to one (1) hour and 15 minutes, with Council discussing any concerns and to receive input from the citizens. She added that perhaps the two (2) Council representatives from the District along with the Mayor and City Manager would attend the Town Hall meeting, and that Council would follow-up with the citizens in a month.

Upon questions by Mayor Block, Councilmember Evans stated that she would like to have to the first Town Hall meeting as soon as possible. She added that she did not have an estimate on the cost of having the Town Hall meetings, but that it would probably be minimal.

Further discussion ensued concerning potential costs involved with the Town Hall meeting.

Councilmember Evans explained that she would like to have one (1) meeting on the north side of the City and one (1) on the south side for District 1, and one in the central area of District 2.

Councilmember explained that the Council needed to know if staff needed to be present at the meetings and if all of Council would be expected to attend, therefore it being a Council meeting.

Upon question by Councilmember Adams, Councilmember Evans explained that if the city had an issue or something that Council wanted the City to know about, she believed that Council should get out in the community and explain the issue or concern with citizens. She added that the purpose of the Town Hall meetings would be informing, receiving, discussing and listening.

Mayor Block suggested that advertising should be conducted in the local media.

Councilmember Adams suggested that Scotland Place could be a potential location.

Councilmember Evans suggested holding the first Town Hall meeting the middle of June or the second week of July.

Mayor Block told Councilmember Evans to pick out a date and notify Council.

Upon question by Councilmember Evans, the City Manager explained that Councilmember Evans could let him know what services or support she needs for the Town Hall meeting. He added the City Clerk can notify the newspaper and radio stations for Councilmember Evans.

Councilmember Adams suggested that staff should be present to obtain names of attendees.

Mayor Block stated that he felt that the City Manager should attend to answer questions or explain policy, but if the City Manager could not attend, a staff member that could fill in for him.

Councilmember Evans suggested that after a Town Hall meeting, a follow-up meeting might be necessary with a specific staff member present to address an issue or question.

UPDATE ON WIRELESS PILOT PROGRAM

The City Manager explained that Mr. Richard Byrd of Carolina Wireless had previously spoken with Council about offering wireless capabilities in the City. He added that Mr. Don Davis of Skyrunner who is working with the City on a pilot wireless program was unaware of the existence of Carolina Wireless, and Mr. Davis indicated that he did not want to compete against a local company. He further added that Mr. Byrd and Mr. Davis were discussing Carolina Wireless purchasing or returning the equipment that Skyrunner had located on the City's water tank. He explained that Carolina Wireless wanted to offer the same opportunity to offer a pilot program for 90 days to provide wireless in the community. He added that an agreement or contract would come back to Council that would address lease of space on the water tanks, lease of fiber and partnership such as offering Wi-Fi downtown. He further added that Mr. Chuck Willis, the City's water/wastewater engineer, had reviewed equipment proposed by Carolina Wireless and did not feel that there would be any harm to the City's water tank. He further added that staff would like approval of Council to move forward with the pilot program with Carolina Wireless.

Motion was made by Councilmember Garby, seconded by Councilmember Evans, and unanimously carried to authorize Carolina Wireless to begin a 90-day pilot program to provide wireless in the City and to utilize the City's water tank for location of equipment.

CONSIDER RESOLUTION NO. R-2018-07 AUTHORIZING THE SALE OF PERSONAL PROPERTY

The City Manager explained that clearing of the timber at the Smart Site would allow the site to be more visible from US 74 Bypass. He added that Mr. Mark Ward, Scotland County Economic Developer, had gotten an estimate on clearing and stumping the property, and that there would be approximately \$30,000.00 of revenue for the City. He further added that because of the potential revenue, the North Carolina General Statutes dictate how the sale of the timber, considered to be personal property of the City, had to be handled. He added that Council would receive the bids at the June meeting to award to the highest responsible bidder.

Councilmember Williamson moved to approve Resolution No. R-2018-07 authorizing the sale of personal property. Councilmember Garby seconded the motion, and it was approved by the following vote:

Ayes: Garby, Leak, Adams, Evans, Williamson

Nays: None

(Resolution No. R-2018-07 on file in City Clerk's office)

PRESENTATION OF DRAFT BUDGET AND SET DATE AND TIME FOR BUDGET WORKSHOP

The City Manager presented a PowerPoint presentation on the draft Fiscal Year 2018-2019 Budget with highlights as follows:

- Pursuant to the North Carolina General Statutes, he would present a detailed budget and budget message to council by June 1, 2018.
- Health insurance would be the option Council discussed previously of a \$2,500 deductible with Blue Cross/Blue Shield. He explained that staff has talked with two (2) local insurance agents and other options would be presented to Council at the budget workshop.
- Staff will need direction from Council on implementation of the Classification and Compensation Study, and will be discussed in detail at the budget workshop. He added that for the proposed budget, Option 3 from the Classification and Compensation Study was included in the budget.
- General Fund Overview:
 - \$8,139,763 Budget Total
 - Tax Rate (flat – \$0.40)
 - \$178,000 Fund Balance Appropriated (\$295,000 last year)
 - \$560,898 Assigned Fund Balance (LCHPD Financial Plan)
 - Revenues based on 3-5 year historical info.
- General Fund Highlights:
 - File Storage (GB, Admin, HR, Finance, Police)
 - IT (flat) – person to contracted services
 - Christmas Bonus – \$100 Gift Cards (\$17,000)
 - Condemnation/Demo Efforts – Citizen Input (\$35,000)
 - Beautification Projects – Citizen Input (\$30,000)
 - Litter Contract – Citizen Input (\$35,000)
 - Part-time Student Program Reinitiated – Cemetery/Finance
 - Police Vehicle Replacement & Tsunami Cameras Leased
 - Fire Vehicle Replacement & Equipment Replacement
 - Street Resurfacing (\$200,000) & Tractor Replacement
 - LCHPD Loan Payment (67%)
 - Pay & Class (\$244,000)
- Electric Fund Overview:
 - \$16.7 million Budget Total
 - Electric Rate Schedule (flat)
 - \$1 million Fund Balance Appropriated (planned)
- Electric Fund Highlights:
 - New Gate at Public Works (1/2)
 - LCHPD Loan Payment (16.5%)
 - FCC Loan Payment
 - Increased Engineering Fees (New Substation)
 - Load Management Project Completion (\$170,000)
 - LED Conversion (complete street & start area lighting)
 - New Substation Construction (\$2.2M)
 - Downtown Project Electric Underground (\$150,000)
 - Scotland County/Laurinburg Industrial Park Construction (\$70,000)
 - Pay & Class (\$45,000)
- Water/Sewer Fund Overview:
 - \$8.5 million Budget Total

- Water/Sewer Rate Schedule (flat)
- \$1.5 million Fund Balance Appropriated (planned)
- Water/Sewer Fund Highlights:
 - New Gate at Public Works (1/2)
 - LCHPD Loan Payment (16.5%)
 - FCC Loan Payment
 - New Well (\$300,000)
 - Future Well Sites Land (\$150,000)
 - Track hoe Replacement (\$190,000)
 - Frederick Ave. Waterline Replacement (\$350,000) – 8 breaks last 2 years
 - Sewer Camera Replacement (\$100,000)
 - Renovate 3 Pump Stations (\$485,000) – 15 needed from 1994 Annexation
 - Other Equipment Replacement (\$395,000)
 - Pay & Class (\$165,000K)
- Solid Waste Fund Overview:
 - \$2,759,156 Budget Total
 - Solid Waste Fee Schedule (flat)
 - \$336,000 Fund Balance Appropriated (planned – tipping fee savings)
- Solid Waste Fund Highlights:
 - 1 Additional Part time (5 total) – No Inmates
 - Tipping Fee (Scotland County – Flat)
 - Front Loader Replacement (\$265,000)
 - Auto Leaf Machine Replacement (\$175,000)
 - Recycling Center Final Expansion (\$30,000)
 - Dumpster/Carts Replacement (\$40,000)
 - Pay & Class (\$68,000)

The City Manager explained that the major options for future discussion include health insurance, the Pay Plan and Cost of Living Adjustment (COLA) options, Management Fees and Tis the Season budget request, the sweeper, and \$50,000.00 for the Leith Creek Project.

Following discussion, it was consensus of Council to hold the budget workshop on June 5, 2018 at 6:00 p.m. Councilmember explained that he would need to check his work schedule, and if June 5, 2018 does not fit in his schedule, he would notify the City Manager.

The City Manager explained that the Tis the Season group had requested \$5,000.00 and also that the City purchase 50 live trees, a large artificial tree for the Art Garden, strands of lights and bulbs and other items that will be discussed at the budget workshop. He explained that there were funds available in Community Development's budget due to the closing of the tree trimming company, and staff found a 22-foot artificial tree which would cost \$15,000.00 including shipping.

Upon question by Councilmember Garby, the City Manager explained that the cost included the tree and star for the top. He added that the Tis the Season group would decorate the tree with City-supplied decorations.

Councilmember Leak expressed concern that the City does not fund non-profits.

Upon question by Councilmember Adams, the City Manager explained that staff needed direction from Council if it wanted the artificial tree to be purchased from leftover funding in Community Development's FY 1017-2018 budget so that the tree could be received by June 30, 2018.

Motion was made by Councilmember Garby, seconded by Councilmember Williamson, and unanimously carried to purchase a 22-foot artificial Christmas tree with the total price not to exceed \$15,000.00

SET PUBLIC HEARING TO BE HELD JUNE 19, 2018 AT 7:00 P.M. IN THE COUNCIL CHAMBERS OF THE MUNICIPAL BUILDING TO CONSIDER FY 2018-2019 BUDGET

Motion was made by Councilmember Adams, seconded by Councilmember Garby, and unanimously carried to hold a public hearing on June 19, 2018 at 7:00 p.m. in the Council Chambers of the Municipal Building to consider the Fiscal Year 2018-2019 Budget.

COMMENTS FROM MAYOR AND/OR COUNCILMEMBERS

There were no comments from the Mayor or Councilmembers.

CLOSED SESSION

The City Manager explained that the Closed Session would not be held because Mr. Ward had a family emergency.

ADJOURN

Motion was made by Councilmember Williamson, seconded by Councilmember Evans, and unanimously carried to adjourn the meeting.

The meeting adjourned at 9:53 p.m.

Matthew Block, MD, Mayor

Jennifer A. Tippet, City Clerk