

MINUTES OF MEETING OF THE
CITY COUNCIL OF THE CITY OF SANFORD
SANFORD, NORTH CAROLINA

The City Council met at the Sanford Municipal Center, 225 E. Weatherspoon Street, on Wednesday, January 28, 2004, at 1:00 P.M. The following people were present:

Mayor Winston C. Hester	Council Member Linwood S. Mann, Sr.
Mayor Pro Tem Joseph E. Martin	Council Member James G. Williams
Council Member Clawson Ellis	Council Member Walter H. McNeil, Jr.
Council Member Cornelia P. Olive	City Attorney Susan C. Patterson
City Manager Leonard Barefoot	
City Clerk Bonnie D. White	

Absent:
Council Member Philip E. Dusenbury

Mayor Hester called the meeting to order. Council Member Walter H. McNeil, Jr. delivered the invocation.

APPROVAL OF AGENDA

Mayor Winston Hester stated that an item placed before Council needed to be added to the regular agenda as 7C: Award of Structural Stabilization Contract WB Wicker School Renovation.

City Manager Leonard Barefoot stated that he had asked Operations Superintendent Tim Shaw and Major Roscoe Petty of the Police Department to come and talk to Council about the storm event. Mayor Hester indicated that the item would be added as 7D under the regular agenda.

City Manager Leonard Barefoot explained that Council Member Philip Dusenbury was not able to attend the meeting due to icy conditions at his home.

Mayor Hester said another regular agenda item needed to be added as 7E regarding the Hawkins Avenue situation.

Upon motion of Council Member Linwood Mann and seconded by Mayor Pro Tem Joseph Martin, the amended agenda was unanimously approved.

CONSENT AGENDA

Approval of January 6, 2004 City Council Minutes-Filed in Minute Book 61

Council Member Clawson Ellis requested that Item 4E – Approval of Resolution Authorizing Membership in the Triangle Area Rural Transportation Planning Organization be removed from the consent agenda and placed under

regular agenda to be voted upon.

Approval of Ordinance Amending the Annual Operating Budget of the City of Sanford FY 2003-2004 – (Exhibit A)

Ordinance was approved to amend the annual operating budget and appropriations were made as follows: Within the General Fund, an appropriation of \$1,750 to budget for radio antenna repairs due to lightening damage on August 30, 2003, and a transfer of \$20,000 from the Police Department Insurance and Bonds budget to Governing Body budget to appropriate funds required for premium increases for the public officials liability coverage. Within the Utility Fund, an appropriation of \$9,300 to budget expenditures for a vulnerability assessment plan study (federal mandate) for the City's water system. This project will cost approximately \$16,100; \$9,300 will be provided by grant funds and the balance will come from the water capital budget due to reduced cost for painting of the Spruce Street water tank. A transfer of \$65,000 from contingency funds to WWTP to budget for major repairs to the drive gear unit for clarifier number two and complete replacement of the bar screen.

Approval of Award of Bid for Sidewalk, Catch Basin, Curb and Gutter Rehabilitation – 2003-2004 – (Exhibit B)

Sandhills Contractors, Inc. was awarded the low bid of \$101,190 for sidewalk , catch basin, curb and gutter rehabilitation.

Approval of Ordinance to Erect Stop Signs Within the City of Sanford Chapter 36, Traffic Code of Ordinances – (Exhibit C)

Ordinance was approved to erect stop signs within the Nottingham Subdivision located off Burns Drive and Paige Mill Court (Phase II) located off of Harkey Road.

The consent agenda items 4A through 4D were unanimously approved upon motion of Council Member Walter McNeil, Jr. and seconded by Council Member Cornelia Olive.

REGULAR AGENDA

Consider Resolution in Support of a Statewide Initiative for Legislative and Funding Support for Enhanced and Improved Passenger Rail Service for the State of North Carolina—(Exhibit E)

City Manager Leonard Barefoot said a letter had been received from the Western Carolina Rail Corridor Committee requesting council to support a resolution supporting the idea of a statewide passenger rail initiative. He indicated that Page 8 of their packets contained a partial list of the areas that had passed the resolution as of January 14, 2004. Mayor Pro Tem Joe Martin said this might be an opportunity to raise awareness that this is needed across the state. Council Member Clawson Ellis asked how it would affect us. Council Member Cornelia Olive asked how many times this had been tried and had gone nowhere. City Manager expressed that we would probably benefit from this more

than some areas because our location is so close to the state capital and we already have rail lines. Council Members Clawson Ellis and Cornelia Olive expressed concerns about anticipated costs. Mayor Pro Tem Joseph Martin said it was his understanding that funding would come from the legislative body, and he would not be in support of taking our tax dollars to help out a railroad in another part of the state. Council Member Walter McNeil said that he thought it was appropriate for council to support this resolution because at some point our council may need support from other areas for something they may not benefit from. Council Member Linwood Mann agreed it would make good sense. Mayor Hester expressed that the legislature has its hands full with the fast rail service from Richmond to Charlotte, and it will be awhile before they can ever get enough money together to support that. He believes this will be way down on the legislature's list for funding, but he agreed that it would not hurt us at all to support their resolution. Upon motion of Council Member Walter McNeil, Jr. and seconded by Council Member Linwood Mann, the motion to approve the resolution carried by a five to one vote, with Council Member Cornelia Olive casting the dissenting vote.

Consider Proposal to Hire Eight Part-time Fire Fighters—(Exhibit F)

City Manager Leonard Barefoot said the idea of considering an initiative to supplement our fire department with part-time fire fighters had been discussed previously at council's retreat. It is a program that would allow us to recruit and retain, with some fairly stringent guidelines, a cadre of fire fighters who would be able to support the fire department when staffing needs occur. It would have a lot of benefit allowing us to develop a pool of applicants for full-time positions as they come, rather than doing what we do now and have quite a few applicants each time a position becomes open. Mr. Barefoot said he would expect us to recruit or promote from this pool of part-time fire fighters who would be somewhat more familiar with our operational procedures and could be of benefit to us quicker. It would help us recruit minority candidates. It has been difficult over the years to get minority candidates because many applicants come from volunteer fire departments that may not be representative of community population. If the program is successful and keeps us from hiring a number of full-time fire fighters, it will be a cost savings to the citizens. We stopped from going forward with the program primarily due to the economy, but the economy has improved now and the fire department is short staffed with four people out now due to medical reasons, so Fire Chief Wayne Barber was asked to bring the program forward for your consideration. Mr. Barefoot said the cost in this year's budget would not be so high because it would be a month or so before new hires could be brought on board and there is money in the salary line items since two employees are on leave without pay. Council Member Clawson Ellis asked how he had arrived at the figure of eight part-time employees. Mr. Barefoot said that initially, they had thought of going with twelve, but decided to start with a smaller number. Chief Barber asked council to remember that he could not go to Human Resources and ask them to go to a temporary service and pick up a couple of fire fighters. The

requirements for medical monitoring, the equipment, etc. are such that you can't pick up trained fire fighters at a temporary service and keep the city in compliance with OSHA standards. It would give us a pool to draw from as we have vacancies occur, or in the future when we need additional people.

Council Member Clawson Ellis asked if Chief Barber would be duty-bound to promote from this roster or if he could go elsewhere if he deemed this pool not qualified. Chief Barber responded that if this pool were not qualified, he wouldn't know what we were doing keeping them. We need to have this pool up and operational. Initially, it will be a little slow to get everything going because some of the minorities that we hopefully will recruit will take more time to train. If we can't have these people up and trained to the level we need to add on to our full-time staff, then we aren't keeping the program up to where it should be. City Manager Barefoot explained that we would always advertise outside, too. You could always have a more qualified candidate move here.

Mayor Pro Tem Joseph Martin asked if they would be on a probationary period like other employees. Council Member Ellis asked whether probationary period would begin with them as part-time employees or when they became full time. For this program, Chief Barber replied, we would begin when they come on board. We need to be able to evaluate whether or not they are doing a good job. Council Member Clawson Ellis stated that he didn't want us to get into a situation where the union says you can't dismiss someone. Mayor Pro Tem Joseph Martin explained that a lot of people want to do this, but a recruit's training might dictate that this was not their cup of tea after all. Council Member Cornelia Olive said that it sounds like a really creative, economical, effective solution to a problem. Chief Barber says it is a program that would allow us to get these people involved, get the training there, and enhance our regular staff when we have a special need for it, such as at this time period. Also, if we have special activities or programs we are working out in the community, we could bring those folks in. It would also help in the four or five times a year when we have large scale instances and need to call in off-duty personnel, we could also call this pool and spend less money, basically because they would be on a straight time basis versus time and a half for our regular paid people who are off-duty.

Council Member Walter McNeil asked Chief Barber how he would regulate the time for the part-time workers because anybody who gets the job would have to have a full time job. Chief Barber replied that they have set down requirements for minimum training hours per month and minimum and maximum hours they work per pay period. We would have to regulate that to see what training they need to get them up to full speed which would be our goal initially. Council Member McNeil asked how it would affect their regular job. Chief Barber explained that someone who applies for this job would probably be eager to train, but it could affect the time they have to train, and we would need to adjust our training

schedule to have some extra training classes, but they would have to consider the hours of their regular job to know if they would be able to participate in this program or not.

Mayor Pro Tem Joseph Martin thanked the leadership for allowing this to come before Council at this time. He agreed with Council Member Cornelia Olive that this is a win-win situation and he hoped it could be adopted. City Manager Leonard Barefoot clarified a point under Personnel Policies and Procedures explaining that these officers would be temporary employees and would be essentially probationary which means that at any point in time they are not meeting the criteria, they would be dismissed. We have a probationary period of time for all full-time employees, but these would be essentially on probation all the time as long as they are temporary employees.

Council Member Linwood Mann inquired as to the yearly cost per person—would it be \$85,740 for eight men? Chief Barber responded that of the initial \$3,700 per person, \$3,400 to \$3,500 would go away after the initial bringing on board. You have to have the turnout gear, the equipment, uniforms, etc. to bring them in to work. We now have a five-year turnover on our turnout gear. In that five-year period, we have a replacement policy. We could probably stretch it out even longer than that for the temporary employees because their equipment would not be used as much. The annual medical monitoring would have to continue which costs about \$400. Council Member Clawson Ellis asked Mr. Barefoot if he had a ballpark figure on start up costs for starting in the middle of the year. Chief Barber replied about \$28,000 or less because it will take a month or two of preliminaries before we could put them on the payroll. Council Member James Williams reminded council that the two employees who are on leave without pay at this time would offset it some. Chief Barber said you could cut the \$28,000 by \$14,000-\$15,000 for the remainder of the year once we get the program on board. City Manger Barefoot said the reason they didn't bring a budget amendment today is because he knows there will be some lapsed salaries in the fire department and we don't really know how long it will take to bring them on board. We are asking your approval today, and then the additional funds, if any coming from an outside source other than the fire department's lapsed money would be a budget amendment sometime between now and the end of the fiscal year.

Council Member Walter McNeil said his concern was still a person who became a part-time employee would have to have another full-time job to make a living and might not be able to get off when needed. Chief Barber said that was another reason for having a pool, hoping to get people who work different shifts. They would try to make training schedules flexible for their job cycles as well as the needs of the fire department. Council Member James Williams said he looked at it like someone who has to go to community college to get the training for what he wants to do. He has to arrange that around his work schedule. Mayor Hester said we always had a waiting list for the fire department, and if they want to work for the fire department, they would have to make their own

arrangements. Mr. McNeil says his concern is not the training, but afterwards when they are needed for a fire, etc. Mr. Barefoot explained that the selected candidates would have to have a job that would give them time to come in at some part of the day or night. This is not like a volunteer who would be called on anytime there is a fire. This provides them with the avenue to become full time when vacancies occur. Council Member Linwood Mann made a motion to approve hiring eight part-time fire fighters; seconded by Council Member Cornelia Olive, the motion carried unanimously.

Award of Structural Stabilization Contract WB Wicker School Renovation – (Exhibit G)

Community Development Director Bob Bridwell explained that we are now ready to move on to the next phase of the historic Wicker School project utilizing community block grant funds. This phase is for the stabilization and shoring up of the Wicker School building in the section closest to the gym. Essentially, we will have to go in there, re-establish a floor system and a ceiling system getting ready for preparation for the roofing which will be the next phase. We have advertised for this project twice and received only one bid because it is highly specialized and dangerous work. The bid is for \$273,000 after negotiations, and we hope to get it lower. We hope to begin work on Feb. 20. Council Member Walter McNeil made a motion to accept the bid; seconded by Mayor Pro Tem Joseph Martin, the motion carried unanimously.

Report on Storm Clean Up

Operations Superintendent Tim Shaw explained that we started our snow event on Sunday around lunchtime. We've had people out through the entire event every hour of the day and we've only had the salt and sand crew out with the supervisor. The depth of the snow at about 2 inches is not really deep enough for us to do any plowing. We have five snowplows, and our city is divided up into five routes. We have put down approximately 80 tons of sand and about 14 tons of salt. We do a 3-1 mix of salt to sand. We run those routes looking for the worst places. At the beginning, obviously, we do the police department, the hospital, EMS building, and places like that. We have assisted EMS and the police department in places they had trouble getting in and out. We can store at our facility approximately 80 tons each of salt and sand. We have an agreement with Ready Mix Concrete that we can buy from them if we need to. We bought about 50 tons from them this time. We are ordering more sand to refill our bins. Our equipment has held up well. We have only one sand and salt spreader. Mayor Pro Tem Joseph Martin asked if we were given good prices when we had to buy sand in this way. Mr. Shaw explained that we keep sand on hand as a base material, but when we have to buy from Ready Mix we are treated well. Mr. Shaw says they will reorder sand and salt to restock, but it may take awhile for the order to be filled. Sanford has 115 miles of street and one spreader. The state put pure salt down on some of their main roads, hoping to get some melting. When temperatures are below 20 degrees, the salt is ineffective. Mayor Hester said no city is clearing all the side streets. If we

tried to do that, it would cost us two to three times what we are spending right now. Mr. Shaw estimates the cost of what has been done so far at about \$31,000. If we were to do every street it would cost \$80,000 - \$100,000, and you wouldn't get all the way around before the conditions were such that you didn't need to do it.

City Manager Leonard Barefoot and some public works superintendents cooked breakfast on Tuesday morning for the crews who were working over night. Mayor Hester thanked City Manager Barefoot and the public works crews who stayed out in the cold trying to make the streets safe for Sanford citizens. City Manager Barefoot thanked Operations Superintendent Tim Shaw for his overnight work during the storm. Council Member Cornelia Olive asked about statistics for number of wrecks and fires in Sanford during the storm. Major Roscoe Petty of the police department reported that from Sunday morning when the storm started to 11:45 A.M. today, a total of seventy wrecks with damage had been reported. Mayor Pro Tem Joseph Martin commented on the effectiveness of the new chain system being used by the police department.

Council Member Linwood Mann thanked Major Petty for the work they were doing to solve some of the break-ins.

Hawkins Avenue Report

Mayor Winston Hester reported that he had talked to Donnie Oldham about the gas line situation. The gas line relocation work has been started on Hawkins Avenue. They were supposed to finish moving those lines this week, depending on the weather. Donnie Oldham said it would take him five to six months after the gas line work was completed, for his work to be complete enough for him to be able to reopen Hawkins Avenue. Mayor Hester asked him about a temporary detour to help the businesses and emergency vehicles. Mr. Oldham said we would have to talk to the state about that, so Mayor Hester called Highway Commissioner G. R. Kindley. Mr. Kindley said he would talk to Tim Johnson, the district engineer, and have him contact Mayor Hester. A meeting was scheduled for Tuesday, January 27; however, the storm prevented anyone from getting out. Mr. Johnson called Mayor Hester and stated he would meet with him, Mr. Barefoot, and the City of Sanford engineers to see what could be done. Mr. Hester says he doesn't know if we have a lot of hope for getting the detour done, because the rights-of-way will have to be gotten from property owners out there, and that would probably take some time. Mr. Johnson is going to bring his maps and see if there is any way the engineers think we could possibly do this. They are open to this, but he says that after studying their maps, he doesn't believe we can get a detour through there. He will call Mayor Hester back to discuss trying to solve this problem on Hawkins Avenue.

Council Member Walter McNeil asked about the opening date of April, which had been put out earlier. Mayor Hester said that was evidently not correct information. Mayor Hester says that both Mr. Kindley and Mr. Johnson were

helpful, and he believes that if there is anyway to correct that situation, they will do it. Mayor Pro Tem Joseph Martin said he was impressed with the respect we had been shown during this project and how fast our staff and the state had gotten back to Council in trying to reconcile a problem.

Approval of Resolution Authorizing Membership in the Triangle Area Rural Transportation Planning Organization—(Exhibit H)

This item was removed from the consent agenda. Council Member Clawson Ellis has concerns that this is really a County budget agenda item. Mayor Hester explained that he checked with Pat Strong of Triangle J and this is a county expense. There would be no expense to the city. Council Member Clawson Ellis then made a motion to approve membership; seconded by Council Member Walter McNeil, it carried unanimously. Mayor Hester said the first meeting on that would be held February 11, and he would attend the meeting to get more information.

ALL EXHIBITS CONTAINED HEREIN ARE HEREBY INCORPORATED BY REFERENCE AND MADE A PART OF THESE MINUTES.

Other Business

Mayor Pro Tem Joseph Martin told Operations Superintendent Tim Shaw how impressed he was with the service provided by our staff. He also thanked Tim Preston of the Sanford Herald for running a front-page article about Mr. Olson's letter.

Council Member Clawson Ellis says he heard that the new theater would be completed by the last day in February. Council Member James Williams said that he thought how cooperative the state has been with us when we have problems is related to Mayor Hester's good relationship to Triangle J and G. R. Kindley. He congratulated the Mayor for working hard to build up those relationships, for we are seeing the results of it.

City Manager reminded council that there would not be a council meeting on February 3. The next meeting will be Law and Finance Committee on February 11.

ADJOURNMENT

With no further business to come before the council, the meeting was adjourned on motion of Council Member Linwood Mann; seconded by Council Member Walter McNeil, the motion carried unanimously.

Respectfully submitted,

C. HESTER, MAYER
ATTEST:

WINSTON

BONNIE D. WHITE, CITY CLERK