

Salisbury, North Carolina
May 3, 2016

REGULAR MEETING

PRESENT: Mayor Karen Kirks Alexander, Presiding; Mayor Pro Tem Maggie A. Blackwell; Council Members Kenneth Hardin, William Brian Miller, and David Post; City Manager W. Lane Bailey; City Clerk Myra B. Heard, and City Attorney F. Rivers Lawther, Jr.

ABSENT: None.

Salisbury City Council met in Council Chambers in City Hall located at 217 South Main Street. The invocation was given by Councilmember Post. The meeting was called to order by Mayor Alexander at 5:00 p.m.

LETTER TO PINEVILLE MAYOR JOHN EDWARDS

Mayor Alexander read a letter to Pineville Mayor John Edwards expressing condolences on the loss of Pineville Firefighter Richard Sheltra.

PLEDGE OF ALLEGIANCE

Mayor Alexander led those present in the Pledge of Allegiance to the United States flag.

RECOGNITION OF VISITORS

Mayor Alexander welcomed all visitors present.

PROCLAMATIONS

Mayor proclaimed the following observances:

NATIONAL DAY OF PRAYER	May 5, 2016
NATIONAL POLICE WEEK	May 15-21, 2016
PEACE OFFICERS MEMORIAL DAY	May 15, 2016
ARMED FORCES DAY	May 21, 2016
NATIONAL BIKE MONTH	May 2016
HISTORIC PRESERVATION MONTH	May 2016

CHANGE TO THE AGENDA

Mayor Alexander noted the following change to the Agenda:

Item 6b — Authorize the sale of a sidearm to retired Police Chief Rory Collins will be removed from the Consent Agenda and considered as a separate item.

CONSENT AGENDA

(a) Approval of Minutes

Approve Minutes of the Regular Meeting of April 19, 2016 and the Recessed Meeting of April 21, 2016.

(b) Sale of Sidearm

Authorize the sale of a sidearm to retired Police Chief Rory Collins.

This item was removed from the Consent Agenda.

(c) Greenway Grant Application

Adopt a Resolution supporting the application for grant funds to construct Grants Creek Greenway between Forestdale Drive and Kelsey Scott Park.

RESOLUTION SUPPORTING THE APPLICATION FOR GRANT FUNDS TO DESIGN AND CONSTRUCT GRANTS CREEK GREENWAY PHASE IV.

(The above Resolution is recorded in full in Resolution Book No. 15 at Page No. 12, and is known as Resolution 2016-13)

(d) Budget Ordinance Amendment – Asset Forfeiture

Adopt a Budget Ordinance amendment to the FY2015-2016 budget in the amount of \$6,000 to appropriate funds received from the Treasury Executive Office for Asset Forfeiture.

ORDINANCE AMENDING THE 2015-2016 BUDGET ORDINANCE OF THE CITY OF SALISBURY, NORTH CAROLINA TO APPROPRIATE JOPS SECRET SERVICE FUNDS.

(The above Ordinance is recorded in full in Ordinance Book No. 25 at Page No. 16, and is known as Ordinance 2016-16)

Thereupon, Mr. Miller made a **motion** to adopt the Consent Agenda with the noted changes (item a, c, and d). Ms. Blackwell seconded the motion. Messrs. Hardin, Miller and Post, and Mses. Alexander and Blackwell voted AYE. (5-0)

SALE OF SIDEARM TO RETIRED POLICE CHIEF RORY COLLINS

Councilmember Hardin requested clarification regarding the sale of a sidearm to retired Police Chief Rory Collins. He asked if Chief Collin’s sidearm was offered to him when he initially retired.

City Manager Lane Bailey explained North Carolina General Statutes allow retiring police officers to buy their service weapons for a nominal fee that is set by Council. He noted traditionally the weapons have been sold to retiring police officers for \$1.

Mr. Bailey explained a vote was not taken to authorize the sale of a shot gun to retiring Master Police Officer Alan Waller, and he pointed out the item before Council will include allowing Chief Collins and Officer Waller to purchase their service weapons for \$1 each.

Thereupon, Mr. Miller made a **motion** to authorize the sale for a sidearm to retired Police Chief Rory Collins and the sale of a shot gun to retired Master Police Officer Waller for \$1. Mr. Post seconded the motion. Messrs. Hardin, Miller and Post, and Mses. Alexander and Blackwell voted AYE. (5-0)

225TH ANNIVERSARY OF GEORGE WASHINGTON’S VISIT TO SALISBURY

Dr. Randy Lassiter addressed Council in costume as former Rowan County resident Dr. Charles Harris. He explained in May 1791 George Washington, the first President of the United States, embarked on a tour of the south which included a stop in Salisbury. He discussed the events planned for the 225th anniversary of George Washington’s visit to Salisbury which will include a reenactment of the President’s parade into the City, a ladies tea, and a costume ball to be held in the evening.

Mayor Alexander read a proclamation proclaiming May 21, 2016 as the 225th Anniversary of George Washington's Visit Day, and she presented the proclamation to Dr. Lassiter.

CD-01-2016 – THE ABBEY

Planning and Development Services Manager Preston Mitchell noted staff received a request to rezone property located at 128 North Fulton Street from Urban Residential (UR-12) to Residential Mixed Use (RMX), and to apply a Conditional District (CD) Overlay. He stated the property is approximately 1.5 acres. He pointed out the property is the former home of Sacred Heart Catholic Church, and is currently occupied by The Refuge Church.

Mr. Mitchell displayed a map of the area, and he noted the property is located across the street from the former YMCA and in the same block as four residential properties.

Mr. Mitchell reviewed the institutional, commercial, and residential uses in the area. He pointed out UR zoning begins at 108 North Fulton Street and continues to Jackson Street. He explained UR-12 allows up to 12 multi-family residential units per acre. He stated UR zoning is intended for residential uses, and can include single and multi-family units, with some institutional and civic uses.

Mr. Mitchell stated the petitioner is requesting to change the underlying zoning from UR-12 to Residential Mixed-Use (RMX). He explained RMX is a transitional zoning that typically progresses from residential to commercial zoning districts. He pointed out the property is adjacent to RMX zoning, and is surrounded by UR, RMX, Downtown Mixed-Use (DMX), Neighborhood Mixed-Use (NMX), and Historic Residential (HR) zoning.

Mr. Mitchell explained if the CD Overlay is approved the site plan will be permanently attached to the property.

Mr. Mitchell reviewed the site plan, and he noted the petitioner is proposing adaptive reuse without any new development. He pointed out the Land Development Ordinance (LDO) prohibits demolition of any structures on the property without the request coming back to Planning Board and Council.

Mr. Mitchell stated the applicant is planning to operate a wedding venue at the facility. He explained weddings and receptions would take place in the current sanctuary. He added the proposed use would also include a catering area, kitchen, and a rooftop terrace. He stated office space would be converted into the manager's residence, the former nunnery would become a bed and breakfast, the garden house would be used for meetings and receptions, and the former school would be a support services center with some retail space for businesses that support wedding venues.

Mr. Mitchell explained the project would be completed in phases. He noted Phase I would include the wedding and reception area and the kitchen. He added Phase II would up-fit the manager's residence, the indoor gathering space, and the rooftop terrace. He indicated future phases would include renovation of the bed and breakfast and the support services building.

Mr. Mitchell reviewed the permitted uses that were agreed upon by the petitioner:

- Single family dwelling
- Bed and breakfast
- Professional services
- Studio
- Retail space, 3,500 square feet or less
- Meeting facility
- Religious institution
- Uses limited to specific buildings
- Administrative offices would be secondary to above uses

Mr. Mitchell pointed out the petitioner is proposing limitations that include:

- Hours of operation
- Maximum guests on campus be limited to 200 people
- Rooftop patio will include a full visual screen wall along the south side
- Rooftop patio lighting will be designed so no light source would be visible from the second floor windows of the adjacent home to the south
- Live or amplified music will not be allowed on the rooftop terrace at any time
- Lighting Improvements will meet Chapter 11 of the LDO

Mr. Mitchell explained neighbors expressed concerns at the Planning Board meeting regarding parking and traffic congestion if the wedding venue is approved. He noted citizens asked if a residential parking program could be implemented that would require a parking tag to park in the 500 and 600 blocks of West Council Street. He added City Engineer Wendy Brindle indicated Council could start the process for a residential parking program today if it wished to pursue that type of program.

Mr. Mitchell stated West Council Street is one-way, and he pointed out neighbors have expressed concerns that patrons of the wedding venue would exit the site would turn left toward the Ellis Street Graded School Historic District. He commented neighbors suggested converting the 400 block of West Council Street into a two-way street.

Mr. Mitchell noted the request was considered by the Planning Board March 8, 2016. He commented Planning Board received considerable feedback from the community, so it decided to send the item to a Committee. He added the Committee recommended conditions be applied to the plan, and the petitioner agreed to the conditions. He noted the Planning Board approved the request with conditions on March 22, 2016, and it declared the proposal is consistent with the Vision 2020 Comprehensive Plan.

Mayor Alexander asked for clarification regarding the suggestion to convert Council Street to a two-way street. She stated drivers could exit the venue, travel along Council Street near the bank, and leave Council Street one-way. Mr. Mitchell noted changing the 400 block of Council Street to a two-way street could address traffic concerns, but it does not have to be considered by Council today.

Mayor Alexander pointed out two residences adjacent to the site that are zoned UR-12. Mr. Mitchell stated the properties have been residences for many years, and there is no indication the residences would convert to anything else. Councilmember Miller explained the UR-12 zoning may be due to the LDO conversion, and the prior zone may have been closer to UR-12 than the commercial zonings along Innes Street.

Mr. Mitchell noted a furniture store that was zoned DMX was located directly across from the residential properties before it was demolished.

Mayor Alexander asked how long Sacred Heart occupied the facility. A member of the audience stated the property was built in 1859. Mayor Alexander noted the location was used as a church before the residential structures were built. Mr. Mitchell clarified staff would need to research the construction dates for the church and the residences. He stated adjacent historic districts have been specifically studied. He pointed out areas not found in historic districts, such as the proposed site, also have historic significance.

Mayor Pro Tem Blackwell stated homes in the area were constructed in 1867.

Councilmember Hardin clarified demolition would not be allowed on the property if the CD Overlay is approved. Mr. Mitchell agreed. Mr. Hardin asked if modifications or light construction would be allowed. Mr. Mitchell noted it would depend on the proposal. He clarified enhancements that add or remove square footage or significantly alter any of the buildings would not be permitted.

Mr. Hardin stated the venue would have 3,500 square feet for support services, and he asked if the businesses must support the wedding venue. Mr. Mitchell indicated North Carolina General Statutes does not allow a community to specify retail uses.

Mr. Hardin asked if any businesses around the property serve alcohol. Mr. Mitchell noted none of the surrounding businesses serve alcohol, and he pointed out the uses are consistent with RMX zoning.

Mr. Hardin stated he does not want to create parking congestion. He asked if the wedding venue would have parking agreements with area churches or if the patrons would park on the street. Mr. Mitchell clarified any parking agreements would be civil agreements which cannot be legislated by the City. He explained the petitioner is not altering or changing the square footage, so they are not required to have mandatory parking. He stated the Vision 2020 Comprehensive Plan supports compatible adaptive reuse, and he pointed out a wedding venue would create additional traffic. He noted staff is working to mitigate the traffic concerns identified by the community.

Mayor Alexander pointed out Sacred Heart Catholic School was busy from 7:00 a.m. until 4:00 p.m., and she noted cars would wait in line to pick up students from the facility. She pointed out evening and night events were also held at the school. She asked if the new use would be comparable to the intensive use of the school and the church.

Mr. Mitchell explained the intensity and peak demand would be different because the wedding venue would be busy during different times of the day and week. He added the wedding venue could generate the same number of vehicles as the church and school. He noted the sanctuary will hold the same number of people for a wedding venue as it did for a church, but the peak hours would be different.

Mayor Alexander asked for clarification regarding the retail space. Mr. Mitchell noted the retail space would be located in the former school. Councilmember Post stated the former school is approximately 6,000 square feet which would be divided between retail and office space. Mr. Mitchell clarified the proposal is for the school building to be converted into retail space, and he added each retail establishment could be no larger than 3,500 square feet.

Mr. Miller clarified Council can regulate the size of the retail but not the type. Mr. Mitchell agreed.

Mayor Alexander asked what type of businesses are located in the buildings adjacent to the site. Mr. Mitchell noted professional services are located in the surrounding buildings.

Mr. Post stated the former school is 6,000 square feet, and the entire space could be converted to retail. Mr. Mitchell agreed and explained the total space could be retail, but it would be in at least two different units. Mr. Post pointed out the average store on Main Street is approximately 1,200 square feet.

Mr. Post asked how long Council Street has been one-way. City Engineer Wendy Brindle explained in the 1960s and 1970s one-way streets were very popular. She pointed out if the street is converted into a two-way street parking would be lost.

Mr. Post asked if The Refuge Church has weddings in its facility. Mr. Mitchell stated he is unsure. Mr. Post pointed out the former church conducted weddings at the location, and he added it seems to be a continuation of a similar use.

(b) Mayor Alexander convened a public hearing, after due notice thereof, to receive comments regarding CD-01-2016. She asked those in opposition to speak first.

Mr. Edward Clement, 310 South Ellis Street, stated the Downtown Master Plan, the Vision 2020 Comprehensive Plan, and the Salisbury Historic Preservation Master Plan call for strengthening historic properties and providing a high quality of life for all citizens. He pointed out the church property is located within an older residential neighborhood, and Sacred Heart Catholic Church should be commended for trying to save the historic buildings. He suggested preservation covenants be placed on the major buildings to preserve their character and long-term

existence. He indicated limited business uses can be accommodated in historic buildings without damaging the quality of life in older neighborhoods.

Mr. Graham Carlton, 118 North Fulton Street, stated he lives next door to the church. He pointed out 60 homes and three other churches are located within one block of the proposed location. He noted the proposal would transform the neighborhood from church and residential to commercial and retail decreasing the market value for area homes. He pointed out the City's Vision 2020 Comprehensive Plan encourages development in accordance with age and style of the given area. He commented First Baptist Church acquired the former YMCA and uses it for ministry, St. John's Lutheran Church built a youth center and daycare, and First Presbyterian Church built a new fellowship hall. He stated there are three historic residential districts in the area and their uses point to community, tradition, faith, and family. He added the proposed use points to profit, retail, and late night parties. He added The Abbey proposes an outside terrace that is approximately 20 feet from his bedroom window. He indicated the repurposing of an old building can revitalize a neighborhood, but this neighborhood does not need revitalization.

Ms. Wendy Barbee, recent graduate of Capstone Recovery Center, commented the wedding venue will be in the Center's backyard. She explained Capstone Recovery Center serves women battling addiction. She pointed out the women are promised a safe place, but cannot start a new life with a party atmosphere and alcohol in their back yard.

Ms. Karen Hobson, Executive Director Historic Salisbury Foundation (HSF), 215 Depot Street, indicated HSF is not opposed to the project which encourages economic development in the City. She added HSF thinks a wedding venue is a good adaptive reuse of a church. She pointed out HSF has concerns regarding parking and the impact of parties on the surrounding neighborhood. She asked that Council consider area parking and the potential impact on the neighborhood when it studies the request.

Mr. Tom Wolpert, 500 West Council Street, noted the Ellis Graded School District is listed on the National Register of Historic Places. He reviewed the history of the neighborhood. He pointed out the Historic Preservation Commission (HPC) controls everything in the Ellis Historic District, but it cannot control what happens to a building 26 steps away from the historic district. He commented parking will be an issue, and he stated if Council values history, it will value its historic districts.

Ms. Jenny Davidson and Mr. Bruce Davidson, 506 West Council Street, stated they live two houses from the proposed wedding venue. Ms. Davidson commented she is concerned the handicap parking will be used by visitors to the wedding venue. She questioned if an ABC store could be located at the facility, and if restrictions would be placed on the hours of operation and the retail uses. She asked Council to deny the request.

Mr. Ron Horton, Facilities Manager for First Baptist Church, pointed out First Baptist Church owns most of the parking lots in the area, and he noted it also takes up surrounding street parking when church is in session. He stated the church does not oppose the wedding venue. He indicated the church has been at its location for over 60 years, and it requires on-street parking.

He explained the church would have to compete for on-street parking when events are held at the wedding venue. He asked Council to consider the parking situation when it makes its decision.

Ms. Susan Carlton, 118 North Fulton Street, indicated the Planning Board approved the request by erroneously comparing historic uses with the proposed use. She pointed out the neighborhood is quiet by 6:00 p.m. and a wedding venue could operate well into the night. She noted the proposed use would be more intensive and would cause traffic and parking issues that could hinder emergency vehicles. She stated new businesses would be more appropriate in an empty storefront on Main Street. She questioned moving retail into an established neighborhood with churches. She asked Council to deny the request.

Mr. Fred Schmidt, 108 North Fulton Street, explained the church has been at this location since 1882, and the current church building was constructed in 1940. He added Sacred Heart Catholic Church has been a good steward of the property. He stated the proposed wedding venue would be a restaurant and bar that serves dinner and alcohol. He pointed out if the venue is unsuccessful the neighborhood will be left with a rezoned parcel that is open to other commercial uses. He commented the only limit on the retail would be the hours of operation, and he noted the use would be open to interpretation. He added he does not want his neighborhood to have the same issues as the residents who live near the Firehouse Brew Pit on South Lee Street.

Mr. Pete Hoffman, 416 West Kerr Street, questioned how a neighborhood parking permit program would be enforced when residents have guests. He stated unless a carefully tailored plan is in place, retail should not be authorized for this large space. He commented when Sacred Heart held services at the location the area was congested, and he pointed out some of the parking used by the church is no longer available. He asked Council to protect the neighborhood and deny the request.

Mayor Alexander ask those in support of the Abbey to address Council.

Mr. Billy Rollins, Pastor of The Refuge Church, stated his church currently rents the property, and he noted the proposed wedding venue would benefit the City.

Ms. Lori Diefenbach, 1525 Flower Field Drive, Concord, explained her family plans to purchase the Sacred Heart Church property to restore the church and the surrounding buildings, and to operate a wedding and reception venue. She noted her family currently operates a wedding venue in Charlotte. She commented the business is family owned and operated and taken very seriously. She pointed out the plan is an excellent reuse of the property. She stated her family is willing to invest the money needed to repair each building and preserve the historical significance of the property. She explained the hours of operation would be limited to 10:00 p.m., lighting and music on the roof-top terrace would be restricted, and a privacy screen would be installed to meet neighborhood concerns. She noted parking has been identified to assure adequate parking for guests. She stated The Abbey will have parking staff on hand to address parking issues, and an off-duty police officer will be on site any time alcohol is served. She noted the Rowan Convention and Visitors Bureau completed an extensive market analysis of the proposed project, and it projects a potential financial impact of up to \$1.8 million annually. She added the market analysis validated the choice of a historic church property as a wedding and reception venue as on target for a defined

millennial market. She noted her family would not undertake the project if they were not certain of its viability. She added the family will be committing a considerable amount of their money and the remaining balance will be financed through a local bank. She noted the bank agreed to partner only after conducting an extensive financial review of the business. She asked Council to support The Abbey.

Mr. Hardin asked for clarification regarding the \$1.8 million potential financial impact. Ms. Diefenbach explained the number was taken from a report prepared by Rowan Convention and Visitors Bureau Director James Meacham and sent to Council. She noted up to 50 percent of the visitors will travel from out of state, and many of the visitors will book hotel rooms, eat at local restaurants, and visit hair and nail salons. She explained the financial impact includes ancillary businesses that will receive financial benefit from The Abbey.

Mr. Pete Bogle, 1655 Country Hill Drive, stated the historic nature of the City is very important to maintain. He pointed out the zoning surrounding the proposed project site and the existing uses. He pointed out DMX zoning across North Fulton Street allows up to 50,000 square feet of general retail, restaurants with bars and alcohol, an ABC store, automobile service stations, theaters and other options. He commented the uses are permitted on the property directly across from the proposed location and neighboring homes, and he added RMX would serve as transitional zoning. He noted RMX zoning would provide a buffer to the surrounding neighborhoods and the CD Overlay will add additional restrictions. He pointed out the retail areas are directly across from other businesses and could consist of professional services, studios, and possibly retail. He indicated the CD Overlay would establish hours of operation, maximum occupancy, noise and light restrictions, and provide protection for historic buildings. He pointed out a parking study was completed with staff to address parking concerns.

Mr. Seamus Donaldson, 200 Confederate Avenue, Chairman of the Finance Council for Sacred Heart Catholic Church, stated he supports the rezoning to allow adaptive reuse of the facility. He noted many years ago the parish determined it had outgrown its previous location. He indicated the City's preservation ethic was a consideration for moving the parish farther out of town. He pointed out demolition and redevelopment is not what the parish wants for the site so it chose to be patient and wait for the right adaptive reuse. He stated the parish has done its part to be a good citizen by preserving the site and promoting its adaptive reuse.

Ms. Miriam Ramirez, 185 Alonzo Avenue, Executive Director of Capstone Recovery Center, stated Capstone Recovery Center does not oppose The Abbey. She added The Abbey and Capstone Recovery Center can have a good working relationship, and Capstone Recovery Center can continue to provide a safe environment for women in recovery. She pointed out alcohol and cigarettes are currently within walking distance of the facility, and patients must make the right choices during their recovery.

Mr. John Brincefield, 218 West Thomas Street, noted a parking study identified 198 public and private parking spaces that did not include parking in the Ellis School Graded Historic District and West Council Street neighborhoods. He added parking is located on-site, in the parking lot at the intersection of Ellis and Innes Streets, or within a three block stretch of West Council Street. He pointed out the area is pedestrian friendly. He referenced 26 on-site parking spaces located in

the former playground area, and he pointed out the parking spaces were not available when the school was at the facility. He commented the proposed interior parking for The Abbey meets the goals of the Vision 2020 Comprehensive Plan and provides more private parking than most downtown businesses.

Ms. Beth Dixon, 112 South Fulton Street, stated she lives approximately one block from the proposed site, and she asked Council to approve the rezoning. She added the proposed project is an appropriate reuse of the facility that she welcomes into the community. She pointed out vacant buildings would be refurbished and old mobile units will be removed. She stated support services for the wedding venue would be less intrusive to the neighborhood than the former YMCA. She pointed out some of the associated retail would be similar to the retail that was previously located in the neighborhood. Ms. Dixon commented she lives beside a bank with customers coming and going throughout the day, and she noted the bank does not affect her family's quality of life. She added this is a chance to breathe new life into the old Sacred Heart property and bring more opportunity to downtown. She asked Council to approve the request.

Ms. Margaret Diefenbach, 1525 Flower Field Drive, Concord, commented she works at The Lodge with her parents. She added the business is Christian based and family oriented. She pointed out The Abbey will treat its customers, neighbors, and the City with respect and dignity. She thanked Council for considering the requests.

Ms. Jayne Helms, 524 Confederate Avenue, noted she owns property on North Fulton Street. She stated in 2016 a property on West Liberty was zoned RMX with little or no comment from the neighborhood. She pointed out the Diocese of Charlotte has been trying to sell this property for eight years, and no other buyer has been willing to purchase the entire campus. She commented the church has seating for approximately 200 people, and a church with 200 members may not have the means to rehabilitate the entire facility. She indicated others interested in the property did not have the means to purchase and up-fit the entire campus.

Mr. Ted Blanton, 305 West Thomas Street, indicated his law office is located at 228 West Council Street which is one block from the proposed venue. He pointed out the goals of The Abbey seem to be compatible with the Vision 2020 Comprehensive Plan, and he noted The Abbey is an adaptive reuse of historic buildings. He added the project will include a diverse array of living, shopping, working, gathering, and internal parking. He noted The Abbey plans to purchase the parking lot across from the Bank of America. He stated an off-duty police officer will be available when alcohol is served. He pointed out many of the buildings are abandoned and will continue to deteriorate. He asked Council to approve the request.

Ms. Rosalind Diefenbach, 1525 Flower Field Drive, Concord, stated her family moved to North Carolina in 1998 and restored a 1930s bungalow in Davidson. She noted her family worked together to refurbish several other properties and have worked hard to expand their wedding business.

Ms. Morgan Diefenbach, 1525 Flower Field Drive, Concord explained she was adopted by the Diefenbachs eight years ago. She pointed out the Diefenbach siblings have been taught to serve in their areas of expertise and to work as a team. She noted the Diefenbachs and The Abbey will be a wonderful addition to the community.

Ms. Star Black, 670 Null Crest Drive, Concord, commented she has worked with the Diefenbach family for two years. She pointed out the family and business provides an exceptional service for their clientele.

Ms. Pam Morris, 600 West Henderson Street, noted she is respectful of the historic homes in the City. She stated the property is perfect for a wedding venue. She pointed out LaCava restaurant is a successful example of the adaptive reuse of a former church in the West Square Historic District. She stated the restaurant serves food and alcohol and has never had any issues. She commented, as a small business owner, she travels a great deal for weddings, and she pointed out a lot of revenue is leaving the County.

Ms. April Lambert, 109 Devonshire Lane, indicated she is a local photographer who has worked with the petitioner. She pointed out the hours of operation and the off-duty police officer will be great for the business and the neighborhood. She stated the Diefenbachs will be a great addition to the community, and she asked Council to support The Abbey.

Mr. Jim Roach, 2382 Sides Road, stated he is a local business owner. He noted approximately 10 years ago he purchased a building that had been vacant for two years. He pointed out the building deteriorated during the two years it was vacant, and he added there are vacant buildings and homes throughout the City. He noted the City feels the financial impact of vacant deteriorating buildings. He asked Council to approve the request.

There being no one else to address Council, Mayor Alexander closed the public hearing.

Mr. Post requested clarification regarding venue parking. Mayor Alexander asked Mr. Pete Bogle to address Council. Mr. Mitchell explained a parking study was voluntarily completed by the applicant after parking issues were brought up at the Planning Board meeting. Mr. Bogle noted the applicant is not required to create additional parking, but the applicant realized additional parking would be needed. He pointed out there are 26 on-site parking spaces. He noted the applicant is working with the owner of the parking lot at the intersection of West Innes and North Ellis Streets to purchase or lease the parking lot, which would provide 33 additional parking spaces. He explained the applicant considered pedestrian friendly parking lots that were outside of residential areas. He pointed out there are 28 on-street parking spaces on Council Street from Ellis to Fulton Streets, 20 on-street parking spaces from Fulton to Jackson Streets, and 22 on-street parking spaces from Jackson to Church Streets for a total of 70 on-street parking spaces. Mr. Bogle indicated on evenings and weekends the City lot at North Church Street is available for use, and it has 69 parking spaces. He added 198 parking spaces have been identified, and he noted the number was confirmed by City Engineer Wendy Brindle. He pointed out the venue holds 200 people.

Mr. Post asked how many residents in the 300 block of West Council Street may be affected by the on-street parking. Mr. Bogle stated there are four to five residences in the 300 block of West Council Street.

Mr. Mitchell displayed a map of the area, and he pointed out the subject site, First Baptist Church, and the City parking lot Mr. Bogle referenced. He indicated the calculated parking spaces do not cross Ellis Street. He commented the on-street parking begins at Ellis Street and extends between North Fulton and Jackson Streets. Mr. Bogle commented church parking lots were not included in the parking study.

Ms. Blackwell questioned if out of town visitors would feel safe walking several blocks to The Abbey. Mr. Bogle noted the venue would provide parking maps to guests, and he added the petitioner is working to protect the neighborhood parking. He indicated the petitioner is considering renting trolleys for hotel guests or possibly implementing a shuttle system.

Mr. Hardin stated he thinks the proposed venue is a great business, and he thanked those who spoke for and against the proposal. He added he is concerned about livability, and he noted it is important for people to find comfort and refuge in their homes and neighborhood. He indicated the City needs businesses, but not at the expense of its neighborhoods. He commented he thinks there is a better location for a wedding venue where a neighborhood would not be disturbed, and he cannot support the initiative.

Mr. Miller pointed out if the business is unsuccessful the rezoning will remain in place. He clarified the approved uses would be the only ones allowed if the business leaves. Mr. Mitchell agreed, and he pointed out any retail would have to fit into a 3,500 square foot unit in the support services building.

Mr. Miller expressed concerns regarding the hours of operation. He noted adaptive reuse is important to the community, and he commented the site could house 27 multi-family dwelling units if the property were demolished. He noted the seller is working to find the right buyer, and he added Council must consider what could be put at the location instead of what is being proposed. He commented he does not find what is being proposed offensive, and he noted parking concerns seem to be addressed.

Mr. Miller pointed out it is critical for the petitioner to be a good neighbor if the wedding venue is approved. He noted the hours of operation are until 10:00 p.m. He added it may be better for the neighborhood if the planned activities take place indoors after dark. He added the wedding venue could be an excellent fit for the community, but he has concerns for the neighbors regarding the retail space. He stated Council cares about neighborhoods and business, and it strives to find the correct balance for the City.

Ms. Blackwell commented she has studied the information provided. She noted Mr. Meacham suggested the wedding venue could bring \$1.8 million to the City in hotel stays, meals, retail, and other services. She added \$1.8 million would not replace a fragile neighborhood. She commented the neighbors have concerns regarding noise and parking that need to be resolved. She pointed out weddings can be fun, noisy, and messy, and she noted a home should be a safe place.

She commented the best use for this venue is a church. She indicated she is not an advocate of a residential parking program. She noted she was elected as a neighborhood advocate, and she cannot support the request.

Mr. Post stated he is concerned about The Abbey's reliance on on-street parking, and the quality of the retail that could be placed in the neighborhood. He pointed out 6,000 square feet is a large potential retail space, and he is reluctant to support anything that remains with the land. He noted there is also a risk that this substantial piece of property could deteriorate and negatively impact the neighborhood. He added he thinks the Diefenbachs would run a great business, but he is concerned about the risks to the community.

Mr. Miller added he is concerned about how the hours of operation and the retail would affect the neighborhood. He stated he would be willing to serve on a Council Committee if Council determines further study is needed. He added The Abbey could be an attractive business for the community provided the neighborhood concerns are addressed. He suggested sending the item to a Council Committee to determine if the proposal could be adjusted to meet the neighborhood needs and work within the petitioner's business plan.

Mr. Post noted he would support sending the item to a Council Committee.

Mr. Hardin stated the neighborhood has presented its case, and he noted it would be a disservice to prolong the discussions. He recommended Council vote on the issue.

Mr. Miller noted the neighborhood residents have made their case, and their position is being considered.

Thereupon Mr. Miller made a **motion** to send CD-01-2016 The Abbey to a Council Committee. Mr. Post seconded the motion.

Mr. Post pointed out the Planning Board spent many hours deliberating the issue, and then sent the item to a committee. He noted this is the first time Council has heard all the information, and he added hours of operation and parking issues need to be addressed. He pointed out downtown retail closes at approximately 5:00 p.m. He stated Council has an obligation to collect as much information as possible to resolve the issues that arise.

Messrs. Miller and Post, and Ms. Alexander voted AYE. Ms. Blackwell and Mr. Hardin voted NAY (3-2).

Mayor Alexander asked the petitioner if she would work with a Council Committee. Ms. Diefenbach agreed. She also asked neighborhood advocate Graham Carlton to participate in the Council Committee. She then appointed Mr. Miller and Mr. Post to serve on the Council Committee. She thanked everyone who voiced their concerns regarding the issue. She pointed out the decision is difficult because Council values its neighborhoods, and it strives to support commercial uses which are part of urban living. She indicated new businesses are critical to the City's success. She cautioned compromise may be needed from both parties.

Mr. Miller and Mr. Post suggested Wednesday, May 11, 2016 for a committee meeting. City Clerk Myra Heard asked anyone interested in attending the committee meeting to contact the City Clerk's office at (704) 638-5224 or by email at mhear@salisburnc.gov.

PUBLIC COMMENTS

Mayor Alexander opened the floor for public comment.

Mr. Jerry Shelby, Morlan Park, explained on November 20, 2007 the City planned to barricade the intersection of Morlan Park Road and Jake Alexander Boulevard. He stated at the public hearing Morlan Park residents objected and pointed out the dangers associated with a barricade. He commented Council voted to stop the barricade project and implement citizens' recommendations. He stated eight years have passed and nothing has been done. He pointed out \$450,000 in funding was approved, and the barricade project was again presented to Council on May 3, 2015. He added Council approved the barricade without a public hearing. He noted the City has done nothing to make the intersection safer. He invited Council to tour the site.

Councilmember Post asked Mr. Shelby to contact him so he can visit the site.

Ms. Cynthia Okwara, First Care Medical Clinic, noted First Care Medical Clinic has seven locations in North and South Carolina including one on East Innes Street. She stated First Care Medical Clinic provides comprehensive healthcare for the community including free transportation to the facility.

Councilmember Hardin asked if First Care Medical Clinic is accredited and bound by the Centers for Medicare and Medicaid Service (CMS) guidelines. Ms. Okwara agreed, and she presented calendars to Council.

There being no one else to speak, Mayor Alexander closed the public comment session.

SPECIAL USE PERMIT - 115 MOORESVILLE ROAD

SUP-01-2016 – 115 Mooresville Road

(a) Ex Parte Disclosure

Planning and Development Services Manager Preston Mitchell asked Council members if anyone had knowledge of this case they wished to disclose. There were no ex parte disclosures.

(b) Swearing In

Mayor Alexander indicated anyone who wished to speak for or against this item must be sworn in, and she asked those who would like to speak to come forward. She administered the oath to the following:

Mr. Preston Mitchell
Mr. Chris Earnhardt
Mr. Bryce Beard
Ms. Sharon Barnhart

(c) Mayor Alexander convened a public hearing, after due notice thereof, to receive testimony regarding SUP-01-2016.

Mr. Mitchell explained the case before Council is quasi-judicial and all testimony must be evidence to show the applicant will or will not meet all of the standards. He clarified this is a fact-based evidentiary hearing.

Mr. Mitchell indicated the Special Use Permit (SUP) is for property located at 115 Mooresville Road near the intersection of South Main Street and Mooresville Road. He noted the SUP would allow the sale and on-site consumption of alcohol. He stated the Land Development Ordinance (LDO) defines the use as a bar/tavern/night club because the location is not associated with a restaurant. He explained a business that sells alcoholic beverages for on-site consumption that is not associated with a restaurant must go through the SUP process.

Mr. Mitchell noted the property is zoned Corridor Mixed-Use (CMX).

Mr. Mitchell presented the standards for decision required for the SUP:

1. The use meets all required principles and specifications of the Ordinance and any adopted land use plans and is in harmony with the general purpose and intent and preserves its spirit; and
2. The proposed plan as submitted and approved will be visually and functionally compatible to the surrounding area; and
3. The public health, safety, and welfare will be assured and the proposed development will not substantially injure the value of adjoining property and associated uses if located where proposed
4. No such facility shall be located within 500 feet of any lot containing a school

Mr. Mitchell explained the site is zoned CMX and neighboring zoning includes Urban Residential (UR-8), Neighborhood Mixed-Use (NMX), General Residential (GR-6), and Corridor Mixed-Use (CMX). He displayed a photograph of the property, and he pointed out the proposed site, its store front windows, and the view from the street and the parking lot.

Mr. Mitchell reviewed the floor plan, and he noted the location will serve as a pool hall. He explained the facility received its pool hall permit in December 2015, and the proposed name of the facility is Barber and Billiards. He pointed out the designated outdoor area for games and alcohol consumption, and outdoor lighting under the canopy.

Mr. Mitchell noted staff testifies the use meets all of the required principal and specifications of the Land Development Ordinance (LDO). He pointed out the applicant is not proposing to expand or demolish any square footage of the facility. He stated the facility is not within 500 feet of a lot containing a school.

Mr. Chris Earnhardt, 113 and 115 Mooresville Road, noted the barber shop and laundromat have been in business at the current location since 1965. He commented he decided to serve alcohol at the facility after he received the pool hall permit in December 2015. He noted the site fits with the surrounding area, and the planned use is compatible with surrounding businesses.

Councilmember Post asked to be recused due to a possible conflict of interest.

Thereupon, Ms. Blackwell made a **motion** to recuse Mr. Post. Mr. Miller seconded the motion. Messrs. Hardin and Miller, and Messes. Alexander and Blackwell voted AYE (4-0).

Mr. Earnhardt noted the proposed use is a private, members only bar, and he indicated beer consumption would be allowed inside a designated area approved by the Alcohol Law Enforcement (ALE). He pointed out approximately 25 exterior parking spaces that would be petitioned off for special outdoor events by a 48" snow fence on one side, a 72" fence that would go up against the rental agency beside the proposed establishment, and a cement block wall behind the facility.

Mayor Pro Tem Blackwell asked for clarification regarding a snow fence. Mr. Earnhardt explained a snow fence is temporary fencing used to temporarily block off an area. He noted snow fencing can be rolled up and easily moved when the event is over. He added patrons would not be allowed to consume alcohol outside of the fenced area.

Mayor Alexander asked if the temporary fencing meets City Code. Mr. Mitchell pointed out City Code does not regulate fencing. He explained an SUP allows Council to impose conditions on the property including a more appropriate temporary fencing. Mr. Earnhardt stated he would provide whatever type of fencing Council requests.

Mr. Earnhardt noted the establishment would be located in an existing commercial building that is visual and functionally compatible to the surrounding area. He added beer will be served during business hours, and he noted he will abide by the rules established prior to the issuance of the pool hall permit. He added the property has continuous video surveillance that is kept for 30 days. He indicated he will provide a security officer when a pool league is in town, and he added an employee will work the front door and check identification and membership cards. He stated members would be required to fill out an application before a membership card is issued. He commented an employer/employee server training course will be provided Saturday, May 7, 2016 by an ALE officer.

Mr. Earnhardt stated florescent lighting would be installed on the canopy and along the back of the building. He pointed out the landlord, Owen Investments, provides exterior lighting for the parking lot. He noted the hours of operation will be Monday through Friday from 5:00 p.m. until midnight, Saturday from 3:00 p.m. until midnight, and Sunday only for pool league play and special events such as Mixed Martial Arts (MMA) fights and pay per view events. He commented only beer will be served at the facility.

Councilmember Hardin asked if alcohol will be served on Sunday. Mr. Earnhardt noted beer will be served on Sunday for special events.

Mr. Earnhardt indicated he was interviewed by Salisbury Police Captain Melonie Thompson and found to be compliant with all mandates. He noted he has studied the ABC laws and they will be strictly enforced.

Mayor Alexander noted alcohol consumption would take place inside the establishment and within a designated outside area beside the business that would be screened by a fence that is a minimum of 48 inches in height. Mr. Earnhardt agreed, and he noted the fence would alert patrons to the designated alcohol area.

Mr. Bryce Beard, 1617 Emerald Avenue, Wallace Realty Property Manager, stated he has no interest in the Southgate Shopping Center on Mooresville Road. He indicated he has visited the shopping center during the night and day. He pointed out the shopping center is located on a main thoroughfare, has a large front parking lot, and ample lighting at night. He pointed out the gas station adjacent to the strip mall sells beer, and he noted Mr. Earnhardt's establishment would not have a negative impact on surrounding real estate values.

Ms. Sharon Barnhart, 19708 Schooner Drive, Cornelius, stated her father owns the Southgate Shopping Center. She indicated Mr. Earnhardt has been a tenant for eight years, and she pointed out Mr. Earnhardt has invested time and effort into the billiards which would tie into the barber shop. She stated the establishment would bring additional business to the area.

Mr. Hardin asked for clarification regarding Mr. Earnhardt's decision to sell alcohol. Mr. Earnhardt explained it was a financial decision. He noted he did not originally plan to sell alcohol, but patrons would leave the establishment when they realized it was dry. He clarified he wants the establishment to be known as a pool hall that serves beer and not a bar that has pool tables.

There being no one else present to give testimony, Mayor Alexander closed the public hearing.

Thereupon, Mr. Miller made a **motion** for the following Findings of Fact:

- The use meets all required principles and specifications of the Ordinance and any adopted plans and is in harmony with the general purpose and intent and preserves its spirit as evidenced by the following testimony:
 - The site characteristics currently fit within the surrounding area
 - The planned use as a bar is compatible with the current business and surrounding businesses
 - The proposed use is intended to be a private bar for members only
 - The use will allow for alcohol consumption inside the establishment and within a designated area approved by the ALE officer
- The proposal as submitted and approved will be visually and functionally compatible to the surrounding area as evidenced by the following testimony:
 - The use will be located within an existing commercial building that is visually and functionally compatible to the surrounding area
 - Serving of alcoholic beverages will be conducted during the business hours only
 - Alcohol consumption will be provided inside the establishment and within a designated outside area beside the business that will be screened by a fence that is a minimum of 48 inches in height
- The public health, safety and welfare will be assured and the proposed development will not substantially injure the value of adjoining property and associated uses if located where purposed as evidenced by the following testimony:
 - The establishment will have 24/7 surveillance
 - Security will be provided on the night or nights of pool league
 - Employee will be assigned to work the front door to check for proper ID and membership card
 - A Private Club application shall be completed and approved before a membership card is issued
 - Employee/Server has received training courses provided by ALE
 - Adequate exterior lighting is provided within the parking area
 - Hours of operation will be: Monday through Friday 5:00 p.m. until midnight; Saturday 3:00 pm until midnight; Sunday open only for pool league play, special events such as MMA boxing matches and pay per view sporting events provided by cable provider
 - The applicant has been evaluated by the Salisbury Police Department and they found the applicant to be compliant with all mandates and criteria from the Local Law Enforcement phase
 - ABC laws and regulations have been studied and reviewed and will strictly be abided by
- The proposed establishment is not located within 500 feet of any lot containing a school, public or private

Ms. Blackwell stated the suggested findings support the general requirements as required by the Salisbury Land Development Ordinance. Mr. Hardin seconded the motion. Messrs. Hardin and Miller, and Mses. Alexander and Blackwell voted AYE. (4-0)

Mr. Miller noted Council is not able to regulate fencing. Mr. Mitchell explained the LDO does not regulate fencing, but Council could regulate a different style of fencing through the Finding of Fact. Mr. Miller requested a more visually pleasing fencing. Mr. Earnhardt noted the fencing has to be something that can be rolled up and taken inside because the other businesses require use of the parking lot during the day. He added the fence would only be installed on the weekends. He explained the rest of the strip mall closes at noon on Saturday, and he would have the rest of the parking lot for his business. Mr. Mitchell suggested stanchions with a swag which would be more decorative. Mayor Alexander asked Mr. Earnhardt if he objected to stanchions. Mr. Earnhardt agreed to stanchions.

Thereupon, Mr. Miller made a **motion** to issue a Special Use Permit SUP-01-16 to permit a bar with alcohol sales and on-site consumption at 115 Mooresville Road to include stanchion fencing. Ms. Blackwell seconded the motion. Messrs. Hardin and Miller, and Mses. Alexander and Blackwell voted AYE. (4-0)

BOARDS AND COMMISSIONS

Historic Preservation Commission

Upon a motion by Mr. Miller, seconded by Mr. Hardin, and with Mr. Post, and Mses. Alexander and Blackwell voting AYE, the following appointment was made to the Historic Preservation Commission:

Mr. Kathy White

Term Expires 03/31/19

Tourism and Cultural Development Commission

Upon a motion by Mr. Miller, seconded by Ms. Blackwell, and with Messrs. Hardin and Post, and Ms. Alexander voting AYE, the following appointments were made to the Tourism and Cultural Development Commission:

Mr. Edward Norvell

Term Expires 06/30/19

Ms. Shannon Stewart-Hill

Term Expires 06/30/19

Councilmember Post pointed out the Tourism and Cultural Development Commission needs four members.

CITY MANAGER'S COMMENTS

(a) Special Community Organization Groups

City Manager Lane Bailey noted there was a significant increase in non-profit organizations requesting funding from the City. He suggested Council consider setting aside a lump sum and determine how to distribute the funding, or using a third party, like the Community Development Corporation (CDC), to assist with the distribution. He pointed out the City has never requested financial statements from non-profits who request City funding. He added it is difficult to vet the organizations because there are many deserving groups. He pointed out Special Community Organization Groups have requested \$182,000 more than last year's funding.

Councilmember Post noted any organization that is requesting City funds should be required to provide a budget with revenue and expenses including where the City's allocation would go, a balance sheet with assets and liabilities, and evidence of 501(c)(3) or non-profit status.

Councilmember Hardin agreed with Mr. Post, and he commented he would like to seek measureable outcomes.

Mayor Alexander agreed with Mr. Post and Mr. Hardin. She pointed out the City must be diligent when it spends public dollars. She stated Mr. Post's suggestion for minimum requirements is outstanding. She asked Council for its opinion regarding having a foundation assist with Special Community Organization Group funding. She pointed out the United Way has an allocations committee.

Councilmember Miller asked if there will be time to implement the proposed changes before July 1, 2016 or if Council could establish a funding amount and distribute the money at a later date.

Mr. Bailey suggested staff allocate a funding amount and Council determine the distribution. He also suggested the Salisbury Community Foundation help with the allocation process next year. Mayor Alexander clarified Council would have the final decision regarding disbursement of the funding. Mr. Bailey agreed.

Mr. Post recommended the funding be limited to a certain percentage of an organization's total budget, so no group is reliant on the City to operate. He clarified City funding should be supplemental to a Special Community Organization Group's funding.

Mr. Bailey pointed out some quasi-governmental agencies such as the Salisbury-Rowan Economic Development Commission (EDC) and Downtown Salisbury Inc. (DSI) require City funding to operate. Mayor Alexander added the quasi-governmental groups may need to be considered separately from the Special Community Organization Groups.

Mr. Bailey clarified Council supports working with a foundation to allocate funding. Mayor Pro Tem Blackwell asked if the organizations would be given time to provide their 501(c)(3) status and budget information. Mr. Bailey agreed. Mayor Alexander noted this year staff could send a letter requesting 501(c)(3) and budget information to be reviewed by Council.

Mr. Post clarified Council could request an organization have a 501(c)(3) or be organized as a North Carolina non-profit. He pointed out it can take time to receive 501(c)(3) status.

Mr. Miller noted he likes that United Way performs a needs assessment to determine priority. He suggested Council determine its guiding goals or principles to set priorities. Mr. Bailey agreed.

Mr. Hardin stated it is critical that the funding be used to help people instead of covering operational expenses. He added the City needs stringent guidelines for fund allocation.

Mr. Miller asked Mr. Bailey if he is requesting Council eliminate organizations from the Special Community Organization list. Mr. Bailey stated he is not requesting Council eliminate a group. Mr. Miller commented guiding principles would make the elimination process easier. Mr. Hardin noted additional criteria requirements would eliminate some groups.

Mr. Bailey noted staff will allocate a certain amount of money and give Council an opportunity to set funding priorities.

Mr. Miller suggested Council email Mr. Bailey its criteria and staff can report back to Council.

(b) Community Job Fair

City Manager Lane Bailey asked Human Resources Specialist Brianna Price to update Council regarding the Community Job Fair. Ms. Price noted 41 people attended the workshops, and 26 people used their early admission certificate. She indicated four employers served on the employer panel which was attended by 35 people. She commented 321 people and 41 employers attended the job fair. She added 207 surveys were completed, and she indicated the results were generally positive. She noted 123 individuals gave their resume to an employer, 76 individuals completed an on-site job application, and 49 individuals were granted an on-site interview.

Mayor Alexander thanked Ms. Price and Ms. Dee Dee Wright for their hard work and dedication to the Community Job Fair.

MAYOR'S ANNOUNCEMENTS

(a) "Meet with the Manager"

Mayor Alexander announced the next "Meet with the Manager" will be held Wednesday, May 4 from 9:00 a.m. until 10:00 a.m. in the first floor conference room at City Hall, 217 South Main Street. This is an open office hour for citizens to share their ideas or concerns regarding City services with City Manager Lane Bailey.

(b) Housing Workshop

Mayor Pro Tem Blackwell announced a Housing Workshop was held Thursday, April 28, 2016 at the Civic Center. She pointed out the workshop was sponsored by the Housing Advocacy Commission, and she indicated the quality of information was excellent. She stated two of the attendees were Department of Social Service (DSS) workers. She thanked everyone who worked to make the Housing Workshop a success.

(c) Recognition – Mr. Javon Hargrave and Mr. Romar Morris

Councilmember Hardin recognized Mr. Javon Hargrave who was drafted by the Pittsburgh Steelers and Mr. Romar Morris who was drafted by the New York Jets.

CLOSED SESSION

Mayor Alexander requested Council go into a closed session concerning a personnel matter and as allowed by NCGS143-318.11(a)(6).

Thereupon, Mr. Miller made a **motion** to go into closed session concerning a personnel matter and as allowed by NCGS143-318.11(a)(6). Mr. Post seconded the motion. Messrs. Hardin, Miller and Post, and Meses. Alexander and Blackwell voted AYE. (5-0)

RETURN TO OPEN SESSION

Thereupon, Mr. Miller made a **motion** for Council to return to open session. Ms. Blackwell seconded the motion. Messrs. Hardin, Miller and Post, and Meses. Alexander and Blackwell voted AYE. (5-0)

Mayor Alexander asked Councilmember Post to read Council's decision.

Councilmember Post referred to Section 21 of the Employment Agreement with City Manager Lane Bailey and noted City policy provides a minimum level increase in compensation of at least five percent upon successful completion of a probationary period.

Thereupon, Mr. Post made a **motion** that City Manager Lane Bailey has met his obligations under the agreement and he is entitled to the highest level of benefits provided by the City and enjoyed by other employees. He moved that Council grant Mr. Bailey a five percent raise. Mr. Miller seconded the motion. Messrs. Hardin, Miller and Post, and Meses. Alexander and Blackwell voted AYE. (5-0)

Mayor Alexander noted in Council's review of Mr. Bailey it gave him a unanimous outstanding review of his performance during his time as City Manager. She added Council is impressed with all Mr. Bailey has done to achieve Council goals and his ability to manage staff. She stated Council has heard from multiple sources both internally and throughout the community that Mr. Bailey has brought a sense of stability to the City and its staff. She noted Council is very grateful to have Mr. Bailey serve as City Manager.

Mr. Bailey thanked Council for its vote of confidence, and he noted he has enjoyed serving Council.

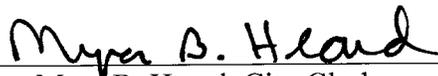
Councilmember Miller asked for an effective date for Mr. Bailey's raise. Mr. Post noted the raise should be effective based on Mr. Bailey's one year anniversary date. Mayor Alexander noted Mr. Bailey's raise will be effective as of March 23, 2016.

ADJOURNMENT

Motion to adjourn the meeting was made by Mr. Post seconded by Mr. Miller. All council members in attendance agreed unanimously to adjourn. The meeting was adjourned at 9:41 p.m.



Karen Kirks Alexander, Mayor



Myra B. Heard, City Clerk