

CITY OF THOMASVILLE COUNCIL MEETING AGENDA

Monday, April 17, 2023 – 6:00 P.M.
7003 Ball Park Road, Thomasville, NC 27360

Mayor Raleigh York, Jr. ~ Mayor *Pro Tem* Ron Bratton

1. Call to Order
2. Additions and Deletions to the Agenda
3. Recognitions and Presentations
 - A. Proclamation: Week of the Student Leader (April 24-28, 2023)
 - B. Proclamation: Public Health Month (April 2023)
 - C. Proclamation: Lions Brighter Vision Day (May 4, 2023)
4. Public Forum – Please sign up in person to speak for two minutes on any topic. *The two-minute time limit will be enforced.*
5. Public Hearing
 - A. CBDG - NR Environmental Review for 11 Pine Street Redevelopment (Public Comment Only – No Action Required)
6. Consent Agenda
 - A. Consideration of Approval of Minutes – Briefing Meeting on 03/13/2023
 - B. Consideration of Approval of Minutes – Council Meeting on 03/20/2023
 - C. Consideration of Budget Amendment (2023-P10-01)
 - D. Consideration of Resolution of Support for Piedmont Legacy Trails
 - E. Consideration of Resolution of Commitment to the NC Main Street & Rural Planning Center to Participate in the Downtown Associate Community Program IF Selected
 - F. Consideration of Resolution of Support for NCDEQ State Revolving Grant/Loan Program for 2023 Waterline Improvement Project
 - G. Consideration of Equal Employment Plan, Equal Procurement Plan, Section 504 Plan, Section 3 Plan, Language Access Plan, Fair Housing Plan, and Analysis of Impediments Plan re: CDBG - NR Grant for 11 Pine Street

7. Regular Agenda

- A. Consideration of Award of Contract to Axon Enterprise, Inc. for Purchase of Police Department Body and Car Cameras
- B. Consideration of Approval of Contract Between City of Thomasville and HiToms for Use of City Facilities
- C. Consideration of Amendment to City Ordinance - Appendix A, Zoning, Article V, Section 3, Note 22. Flea Markets/Open air sales
- D. Consideration of Amendment to City Ordinance - Chapter 46, Article II, Section 46-34. Offensive Conditions on Private Property
- E. Consideration of Ordinance of Condemnation for 200 Kern Street; Pneuma Pentecostal Church of Deliverance, Inc. Property Owner
- F. Consideration of Ordinance of Condemnation for 207 Brown Street; Filetha & Letonya Hackley, Property Owner
- G. Consideration of Ordinance of Condemnation for 306 Martin Luther King Drive; Rosa Mae Oliver, Property Owner
- H. Consideration of Resolution Amending the Thomasville Police Personnel Policy

8. Committee Reports and Appointments, Mayor's Report and Appointments, City Manager's Report, City Attorney's Report9. Additional Items10. Adjournment



PROCLAMATION

Week of the Student Leader: April 24 – 28, 2023

WHEREAS, Leadership opportunities for students exist in arts, athletics, student government, and clubs and organizations; and students are afforded opportunities to experience leadership in a very practical way; and

WHEREAS, Student leaders contribute to the advancement of school climate and culture; building school spirit and pride; and they provide inspiration and motivation, develop programs, and provide opportunities for other students to become involved in their school; and

WHEREAS, Student leaders recognize the achievements of and honor other students and adults; and they not only volunteer for community service, but also work to create a positive relationship with members of their local community;

NOW, THEREFORE, BE IT PROCLAIMED that I, Raleigh York, Jr., Mayor of the City of Thomasville, North Carolina, do hereby proclaim April 24- 28, 2023 as

THE WEEK OF THE STUDENT LEADER

in honor of the many outstanding contributions and services provided by students to their peers, the school population, and their local communities; and

BE IT FURTHER PROCLAIMED, that the student leaders of the secondary schools of Thomasville City are commended for their support of and contributions to quality schooling in the City of Thomasville; and I encourage all citizens to join me in this worthy observance.

IN WITNESS WHEREOF, I have hereunto set my hand this 17th day of April, 2023.

Raleigh York, Jr., Mayor



City of Thomasville Proclamation

PUBLIC HEALTH MONTH April 2023

WHEREAS, the Davidson County Health Department has served the community for more than 100 years and provided immeasurable contributions to enhancing the quality of life for our residents; and

WHEREAS, public health programs have evolved over the past century from a focus on sanitation and controlling the spread of infectious diseases to now also preventing the onset of chronic diseases; and

WHEREAS, the significant increase in life expectancy is widely credited to improvements in public health programs; and

WHEREAS, public health promotes improved lifestyles by providing services and supporting policies to help young people stay well and develop into healthy adults;

NOW, THEREFORE, BE IT RESOLVED that I, Raleigh York, Jr., Mayor of the City of Thomasville do hereby proclaim the month of April 2023 as

PUBLIC HEALTH MONTH

and encourage all citizens of Thomasville to take steps to protect and promote the health and wellbeing of their families by making healthy personal lifestyle choices and seeking regular preventive health care.

This the 17th of April, 2023.

Raleigh York, Jr., Mayor
City of Thomasville

City of Thomasville, North Carolina

~Proclamation~

LIONS BRIGHTER VISION DAY

WHEREAS, the Lions Club is a worldwide organization that was founded over 100 years ago with a mission to improve health and well-being, strengthen communities, support those in need through humanitarian services and grants that impact lives globally, and encourage peace and international understanding; and

WHEREAS, the Thomasville Lion's Club is going to hold an event on May 4, 2023 called "Lions Brighter Vision Day" to raise funds for the visually and hearing impaired. The local goal is to raise \$125,000 for the Thomasville/Fairgrove/Pilot District. The State goal is \$750,000. 100% of the funds raised will go to the cause.

NOW, THEREFORE, I, Raleigh York, Jr., Mayor of Thomasville North Carolina do hereby proclaim May 4, 2023 as

"Lions Brighter Vision Day"

and I encourage everyone to participate in this event and support this worthy cause.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of Thomasville on this the 17th day of April, 2023.

Raleigh York, Jr., Mayor
Thomasville, North Carolina

**NOTICE
PUBLIC HEARING
CITY OF THOMASVILLE
COMMUNITY
DEVELOPMENT BLOCK
GRANT – NEIGHBORHOOD
REVITALIZATION PROGRAM**

The City of Thomasville will conduct a public hearing to receive public input on the Community Development Block Grant – Neighborhood Revitalization Program that will undertake the following project:

- Thomasville Apartments LLC
– 11 Pine St. Thomasville NC
27360

Proposed activities must primarily benefit persons with low and moderate incomes. The City's policy is not to consider proposals to fund private entities' administrative/operational expenses.

A 15-day public comment period on the Thomasville Apartments, LLC project is from March 28, 2023, to April 17, 2023. Comments on this project can be forwarded to Arisbett Adame Smith, Community Development Program Coordinator, Piedmont Triad Regional Council, 1398 Carrollton Crossing Dr. Kernersville, NC 27284, or emailed to asmith@ptrc.org.

All citizens are encouraged to attend the following public hearing:

Monday, April 17, 2023
6:00 p.m.
7003 Bali Park Road
Thomasville, NC 27360

This information is available in Spanish or any other language upon request. Please contact Arisbett Adame Smith at 336-904-0300 ext. 6002 or at 1398 Carrollton Crossing Dr., Kernersville, NC 27284 for accommodations for this request.

Esta información está disponible en español o en cualquier otro idioma bajo petición. Por favor, póngase en contacto con Arisbett Adame Smith al 336-904-0300 ext. 6002 o en 1398 Carrollton Crossing Dr., Kernersville, NC 27284 de alojamiento para esta solicitud.

March 29, 2023

These notices shall satisfy two separate but related procedural requirements for activities to be undertaken by the City of Thomasville.

REQUEST FOR RELEASE OF FUNDS

On or about March 18, 2023 the City of Thomasville will submit a request to the HUD administering agency for the release of Community Development Block Grant-Neighborhood Revitalization funds under Title 1 of the Housing and Community Development Act of 1974, Public Law 93-383, as amended 42 U.S.C. 5301 et seq, to undertake a project known as Thomasville Apartments, LLC for the purpose of rehabilitating the existing building into a 37-unit apartment community that will target families with incomes between 40% and 80% of the area median income limits, estimated funding of \$950,000, the project location starts at 11Pine St. Thomasville, NC 27360.

FINDING OF NO SIGNIFICANT IMPACT

The City of Thomasville has determined that the project will have no significant impact on the human environment. Therefore, an Environmental Impact Statement under the National Environmental Policy Act of 1969 (NEPA) is not required. Additional project information is contained in the Environmental Review Record (ERR) on file at City of Thomasville 10 Salem St., Thomasville, NC 27360 or Piedmont Triad Regional Council 1398 Carrolton Crossing Dr., Kernersville, NC 27284 and may be examined or copied weekdays 8:00 A.M to 5:00 P.M.

PUBLIC COMMENTS

Any individual, group, or agency may submit written comments on the ERR to the City of Thomasville or Piedmont Triad Regional Council. All comments received by April 17, 2023 will be considered by the City of Thomasville prior to authorizing submission of a request for release of funds. Comments should specify which Notice they are addressing.

ENVIRONMENTAL CERTIFICATION

The City of Thomasville certifies to HUD that Eddie Bowling in his capacity as Assistant City Manager consents to accept the jurisdiction of the Federal Courts if an action is brought to enforce responsibilities in relation to the environmental review process and that these responsibilities have been satisfied. HUD approval of the certification satisfies its responsibilities under NEPA and related laws and authorities and allows the City of Thomasville to use Program funds.

OBJECTIONS TO RELEASE OF FUNDS

HUD will accept objections to its release of fund and the City of Thomasville's certification for a period of fifteen days following the anticipated submission date or its actual receipt of the request (whichever is later) only if they are on one of the following bases: (a) the certification was not executed by the Certifying Officer of the City of Thomasville; (b) the City of Thomasville has omitted a step or failed to make a decision or

MINUTES FOR THE THOMASVILLE CITY COUNCIL BRIEFING MEETING ON MONDAY, MARCH 13, 2023 AT 4:00 PM AT 7003 BALLPARK ROAD, THOMASVILLE, NC.

Elected officials in attendance: Mayor Raleigh York, Jr.; Mayor *Pro Tempore* Hunter Thrift; and Council Members Doug Hunt, Wendy Sellars, Lisa Shell, and Payton Williams. Ron Bratton and Jeannette Shepherd had excused absences.

The following staff members attended the meeting: City Manager Michael Brandt, Assistant City Manager Eddie Bowling, City Attorney Misty Whitman, Acting Police Chief Dustin Carter, and City Clerk Wendy Martin.

1. Call to Order - Mayor York called the Briefing meeting of the Thomasville City Council to order.
2. Additions and Deletions to the Agenda – City Manager Brandt asked that Council:
 - Add Closed Session as Item 8 on 03/13/23 for Personnel Matters; and
 - Move Item 6 A. to 03/13/23 (*Consideration of Request for Leave of Absence from City Council Duties by Council Member Jeannette Shepherd until July 1, 2023.*)

Mayor *Pro Tem* Thrift moved to approve the agenda as amended. Council Member Sellars seconded. *Motion unanimously approved 5 – 0.*

3. Recognitions and Presentations – to be presented on March 20, 2023.
 - A. Presentation to Retired Police Chief Mark Kattner and Consideration of Resolution Awarding Badge and Service Sidearm to Retired Police Chief Mark G. Kattner
 - B. Proclamation: American Red Cross Month (March 2023)
 - C. Proclamation: Child Abuse Prevention Month (April 2023)
 - D. Proclamation: Second Chance Month (April 2023)
4. Public Forum – A public forum will be held at the Council Meeting on February 20, 2023. Sign up sheets will be provided at the meeting.

The following items were put on the Consent Agenda by the Council members for consideration on March 20, 2023:

5. Consent Agenda
 - A. Consideration of Approval of Minutes – Briefing Meeting on 02/13/23
 - B. Consideration of Approval of Minutes – Council Meeting on 02/20/23
 - C. Consideration of Revised Grant Project Ordinance: Nucor – Golden Leaf Foundation Grant
 - D. Consideration of Revised Grant Project Ordinance: Nucor
 - E. Consideration of Resolution Providing for the Payment of Exempt Comp Time
 - F. Consideration to Change Title from Assistant Fire Chief to Deputy Fire Chief (No Change in Duties, Classification, or Salary Grade)

- G. Consideration of Amendment to Council Advisory Board Member Policy: Re-Attendance Requirements
- H. Consideration of Temporary Road Closure Ordinance – Memorial Day Parade (05/29/23)

The following items were put on the Regular Agenda by the Council members for consideration on March 20, 2023:

6. Regular Agenda

- A. Appeal of Code Enforcement Action – 917 Liberty Drive
- B. Consideration of Fiscal Policy Revision
- C. Consideration of Purchasing Policies and Procedures Revisions
- D. Consideration of Budget Amendment (2023 P9 -01)
- E. Consideration of Personnel Policy Amendments:
 - o Article VII Section 2 & 18 - Compensatory Time Revisions &
 - o Article XII Section 1 - Consideration of Employee Health Benefit Changes, Reducing Waiting from 60 Days to 30 Days

7. Committee Reports and Appointments, Mayor's Report and Appointments, City Manager's Report, City Attorney's Report – To be done on March 20, 2023.

8. Closed Session – Personnel

Mayor *Pro Tem* Thrift moved to go into closed session for personnel matters. Council Member Sellars seconded. *Motion unanimously approved 5 – 0.*

They returned to open session. No action was taken in closed session.

9. Additional Items – N/A

10. Adjournment – Council Member Sellars moved to adjourn. Council Member Williams seconded. *Motion unanimously approved 5 – 0.*

Raleigh York, Jr., Mayor

Wendy S. Martin, City Clerk

MINUTES FOR THE THOMASVILLE CITY COUNCIL MEETING ON MONDAY, MARCH 20, 2023 AT 6:00 PM AT 7003 BALLPARK ROAD, THOMASVILLE, NC.

Elected officials in attendance: Mayor Raleigh York, Jr.; Mayor *Pro Tempore* D. Hunter Thrift; and Council Members Ron Bratton, Doug Hunt, Wendy Sellars, Lisa Shell and Payton Williams.

Council Member Jeannette Shepherd has a leave of absence until July 1st.

1. Call to Order – Mayor York called the meeting of the Thomasville City Council to order and welcomed everyone in person and online.
2. Additions and Deletions to the Agenda – City Manager Michael Brandt requested that Council add item 8. Closed Session for Personnel. Mayor *Pro Tem* Thrift moved to approve the agenda as amended. Council Member Shell seconded. *Motion unanimously approved 6 – 0.*

3. Recognitions and Presentations

A. Consideration of Resolution Awarding Badge and Service Sidearm to Retired Police Chief Mark Kattner

Mayor York read the Resolution. Council Member Bratton moved to approve the Resolution awarding badge and service sidearm to retired Police Chief Mark Kattner. Council Member Hunt seconded. *Motion unanimously approved 6 – 0.*

B. Presentation of Resolution of Appreciation to Retired Police Chief Mark Kattner

Mayor York then presented a Resolution of Appreciation to Chief Kattner, as well as his badge and firearm, and thanked him for his service.

Council Member Bratton, a former TPD Police Chief, added, "I knew when Kattner was hired that he'd go far. It takes a lot of skill to go from Patrolman to Chief of Police in a city, so congratulations!"

Chief Kattner said, "I do appreciate the opportunity. It has been a very wonderful 25 years."

C. Proclamation: American Red Cross Month (March 2023)

Council Member Hunt presented this Proclamation to Heather Frazee from the American Red Cross.

Ms. Frazee thanked Mayor York and the City Council for their support and recognition. She advised that this is the 80th anniversary of American Red Cross Month, which was started by President Roosevelt in 1943. She said it is a

wonderful time to recognize their volunteers, which make up about 90% of the Red Cross workforce. She specifically recognized Hugh and Evelyn Honeycutt for their local volunteer work with the Red Cross.

D. Proclamation: Child Abuse Prevention Month (April 2023)

Council Member Williams presented this Proclamation to Brandi Reagan, Executive Director of The Dragonfly House Children's Advocacy Center.

Ms. Reagan explained that her agency provides services to children from birth to 17-years of age who experience any physical abuse, sexual abuse or neglect or who have witnessed violence in Davidson and Davie Counties. She said she is thankful for everything the City does to support the wonderful partnership that they have with the Thomasville Police Department.

She said the Pandemic caused child abuse to rise to crisis levels. She asked that people recognize this issue and "Take time this year, specifically, to focus on what mandated recording laws are, which are that every adult in the State of North Carolina is a 'mandated reporter.' So, if you suspect that abuse is happening, you are mandated by law to report it to your local police department, sheriff's office or child protective services."

E. Proclamation: Second Chance Month (April 2023)

Council Member Sellars read this Proclamation and urged everyone to give people who have been released from jail a second chance, so they can get housing and jobs and be productive members of our society.

4. Public Forum – Nobody came forward to speak.

5. Consent Agenda – City Manager Brandt spoke briefly about each of these items as follows:

A. Consideration of Approval of Minutes – Briefing Meeting on 02/13/23

B. Consideration of Approval of Minutes – Council Meeting on 02/20/23

C. Consideration of Revised Grant Project Ordinance: Nucor – Golden Leaf Foundation Grant

The original grant project ordinance was approved by Council last May. As the project has developed, we are in need of reallocating expenses across project accounts for a clearer separation between funding sources and expense categories. The total project funding remains unchanged.

This grant provides \$1,100,000 to the city for the public sewer extension to serve Nucor's manufacturing facility. The ordinance includes a \$55,000 contribution

(5% of grant award) from Nucor for the administration of the grant to the Project Coordinator.

D. Consideration of Revised Grant Project Ordinance: Nucor

Council approved the original grant project ordinance in May. As the project has developed, we are in need of reallocating expenses across project accounts for a clearer separation between funding sources and expense categories. The total project funding remains unchanged.

This grant provides \$825,000 from the N.C. Dept. of Commerce Industrial Development Fund Utility Account for public sewer extension to the Nucor facility. It also includes a \$275,000 contribution from Nucor to the city for the full cost of the water extension (\$100,000) and a portion of the sewer connection cost (\$175,000), as well as a \$41,250 contribution from Nucor for grant project management.

E. Consideration of Resolution Providing for the Payment of Exempt Comp Time

This resolution provides for a one-time payout of all Exempt employees for the payment of compensatory time before the adoption of the new Personnel Policy in Item 6 E below.

F. Consideration to Change Title from Assistant Fire Chief to Deputy Fire Chief

This change is to bring in line the customary titles within local fire departments regarding assistant vs deputy fire chief; there is no change in grade, pay, or duties

G. Consideration of Amendment to Council Advisory Board Member Policy: Re-Attendance Requirements

Any member of a City advisory board who misses more than three consecutive regular meetings or more than half the regular meetings in a calendar year shall lose his or her status as a member for the board and shall be replaced or reappointed by the City Council. Absence due to sickness or other emergencies of like nature shall be recognized as approved absences and shall not affect the members status of the board, except that in the event of a long illness, then the member shall be replaced.

H. Consideration of Temporary Road Closure Ordinance – Memorial Day Parade

NCDOT requires the City Council to adopt an ordinance to temporarily close any state road for parades and events. This is a request by the Memorial Day Committee to close Main Street and Salem Street on May 29th.

Council Member Hunt moved to approve all the items on the Consent Agenda. Council Member Shell seconded. *Motion unanimously approved 6 – 0.*

6. Regular Agenda

A. Appeal of Code Enforcement Action – 917 Liberty Drive

Code Enforcement Officer Josh Parks and property resident Daniel Abshari addressed Council regarding Mr. Abshari's appeal regarding violations at 917 Liberty Drive ("the property".)

Mr. Parks said he inspected the property at 917 Liberty Drive on February 28th. There were multiple untagged vehicles, inoperable vehicles, and vehicle parts, as well as trash on a trailer in the woods at the back of the property.

He said, "We had been out to the property numerous times last year," and Mr. Abshari was cited for several violations. Mr. Abshari did clean up the property after receiving the citations, but he always messed it up again. It is a pattern for him.

Mr. Parks gave Council copies of photographs from that morning, March 20th, to compare with the photographs in the packet from February 28th. The photos showed that Mr. Abshari had not complied with the order to clean up the property within 10 days.

Mr. Parks added that the neighbors have complained that the property is an eyesore and is devaluing their properties.

Council Member Hunt asked how many times he had to go out to this property and if it was the same "trash" that was there every time. Mr. Parks said he went out there four times last year and once this year. He said some of the vehicles are the same. Some are different.

Council Member Bratton asked if Mr. Abshari is running a commercial business from his residence. Mr. Parks was not sure. Some of the cars haven't changed.

Mr. Abshari said he has taken steps to comply with the violation. He has hired people to remove some of the "less repairable items" and a mechanic to work on the vehicles that he needs to fix in order to tag them. He just needs more time.

He said he works in Georgia, so it has been hard for him to work on cleaning up his property. He also pointed out that it is *his* property that he pays taxes on, so he should be able to have his own personal property on it. In addition, his taxes have gone up, so he doesn't agree with the statement that his neighbors' property values are going down.

Mr. Abshari said that he's working on removing the violations.

Council Member Williams asked what he was appealing exactly.

He said he was appealing the City's right to take his personal property off his land. He explained that it isn't "trash." It has a value of over \$18,000, and he doesn't want the City to "steal" them. He explained that he was told the City told him they would tow his property away, charge him a fee to remove it, and put a lien against his property if he didn't pay the fee.

Council Member Shell asked Mr. Parks if the vehicles were the same ones as last year. He said some were and some weren't. He just saw a repetitive pattern of leaving junk out on his property.

Mr. Abshari explained that it takes time and money to work on these vehicles.

Council Member Bratton asked how long it would take him to get his yard in order. Mr. Abshari said it would take him 30 to 45 days.

Council Member Hunt asked if he was aware of the ordinances about the standards of living in the City, which include, "You can't have untagged vehicles; you can't have random trash." He said, "There's a level standard we try to keep in the City."

Mr. Abshari said the ordinances have been brought to his attention. However, he was told that he could have *one* untagged vehicle on his property. Planning Director Chuck George said that is only for 60 days.

Mr. Abshari recently purchased a carport and will assemble it as soon as he receives a permit to do so.

He said, "I understand. I don't disagree that some of the stuff is trash. That's why I have reached out and hired somebody to help me remove that." That being said, he explained that his vehicles take time to build.

Council Member Shell said her husband also works on vehicles, but he puts them in trailers so the neighbors don't have to look at the mess. She said, "My eyesore shouldn't be somebody else's eyesore."

Council Member Sellars added that leaving all the items lying around is the problem, and she suggested organizing it better.

Council Member Thrift said leaving things lying around your yard is not allowed in the City.

Council Member Hunt said Mr. Abshari's property poses a hazard to children. They could get hurt on his stuff, since there's not a fence around his property.

Mr. Abshari said his neighbors don't have fences either. He feels that his personal conflict with his neighbor is causing him to be persecuted.

Council Member Bratton said it wasn't just his neighbors who have complained about his property. Mr. Bratton himself made one of the complaints. Council Member Thrift said he has also complained about the property.

Council Member Williams said, "You may have problems with your neighbor, but if they're making founded, legitimate complaints, then it's no longer about your interpersonal conflict. It's about their founded, legitimate complaints."

Council Member Bratton asked Mr. Abshari if he thought he could have his yard cleaned up in 30 days. Mr. Abshari said he could.

Council Member Shell added that he would need to keep it clear of violations.

Council Member Williams moved that Council uphold the violations issued by City Staff, and deny the appeal, but that Mr. Abshari's time to correct the violations be extended by 30 days from March 20, 2023, at which time the property will be re-inspected by City staff.

Mr. Abshari asked for clarification about the vehicles. He asked if his they are okay to be on his property if they are tagged.

Planning Director George said the untagged vehicles have to be in an enclosed building after 60 days.

Council Member Williams moved to uphold the findings of the Code Enforcement Officer but to give Mr. Abshari an additional 30 days from March 20th to get in compliance. At that time, the property shall be revisited by code enforcement personnel. Council Member Hunt seconded. Motion *unanimously approved* 6 – 0.

B. Consideration of Fiscal Policy Revision

Finance Director Thomas Avant requested a revision to item B.5. of the Fiscal Policies, which outlines the threshold for budget transfers requiring Council approval. The requested revision would grant the City Manager authorization to approve all line item transfers within departments.

The City Manager would also be granted the authority to approve any transfers between departments up to \$30,000. Any transfers between departments which exceed \$30,000 will be approved by Council. The revision would allow staff to

immediately post routine budget transfers, purchase necessary goods and services on behalf of the City in a more timely fashion, and, in certain cases, save the City money in the case of price increases before routine transfers can be posted.

Council Member Hunt moved to approve this revision. Council Member Williams seconded. It was approved by a vote of 4 to 2, with Mayor *Pro Tem* Thrift and Council Member Shell voting against it.

C. Consideration of Purchasing Policies and Procedures Revisions

Finance Director Avant requested three revisions to the Purchasing Policies and Purchasing Policy for Federal Funds to improve operations and better align manuals with current N.C. General Statutes:

- The first revision allows electronic advertising of formal bid requests, in lieu of newspaper advertising.
- The second revision allows for an exception to the formal bidding process for information technology goods and services.
- The third revision increases the threshold for contracts requiring Council approval from \$10,000 and over to \$90,000 and over.

Council Member Sellars moved to approve these revisions. Council Member Williams seconded.

Mayor *Pro Tem* Thrift stated that he would be voting against this because the third revision which he felt would, "Give Council authority away of our budget. I think it's our responsibility to manage our budget."

The revisions were approved by a vote of 4 to 2, with Mayor *Pro Tem* Thrift and Council Member Shell voting against them.

D. Consideration of Budget Amendment (2023 P9 -01)

Finance Director Avant explained that this amendment appropriates funding in the General Fund, W/S Fund, and Golf Course Fund for accrued compensatory time payouts to exempt employees up to 160 accrued hours and non-exempt employees in excess of 160 hours; Surplus interest income will fund payouts in the General Fund and Golf Course Fund; \$26,000 of Contingency funding will be used to fund W/S Fund payments.

- \$107,000 of contingency funding in the W/S Fund will be used to fund unanticipated chemical costs at the Water Treatment Plant.
- The amendment also appropriates surplus interest income to cover the cost of debt management software for the Finance Department and outfitting 6 Dodge Chargers purchased by the PD through ARPA funding.
- The amendment appropriates funding to ensure compliance with new GASB 96 statutes for reporting and budgeting the full cost of capital software leases in the first year of the lease. We are also transferring the first year cost of NaviLine Enterprise Asset Management software, funded through the ARPA grant to the proper account in the MIS department based on the new guidance.
- \$125,000 is appropriated to cover payments to the Tourism Commission for occupancy taxes owed.
- In the School Fund, the amendment recognizes school supplement tax revenue, which may exceed budgeted estimates and increases the appropriation for distribution to Thomasville City Schools.
- Finally, the amendment appropriates \$50,000 for a downtown Streetscapes design plan. Half cost will be funded by the Thomasville Tourism Authority; and an additional \$150,000 in surplus interest revenue for the purchase of property.

Mayor *Pro Tem* Thrift moved to approve this amendment. Council Member Shell seconded. *Motion unanimously approved 6 – 0.*

E. Consideration of Personnel Policy Amendments:

o Article VII Section 2 & 18 - Compensatory Time Revisions

City Manager Brandt explained that in April 2019, the City Council approved an amendment to the Personnel Policy that changed one line item stating that exempt employees would receive compensatory time payout at time of separation. This was in conflict with the Personnel Policy, because there was no payout in other areas.

Employees moved forward under that assumption and received payouts - or were expecting to be paid out - up to 160 hours. After reviewing this with HR, it was determined that this was not typical for any organization.

An “exempt employee” is exempt from the overtime rules. They are supposed to be compensated through their salary for whatever time they have to work. This policy change will reinstate the old policy that exempt employees are never paid for their overtime. They can earn it and use it for time off at an hour-for-hour basis, up to 160 hours.

This personnel policy change also states that non-exempt employees who earn comp time should use that time first when they take time off, because they *will* get reimbursed for that comp time, so it is an encumbrance on the city.

- o Article XII Section 1 - Consideration of Employee Health Benefit Changes, Reducing Waiting from 60 Days to 30 Days

City Manager Brandt explained that this revision was created to improve employee retention and draw in new employees. It would make health benefits available after a 30-day waiting period, instead of 60.

Mayor *Pro Tem* Thrift moved to approve these amendments. Council Member Sellars seconded. *Motion unanimously approved 6 – 0.*

7. Committee Reports and Appointments, Mayor's Report and Appointments, City Manager's Report, City Attorney's Report

Mayor York, City Council and City Staff expressed their condolences to the families of former Council Members Sue Hunter and Joe Leonard, who both did so much for the community.

Mayor Pro Tem Thrift reported that he attended a pancake breakfast hosted by the Memorial Day Committee. He said there was a great turnout, and it was a very successful fundraiser for the Committee. He added that the Committee is currently looking for volunteers to help with the parade on May. Please contact him for more information.

Council Member Williams thanked the Beautification Committee for planting all the beautiful flowers at the Big Chair and around town and for making the city be as pretty as it can be.

Council Member Hunt wished a speedy recovery to Council Member Shepherd, who is currently out on temporary medical leave.

Council Member Bratton spoke more in depth about former Council Member Joe Leonard who recently passed away. He said Joe served on the City Council for nearly 10 years and was a longtime Lions Club Member, among other things. Joe was also instrumental in starting the Memorial Day festivities and keeping that going. Council Member Bratton said Joe did a lot of activities for this community, and he served Thomasville well. He was really a great guy.

Mayor York reported that he attended a ribbon cutting at Jersey Mikes, as well as the "Empty Bowls" fundraiser that benefitted local non-profits. He and Dr. Kennedy, Superintendent of the Thomasville City Schools, and Keith Tobin, President of the Thomasville Chamber of Commerce, greeted guests and served soup at this event.

He announced that he appointed Dr. Andrea Johnson to the Housing Authority.

Mayor York added that former Council Member Leonard served on the Thomasville City Council for 8 years, during which time he was the Chair of the Real Estate

Committee; he was the Council representative to the Golf Advisory Board; and he served on the Transportation Committee and Public Safety Committee. Joe was instrumental in starting the Memorial Day Committee over 30 years ago, and he served as president of that committee for many of those years. He also served on many other boards around Thomasville over the years. Mayor York said Joe's funeral service was heartwarming and full of touching stories by family and friends. He left behind a legacy of wonderful memories. He said, "I appreciate Joe and the good memories that he's left with me."

City Manager Brandt also expressed his condolences to the Leonard family. He said former Council Member Leonard was on the Board when he was first hired. He thanked Mr. Leonard for the trust he put in him.

He said Mr. Leonard "had a deep affinity for the police department, making sure that the officers had a voice on Council and tools and equipment to do their difficult job. Mr. Leonard also pushed to pave more streets, so it is appropriate that right now we are repaving over 6 miles of local roads, the most the City has repaired in many years, which was made partly possible by the support of a 1-cent property tax increase dedicated to road maintenance. So I will remember him for the work that he has done."

City Manager Brandt said the City also recently lost Ms. Sue Hunter, who served on City Council for 4 years in the early 2000's. Ms. Hunter was instrumental in many projects in the City and with the PACE organization, including the Farmers Market and the Downtown Amphitheater. He said, "Her dedication to the community was evident in the impact she made Downtown. So it is also appropriate that Thomasville is now applying for the North Carolina Main Street Program, which focuses on the health and vitality of our Downtown area, something she pushed very hard for during her time on Council."

These are two examples of people who dedicated their life to making things better for the people who came after them.

City Attorney Whitman agreed that both Mr. Leonard and Ms. Hunter were shining examples of service. She encouraged everyone to start getting more involved in their community and volunteering to make a difference.

Assistant City Manager Bowling reported that City Staff is moving forward with soliciting bids for the demolition and remediation of the Kern Street property.

He advised that several members of Council and City Staff attended the NC Main Street Conference. It was a great opportunity to celebrate our community and see what other communities are doing and learn from what they have learned. Unfortunately, the Main Street Program is probably only going to accept three new communities next year (out of about 18 applicants,) but Thomasville's City Council has laid a good foundation for the program by establishing a full-time position to help comply with the requirements, and we are excited for the opportunity.

8. Closed Session – Personnel

Mayor *Pro Tem* Thrift moved that Council go into closed session for personnel. Council Member Hunt seconded. *Motion unanimously approved 6 – 0*. No action was taken in closed session.

9. Additional Items – n/a

10. Adjournment – Council Member Sellars moved to adjourn. Council member Shell seconded. *Motion unanimously approved 6 – 0*.

Raleigh York, Jr., Mayor

Wendy S. Martin, City Clerk

Budget Amendment

To: City Manager

From: Finance Director

Date: 3/31/2023

Council Budget Amendment Reference #: 2023 – P10 - 01

Re: 2022-2023 Budget Amendment

The amendment transfers existing funding in the PD budget to fund the annual cost of the PD body/dash camera contract. The amendment also appropriates funding for compliance with GASB requirements for reporting of capital leases. Since the body/dash camera contract constitutes a capital lease, we are required to budget the full contractual cost of the 5-year project in the first year of the contract. The amendment also appropriates necessary funding to comply with new GASB 96 requirements for recognizing a liability and asset for the use of an IT/software subscription agreement at the beginning of the subscription term. Insurance proceeds for damage to a police vehicle are also appropriated. \$12,000 is appropriated in the Police Restitution/Forfeiture Fund for K-9 fencing behind the police department. The amendment appropriates surplus interest income (General Fund and Golf Course Fund) and utility tap fee revenue (Water/Sewer Fund) to fund \$1,200 bonus payments to all full-time employees and \$600 payments to year-round part time employees.

GENERAL FUND

INCREASE REVENUE

| | | |
|--------------------|------------------------------|---------------|
| 010-0000-350.00-00 | Investment Earnings/Interest | \$ 6,796.00 |
| 010-0000-350.00-00 | Investment Earnings/Interest | \$ 6,500.00 |
| 010-0000-350.00-00 | Investment Earnings/Interest | \$ 356,660.00 |
| 010-0000-350.00-00 | Investment Earnings/Interest | \$ 7,000.00 |
| 010-0000-350.00-00 | Investment Earnings/Interest | \$ 30,000.00 |

| | | |
|--------------------|---|----------------|
| 010-0000-370.02-00 | Other Financing Sources/Installment Finance | \$ 796,241.00 |
| 010-0000-370.07-00 | Other Financing Sources/IT Subscriptions | \$ 73,656.00 |
| 010-0000-370.07-00 | Other Financing Sources/IT Subscriptions | \$ 20,388.00 |
| 010-0000-370.07-00 | Other Financing Sources/IT Subscriptions | \$ 22,823.00 |
| 010-0000-383.01-00 | Refunds/Insurance Proceeds | \$ 1,119.00 |
| Total | | \$1,321,183.00 |

DECREASE APPROPRIATION

| | | |
|--------------------|--------------------------|---------------|
| 010-5110-524.74-00 | Capital Outlay/Equipment | \$ 66,205.00 |
| 010-5110-524.74-00 | Capital Outlay/Equipment | \$ 54,255.00 |
| 010-9010-505.58-00 | Unallocated/Contingency | \$ 144,000.00 |
| Total | | \$ 264,460.00 |

INCREASE APPROPRIATION

| | | |
|--------------------|--|---------------|
| 010-5020-512.45-01 | Contracted Services/Professional | \$ 30,000.00 |
| 010-5110-522.15-04 | Maintenance & Repairs/Vehicles | \$ 1,119.00 |
| 010-5020-512.45-01 | Contracted Services/Professional | \$ 25,000.00 |
| 010-5110-522.81-00 | Operations & Maintenance/Principal Payment | \$ 66,205.00 |
| 010-5110-522.21-03 | Leases & Rentals/Lease of Software | \$ 6,796.00 |
| 010-5110-524.73-00 | Capital Outlay/Other Improvements | \$ 20,388.00 |
| 010-5110-524.74-00 | Capital Outlay/Equipment | \$ 796,241.00 |
| 010-5110-524.74-00 | Capital Outlay/Equipment | \$ 34,000.00 |
| 010-5020-512.15-01 | Maintenance & Repairs/Buildings | \$ 35,000.00 |
| 010-5310-524.73-00 | Capital Outlay/Other Improvements | \$ 22,823.00 |
| 010-5310-524.74-00 | Capital Outlay/Equipment | \$ 54,255.00 |
| 010-4710-512.33-00 | Operations & Maintenance/Supplies | \$ 7,000.00 |
| 010-4710-514.73-00 | Capital Outlay/Other Improvements | \$ 73,656.00 |

| | | |
|--------------------|-----------------------------------|----------------|
| 010-5670-532.33-00 | Operations & Maintenance/Supplies | \$ 6,500.00 |
| 010-6290-554.72-00 | Capital Outlay/Buildings | \$ 50,000.00 |
| 010-4111-511.02-03 | Salaries/Part Time | \$ 1,440.00 |
| 010-4210-511.02-01 | Salaries/Full Time | \$ 7,200.00 |
| 010-4410-511.02-01 | Salaries/Full Time | \$ 8,700.00 |
| 010-4610-511.02-01 | Salaries/Full Time | \$ 5,800.00 |
| 010-4710-511.02-01 | Salaries/Full Time | \$ 4,400.00 |
| 010-4910-521.02-01 | Salaries/Full Time | \$ 1,500.00 |
| 010-5020-511.02-01 | Salaries/Full Time | \$ 1,500.00 |
| 010-5110-521.02-01 | Salaries/Full Time | \$ 108,600.00 |
| 010-5310-521.02-01 | Salaries/Full Time | \$ 89,200.00 |
| 010-5410-521.02-01 | Salaries/Full Time | \$ 8,700.00 |
| 010-5510-531.02-01 | Salaries/Full Time | \$ 2,900.00 |
| 010-5620-531.02-01 | Salaries/Full Time | \$ 2,900.00 |
| 010-5630-531.02-01 | Salaries/Full Time | \$ 28,800.00 |
| 010-5640-531.02-01 | Salaries/Full Time | \$ 1,500.00 |
| 010-5660-531.02-01 | Salaries/Full Time | \$ 44,600.00 |
| 010-5670-531.02-01 | Salaries/Full Time | \$ 7,200.00 |
| 010-6210-551.02-01 | Salaries/Full Time | \$ 2,900.00 |
| 010-6280-551.02-01 | Salaries/Full Time | \$ 8,800.00 |
| 010-6290-551.02-01 | Salaries/Full Time | \$ 5,800.00 |
| 010-9010-503.60-31 | Transfers To/Golf Course | \$ 14,220.00 |
| Total | | \$1,585,643.00 |

POLICE RESTITUTION & FORFEITURE FUND

INCREASE REVENUE

| | | |
|--------------------|---|--------------|
| 041-0000-399.01-00 | Appropriated from Fund Balance/Unreserved | \$ 12,000.00 |
|--------------------|---|--------------|

INCREASE APPROPRIATION

| | | |
|--------------------|-----------------------------------|--------------|
| 041-5110-524.73-00 | Capital Outlay/Other Improvements | \$ 12,000.00 |
|--------------------|-----------------------------------|--------------|

GOLF COURSE FUND

INCREASE REVENUE

| | | |
|--------------------|-----------------------------|--------------|
| 031-0000-380.10-00 | Transfers/From General Fund | \$ 14,220.00 |
|--------------------|-----------------------------|--------------|

INCREASE APPROPRIATION

| | | |
|--------------------|--------------------|-------------|
| 031-6221-551.02-01 | Salaries/Full Time | \$ 7,020.00 |
|--------------------|--------------------|-------------|

| | | |
|--------------------|--------------------|-------------|
| 031-6291-551.02-01 | Salaries/Full Time | \$ 7,200.00 |
|--------------------|--------------------|-------------|

| | | |
|-------|--|--------------|
| Total | | \$ 14,220.00 |
|-------|--|--------------|

WATER/SEWER ENTERPRISE FUND

INCREASE REVENUE

| | | |
|--------------------|-------------------------------------|--------------|
| 030-0000-332.01-00 | Utility Fees / Water/Sewer Tap Fees | \$ 70,000.00 |
|--------------------|-------------------------------------|--------------|

INCREASE APPROPRIATION

| | | |
|--------------------|--------------------|-------------|
| 030-7010-571.02-01 | Salaries/Full Time | \$ 1,500.00 |
|--------------------|--------------------|-------------|

| | | |
|--------------------|--------------------|-------------|
| 030-7015-571.02-01 | Salaries/Full Time | \$ 8,700.00 |
|--------------------|--------------------|-------------|

| | | |
|--------------------|--------------------|-------------|
| 030-7095-571.02-01 | Salaries/Full Time | \$ 5,800.00 |
|--------------------|--------------------|-------------|

| | | |
|--------------------|--------------------|--------------|
| 030-7096-571.02-01 | Salaries/Full Time | \$ 23,100.00 |
| 030-7097-571.02-01 | Salaries/Full Time | \$ 13,000.00 |
| 030-7098-571.02-01 | Salaries/Full Time | \$ 17,900.00 |
| Total | | \$ 70,000.00 |

March 30, 2023

Memorandum

To: Personnel/Finance Committee

From: Michael Brandt, City Manager

RE: Use of Revenue Surplus

The City Finance Department develops fiscal budgets that provide the revenues and expenses to adequately fund the City's operations. One of their tenets in budgeting is to be conservative when determining revenues, so that if there is an economic downturn or other financial concern, the City can weather the storm.

For the past few years, it has been difficult to get a good understanding of the local and state economy, specifically regarding sales taxes and interest rates, both of which have been significantly higher collections than projected. Due to these increases, and a continued tight control of expenditures by the various departments, the City has an opportunity to utilize these additional revenues this fiscal year for one-time expenditures. City Administration has worked with departments within the General Fund to determine needs and priorities.

Priority One: Provide support to employees via a retention payment not to exceed \$1,200 for FTE and \$600 for year-round PT employees. Our staff have continued to work under difficult circumstances, with many departments having turnover or inability to hire for new employees for many months. In addition, the proposed FY23-24 budget delays the cost of living increase until January 1, 2024. This retention bonus would provide support for our employees. Cost ~\$430,000.

Priority Two: Provide support for the self-funded health insurance program by fully funding the reserve account. By taking this step, it will help to smooth future increases in the insurance program, and potentially provide support for further dependent care coverage options. Cost ~\$125,000.

Priority Three: Address deferred maintenance. 1) City Hall has a number of maintenance issues that need to be addressed, including a broken sewer main, leaking windows, and a parking lot that is deteriorating. Cost ~90,000.

2) The Parks and Recreation Doak Street facility has deteriorating equipment storage facilities. While we are not in a position to replace all of the facilities at Doak Street for P&R and the Public Utilities Maintenance & Construction team, the opportunity to construct a small, three-bay facility can be undertaken. Cost ~50,000.

3) The Police Department Command Vehicle is currently parked outside in the elements. In order to preserve a significant capital equipment purchase, a metal cover is recommended. Cost ~34,000.

4) Winding Creek Golf Course Club House HVAC system replacement. The current system appears to be undersized and is in need of replacement or other repair. Propose to use contingency funding from the Golf Course for this project (which requires Council approval). Cost ~\$15,000.

Priority Four: 1) Computer equipment purchases for Parks & Recreation. Cost ~\$7,000.

2) Replace failing NCDMV Inspections Computer for Fleet Maintenance. Cost ~\$6,500.

In addition to these purchases, the due to the Police Department Camera purchase not being financed this year, there are excess funds available in the existing financing package to purchase a Fire Department SUV for the Fire Marshall. Cost ~54,000. This is not an additional cost, but does require approval of Council to transfer the funds from Police to Fire.



RESOLUTION OF SUPPORT

Whereas _____ is committed to enhancing the quality of life for its citizens and recognizes that supporting Piedmont Legacy Trails will help create a regional network of trails, including greenways and blueways; and

Whereas, trails provide key amenities to neighborhoods and safe areas for our citizens and children to travel, exercise, play and connect with nature and communities; and

Whereas, trails have significant impact on the economic viability of the region through increased tourism, enhanced property values, as well as the ability to attract and retain businesses to the region due to improved quality of life; and

Whereas, committing to this Resolution may help leverage funding from federal, state, local and private sources for trails; and

Whereas, Piedmont Legacy Trails is coordinated by Piedmont Land Conservancy which is dedicated to preserving important natural areas, and Piedmont Triad Regional Council, which is a regional planning organization.

Now, Therefore, Be It Resolved that _____ supports Piedmont Legacy Trails in partnership with neighboring communities to implement a system of regional trails that connects our communities, people and regional points of interest for years to come.

Name

Date

Title

**Resolution of Commitment to the
NC Main Street & Rural Planning Center to Participate in
The Downtown Associate Community Program IF Selected**

WHEREAS, the City of Thomasville desires to be selected as a community participating in the Downtown Associate Community program administered by the NC Main Street & Rural Planning Center; and

WHEREAS, the City of Thomasville and its Council embraces the concept of downtown revitalization as economic development within the context of historic preservation and wishes to ensure the ongoing vitality of its downtown business district and support the local downtown initiative administered by People Achieving Community Excellence, known as PACE, a 501(c)3 ; and

WHEREAS, the City of Thomasville and its Council understands that the Downtown Associate Community program will focus on the organizational development process for up to three years to create a sustainable downtown organizational structure to implement a vision, develop strategies and produce action plans; and

WHEREAS, the City of Thomasville is dedicated to utilizing the foundation of the National Main Street Center's Main Street Four-Point Approach® to downtown revitalization and the principles of Organization, Design, Promotion and Economic Vitality; and

WHEREAS, the City of Thomasville recognizes the nationwide success of the principles of the Main Street Program for creation of new businesses, significant private sector capital investment that increases the property tax base and a significant increase in net employment; and

WHEREAS, the City of Thomasville will agree to budget up to \$5,000 for fiscal year 2023-2024, in order to reimburse the NC Main Street & Rural Planning Center for travel-related expenses at the current IRS rate, as well as meals and lodging at the state per diems, when applicable, and for travel and training of designated coordinator for the local Downtown Associate Community program;

WHEREAS, the City of Thomasville acknowledges that if selected to participate in the Downtown Associate Community program, that the City will sign a Memorandum of Understanding (MOU) with the N.C. Department of Commerce, NC Main Street & Rural Planning Center, outlining the requirements for participation in the Downtown Associate Community program with the Center.

WHEREAS, the City of Thomasville agrees that if selected acknowledges that selection does not guarantee future designation as a North Carolina Main Street community.

WHEREAS, the City of Thomasville and its Council understands that the foundation of a successful local Downtown Associate Community program is based in the knowledge that both the public and private sectors have a vital interest in the success of the downtown business district and must partner together in order for it to succeed. Now, therefore,

BE IT RESOLVED that the Thomasville City Council endorses the City of Thomasville's application to the North Carolina Department of Commerce, NC Main Street & Rural Planning Center for participation in the Downtown Associate Community program; and

BE IT FURTHER RESOLVED that the City of Thomasville and its Council commits over \$177,000 in funding; including funding for one full-time staff member, training, NC Main Street reimbursement, funding for Downtown Streetscape planning, contracted services to the PACE organization, and other project funds to the administration of the local Downtown Associate Community program. In addition, in-kind services include planting and maintenance of public space landscaping, enhanced sanitation services, and programing of downtown public park spaces and events.

ADOPTED by the Thomasville City Council on this 17th day of April, 2023.

(SEAL)

Raleigh York, Jr. Mayor

Wendy S. Martin, City Clerk

RESOLUTION BY GOVERNING BODY OF APPLICANT

WHEREAS, The City of Thomasville has need for and intends to construct, a project described as the City of Thomasville 2023 Waterline Improvement Project which consists of the installation of approximately 17,500 feet of 6-inch diameter ductile iron waterlines to replace existing 2-inch diameter waterlines and the transfer of existing water service lines from the existing 2-inch diameter waterlines to the new 6-inch diameter waterlines, and

WHEREAS, The City of Thomasville intends to request State loan and/or grant assistance for the project,

NOW THEREFORE BE IT RESOLVED, BY THE CITY COUNCIL OF THE CITY OF THOMASVILLE:

That City of Thomasville, the **Applicant**, will arrange financing for all remaining costs of the project, if approved for a State loan and/or grant award.

That the **Applicant** will provide for efficient operation and maintenance of the project on completion of construction thereof.

That the **Applicant** will adopt and place into effect on or before completion of the project a schedule of fees and charges and other available funds which will provide adequate funds for proper operation, maintenance, and administration of the system and the repayment of all principal and interest on the debt.

That the governing body of the **Applicant** agrees to include in the loan agreement a provision authorizing the State Treasurer, upon failure of the City of Thomasville to make a scheduled repayment of the loan, to withhold from the City of Thomasville any State funds that would otherwise be distributed to the local government unit in an amount sufficient to pay all sums then due and payable to the State as a repayment of the loan.

That Mr. Michael Brandt, City Manager, the **Authorized Representative** and successors so titled, is hereby authorized to execute and file an application on behalf of the **Applicant** with the State of North Carolina for a loan and/or grant to aid in the study of or construction of the project described above.

That the **Authorized Representative**, and successors so titled, is hereby authorized and directed to furnish such information as the appropriate State agency may request in connection with such application or the project: to make the assurances as contained above; and to execute such other documents as may be required in connection with the application.

That the **Applicant** has substantially complied or will substantially comply with all Federal, State, and local laws, rules, regulations, ordinances, and funding conditions applicable to the project and to Federal and State grants and loans pertaining thereto.

Mr. Raleigh York, Jr.

Mayor, City of Thomasville

FORM FOR CERTIFICATION BY THE RECORDING OFFICER

The undersigned duly qualified and acting City Clerk of the City of Thomasville does hereby certify: That the above/attached resolution is a true and correct copy of the resolution authorizing the filing of an application with the State of North Carolina, as regularly adopted at a legally convened meeting of the City Council duly held on the 17th day of April, 2023; and, further, that such resolution has been fully recorded in the journal of proceedings and records in my office. IN WITNESS WHEREOF, I have hereunto set my hand this 17th day of April, 2023.

Wendy Martin

City Clerk, City of Thomasville

EQUAL EMPLOYMENT AND PROCUREMENT PLAN CITY OF THOMASVILLE, NORTH CAROLINA

The City of Thomasville, North Carolina, is committed to providing equal opportunities for all individuals in employment and procurement activities. The Equal Employment and Procurement Plan is designed to ensure that all persons, regardless of race, color, national origin, gender, age, religion, disability, or other legally protected status, have equal access to employment opportunities and contracting opportunities.

Equal Employment Plan: The City of Thomasville, North Carolina, will implement the following practices to promote equal employment opportunities:

1. **Recruitment and Selection:** All recruitment and selection processes will be conducted in a manner that ensures equal opportunity and prohibits discrimination. Job vacancies will be posted in various media outlets to ensure that they reach a diverse pool of applicants. All selection criteria will be job-related and consistent with business necessity. The City of Thomasville, North Carolina, will also provide reasonable accommodations to qualified individuals with disabilities in all aspects of employment, including the application process.
2. **Training and Development:** The City of Thomasville, North Carolina, will provide training and development opportunities to all employees, regardless of their protected status. Training programs will include topics such as diversity, inclusion, and sensitivity to ensure that all employees are aware of the City's commitment to equal employment opportunities.
3. **Complaints and Grievances:** The City of Thomasville, North Carolina, will promptly investigate all complaints of discrimination or harassment and take appropriate corrective action. Employees who feel they have been discriminated against or harassed will have access to a grievance procedure that is fair and impartial.

Equal Procurement Plan: The City of Thomasville, North Carolina, will implement the following practices to promote equal procurement opportunities:

1. **Outreach and Marketing:** The City of Thomasville, North Carolina, will conduct outreach and marketing activities to ensure that certified minority-owned, women-owned, and small businesses have access to procurement opportunities. Outreach activities may include hosting vendor fairs, attending trade shows, and providing information on how to become a certified vendor.
2. **Competitive Bidding:** The City of Thomasville, North Carolina, will promote competition among vendors by providing a fair and open procurement process. All vendors will have equal access to bid opportunities, and bids will be evaluated based on objective criteria.
3. **Contract Compliance:** The City of Thomasville, North Carolina, will require all contractors and subcontractors to comply with applicable equal employment and procurement laws and regulations. The City will monitor compliance through regular reporting and on-site visits.

The City of Thomasville, North Carolina, is committed to providing equal employment and procurement opportunities to all individuals. This plan outlines the practices and procedures that the City will implement to ensure that all individuals have access to employment and contracting opportunities. The City will regularly review and evaluate this plan to ensure that it remains effective and responsive to the needs of our community.

SECTION 504 PLAN CITY OF THOMASVILLE, NORTH CAROLINA

This Section 504 Plan for the City of Thomasville, NC addresses the city's obligations under the Rehabilitation Act of 1973, which prohibits discrimination against individuals with disabilities in programs and activities receiving federal funding. The following is an outline of the key elements that are included in a Section 504 Plan for the city:

Non-Discrimination Policy: The city should establish a policy of non-discrimination based on disability in all of its federally funded programs and activities. This policy should be communicated to all employees, contractors, and volunteers.

Grievance Procedure: The city should establish a grievance procedure to address complaints of discrimination based on disability. The procedure should be accessible to individuals with disabilities and include a mechanism for prompt resolution of complaints.

Accessibility Standards: The city should establish accessibility standards for its programs and activities, including buildings, facilities, and transportation. These standards should comply with the Americans with Disabilities Act (ADA) and other applicable laws and regulations.

Reasonable Accommodations: The city should provide reasonable accommodations to individuals with disabilities to ensure equal access to its programs and activities. Reasonable accommodations may include modifications to policies and procedures, auxiliary aids and services, and accessible formats for printed materials.

Training: The city should provide training to its employees, contractors, and volunteers on disability awareness, accessibility, and the requirements of Section 504 and the ADA.

Monitoring and Reporting: The city should establish procedures for monitoring its compliance with Section 504 and the ADA and for reporting its progress to the public and relevant government agencies.

By implementing a comprehensive Section 504 Plan, the City of Thomasville can ensure that its programs and activities are accessible and inclusive for individuals with disabilities, in compliance with federal law.

SECTION 3 PLAN CITY OF THOMASVILLE, NORTH CAROLINA

The City of Thomasville, North Carolina, is committed to promoting economic opportunities for low-income residents and businesses through the Section 3 Program. Section 3 is a provision of the Housing and Urban Development (HUD) Act of 1968 that requires recipients of certain HUD funding programs (Example CDBG-NR) to provide employment, training, and contracting opportunities to low-income residents and businesses when feasible.

The goals of the City of Thomasville's Section 3 Plan are:

1. To provide employment opportunities for low-income residents of Thomasville, North Carolina, in connection with HUD-funded projects when feasible.
2. To provide training and education opportunities for low-income residents of Thomasville, North Carolina, to enhance their skills and employment prospects.
3. To provide contracting opportunities for businesses that are owned by or employ low-income residents of Thomasville, North Carolina, in connection with HUD-funded projects.

The City of Thomasville, North Carolina, will comply with the following Section 3 requirements:

1. **Employment Opportunities:** The City will make every effort to ensure that at least 30% of the new hires for CDBG funded projects are Section 3 residents. A Section 3 resident is a low-income person who lives in the project area or whose household income does not exceed 80% of the median income for the area.
2. **Training and Education Opportunities:** The City will provide training and education opportunities to Section 3 residents to enhance their skills and employment prospects. The City will work with local organizations to identify training needs and opportunities and to ensure that Section 3 residents are informed of available training programs.
3. **Contracting Opportunities:** The City will make every effort to ensure that at least 10% of the total contract amount for HUD-funded projects is awarded to Section 3 businesses. A Section 3 business is one that is owned by or employs Section 3 residents.

The City of Thomasville, North Carolina, will implement and monitor its Section 3 Plan through the following activities:

1. **Notification:** The City will provide notification of Section 3 requirements to all contractors and subcontractors who are awarded HUD-funded projects.
2. **Outreach:** The City will conduct outreach activities to inform Section 3 residents and businesses of available employment, training, and contracting opportunities.
3. **Reporting:** The City will collect and maintain records of the number of Section 3 residents employed, trained, and contracted as a result of HUD-funded projects. The City will report this information to HUD on an annual basis.

The City of Thomasville, North Carolina, is committed to providing economic opportunities for low-income residents and businesses through the Section 3 program. This plan outlines the City's goals, requirements, and implementation and monitoring activities for Section 3 compliance. The City will regularly review and evaluate this plan to ensure that it remains effective and responsive to the needs of our community.

LANGUAGE ACCESS PLAN CITY OF THOMASVILLE, NORTH CAROLINA

Introduction the City of Thomasville, North Carolina, is committed to providing equal access to services and information to all residents, including those who have limited English proficiency (LEP). This Language Access Plan outlines the City's policies and procedures for ensuring meaningful access to City services and programs for individuals who are LEP.

The City of Thomasville, North Carolina, is committed to ensuring that all individuals who are LEP have meaningful access to City services and programs. To achieve this, the City will:

1. Identify the languages spoken by LEP individuals in the community and assess the language needs of City services and programs.
2. Provide language assistance services to LEP individuals, including interpretation and translation services.
3. Train City staff on the policies and procedures for providing language assistance services to LEP individuals.
4. Monitor and evaluate the effectiveness of the Language Access Plan to ensure that it remains effective and responsive to the needs of the community.

The City of Thomasville, North Carolina, will identify the languages spoken by LEP individuals in the community through the following methods:

- 1) Data Collection: The City will collect demographic data on the languages spoken by residents in the community through the US Census Bureau, community surveys, and other data sources.
 - a) The most current data available is the data from the 2019 American Community Survey conducted by the U.S. Census Bureau. According to that data, in 2019, approximately 12.6% of the population in Thomasville, North Carolina, reported speaking a language other than English at home. However, this does not necessarily mean that all of those individuals have limited English proficiency. The number of LEP individuals would depend on additional factors such as their English language proficiency level and their ability to access language assistance services.
- 2) Direct Contact: The City will provide opportunities for LEP individuals to self-identify their language needs when accessing City services or programs.

Language Assistance Services: The City of Thomasville, North Carolina, will provide language assistance services to LEP individuals through the following methods:

1. Interpretation Services: The City will provide interpretation services, either in-person or remote, for LEP individuals who access City services or programs. These services will be provided by trained interpreters who are fluent in both English and the language spoken by the LEP individual.
2. Translation Services: The City will provide translation services for vital documents, such as City ordinances, notices, and forms, in the languages spoken by LEP individuals. These services will be provided by qualified translators who are fluent in both English and the language spoken by the LEP individual.

3. Language Line: The City will utilize the Language Line service, a telephone interpretation service, for language assistance needs that cannot be met through in-person or remote interpretation.

Staff Training: The City of Thomasville, North Carolina, will provide training to City staff on the policies and procedures for providing language assistance services to LEP individuals. The training will include:

1. An overview of the City's Language Access Plan.
2. The importance of providing language assistance services to LEP individuals.
3. Procedures for identifying LEP individuals and their language needs.
4. Procedures for accessing language assistance services, including interpretation and translation services.

Monitoring and Evaluation: The City of Thomasville, North Carolina, will monitor and evaluate the effectiveness of the Language Access Plan to ensure that it remains effective and responsive to the needs of the community. This will include:

1. Ongoing assessment of language needs and access to language assistance services.
2. Regular review of the Language Access Plan and policies and procedures for providing language assistance services.
3. Evaluation of the effectiveness of language assistance services through feedback from LEP individuals and City staff.

Conclusion: The City of Thomasville, North Carolina, is committed to providing meaningful access to City services and programs to all residents, including those who are LEP. This Language Access Plan outlines the City's policies and procedures for providing language assistance services to LEP individuals. The City will regularly review and evaluate this plan to ensure that it remains effective and responsive to the needs of our community.

FOUR-FACTOR ANALYSIS ASSESSING LIMITED ENGLISH PROFICIENCY PERSONS: For REDD CDBG-NR

Purpose: In compliance with Executive Order 13166, Piedmont Triad Regional Council has developed the following Four Factor Analysis for Limited English Proficiency (LEP) persons.

History: Title VI of the Civil Rights Act of 1964 is the federal law which protects individuals from discrimination on the basis of their race, color, or national origin in programs that receive federal financial assistance. In certain situations, failure to ensure that persons who have limited English proficiency can effectively participate in, or benefit from, federally assisted programs may violate Title VI's prohibition against national origin discrimination.

Persons who, as a result of national origin, do not speak English as their primary language and who have limited ability to speak, read, write or understand English may be entitled to language assistance under Title VI in order to receive a particular service, benefit or encounter.

For the purposes of this plan:

- (a) *Beneficiary* means the ultimate consumer of HUD program and receives benefits from a HUD Recipient or Sub-recipient.
- (b) *LAP* means Language Access Plan *LEP* means Limited English Proficiency.
- (c) *Limited English Proficiency person*, as defined in the 2000 U.S. Census, is any individual who speaks a language at home other than English as their primary language, and who speaks or understands English “not well” or “not well at all”.
- (d) *Recipient*: The entity designated as a recipient for assistance with federal funding. This includes, but is not limited to, any unit of local government, public housing authority, community housing development organization, public or private nonprofit agency, developer, private agency or other institution, builder, property manager residential management corporation or cooperative association.
- (e) *Sub-recipient*: Any public or private agency, institution, organization, or other entity to whom Federal financial assistance is extended, through another Recipient, for any program or activity, or otherwise participates in carrying out such program or activity but such term does not include any Beneficiary under and such program.
- (f) *Vital Documents*: These forms include but are not limited to, applications, consent forms, bid documents, fair housing information, LEP outreach materials, and other documents determined by the Sub-recipient to be vital documents.

Four Factor Analysis:

1. The number or proportion of LEP persons eligible to be served or likely to be encountered by PTRC City of Thomasville CDBG-NR program, considering the following, will serve as the guide for determining which language assistance measures the City of Thomasville CDBG-NR program will undertake to guarantee access to the City of Thomasville CDBG-NR programs by LEP persons.
2. Number or proportion of LEP persons served or encountered in the eligible service population (served or encountered includes those persons who would be served by the recipient if the person received education and outreach and the recipient provided sufficient language services).

We have utilized the 2021 American Community Survey Five Year Estimate data Table #B16001 Approximately 5.9% of City of Thomasville’s population speak Spanish, with approximately 50% of City of Thomasville’s Spanish speaking population speaking English very well” with the remaining 50% speak English less than “very well”. No other ethnicity has a sizeable limited English proficient population. Approximately 92% of City of Thomasville speaks only English. Based on this data, City of Thomasville does not meet the 1,000 or 5% LEP person’s threshold for any languages or Language(s) identified.

3. The frequency with which the LEP persons come into contact with the program.

The proposed project includes housing rehabilitation. Therefore, residents are likely to have considerable direct contact with the program and its staff.

4. The nature and importance of the program activity or service provided by the program.

The proposed project does provide direct assistance to project area beneficiaries related to housing rehabilitation; therefore, the nature of the activity or service is of significant importance to the proposed project area residents.

PTRC City of Thomasville CDBG-NR program staff has bilingual staff available to translate.

Additionally, the PTRC has implemented the use of Neighborly software which enables applicants to choose the language of choice when inputting the application or reviewing information.

The City of Thomasville CDBG-NR program will update its Four Factor Analysis, revising policies and procedures as may be required periodically. Staff will also be trained annually on LEP policies and procedures.

The City of Thomasville CDBG-NR program's Four Factor Analysis is available to the public. This information will be made available in a form accessible to persons with disabilities upon request to the PTRC's Community Development Division, 1398 Carrollton Crossing Drive, Kernersville NC 27284, telephone: 336.904.0300.

At any time, citizens may submit complaints related to the Four Factor Analysis by contacting PTRC's Community Development Director Michael Blair at mblair@ptrc.org.

The City will provide a written response to every written complaint that relates to the Four Factor Analysis within 15 business days.

Based on the above Four Factor Analysis, the City of Thomasville CDBG-NR program is not required to develop at LAP. However, the City will make all reasonable attempts to accommodate the language access needs of residents requesting oral translation during citizen participation activities.

FAIR HOUSING PLAN CITY OF THOMASVILLE, NORTH CAROLINA

The City of Thomasville, North Carolina fair housing plan uses the following steps:

1. **Increase Public Awareness:** The City can develop a public awareness campaign to educate the community on fair housing laws and their rights under those laws. This can be done through flyers, brochures, and social media campaigns.
2. **Provide Fair Housing Training:** The City can offer free or low-cost training to landlords, property managers, and real estate agents on fair housing laws, including how to avoid discriminatory practices.
3. **Develop a Fair Housing Complaint Process:** The City can establish a complaint process for individuals who believe they have been the victims of housing discrimination. This process should be well-publicized and accessible to all members of the community.
4. **Encourage Inclusive Housing:** The City can encourage the development of affordable housing units and mixed-income neighborhoods. This can be done through zoning and land use policies that allow for the construction of a variety of housing types and by providing incentives for developers to build affordable units.
5. **Monitor Fair Housing Compliance:** The City can regularly monitor compliance with fair housing laws by conducting audits of housing providers, tracking complaints, and investigating any suspected violations.
6. **Collaboration with Housing Organizations:** The City can collaborate with non-profit organizations that specialize in fair housing issues to provide additional resources to residents and housing providers.

By implementing these steps, the City of Thomasville can create a fair housing plan that promotes fair and equal housing opportunities for all residents.

ANANYSIS OF IMPEDIMENTS CITY OF THOMASVILLE, NORTH CAROLINA

I. Introduction

Brief overview of the purpose and scope of the analysis of impediments

The purpose of the Analysis of Impediments to Fair Housing Choice in the City of Thomasville, North Carolina is to identify any barriers or impediments that may limit access to housing opportunities for different groups in the community. The analysis will examine a range of factors, including but not limited to, racial and economic segregation, language barriers, affordability, access to housing programs and services, and discrimination. The scope of the analysis is to provide a comprehensive understanding of the challenges that residents in Thomasville face in accessing housing and to identify strategies that can be implemented to promote fair and equal access to housing opportunities for all residents. Ultimately, the goal of the analysis is to help the City of Thomasville promote a more inclusive and equitable community, where all residents have the opportunity to access safe, affordable, and quality housing.

Importance of fair housing in promoting equal access to housing opportunities for all residents

Fair housing is crucial in promoting equal access to housing opportunities for all residents in Thomasville, North Carolina. Access to safe and affordable housing is a fundamental human right, and fair housing laws ensure that everyone, regardless of their race, ethnicity, national origin, religion, disability, or familial status, has the opportunity to access quality housing that meets their needs.

When fair housing is not enforced, individuals and communities can face discrimination and inequality in accessing housing opportunities. This can result in segregation, where certain neighborhoods are homogenous and lack diversity, creating barriers to education, employment, and other essential services. It can also lead to a lack of access to essential resources, such as good schools, healthy food options, and medical care, that can have long-term effects on an individual's health and well-being.

Promoting fair housing in Thomasville is not only the right thing to do, but it is also essential for the city's economic growth and vitality. When everyone has access to quality housing, they are more likely to be able to secure stable employment and contribute to the local economy. A diverse and inclusive community also brings different perspectives, experiences, and ideas that can enhance the quality of life for all residents.

Fair housing is critical to promoting equal access to housing opportunities for all residents in Thomasville. By addressing barriers and promoting inclusivity, the city can create a more vibrant, healthy, and thriving community where all residents can access safe, affordable, and quality housing.

II. Demographic Overview of Thomasville

Racial and Ethnic Composition of the Population: According to the United States Census Bureau, the population of Thomasville, North Carolina, is estimated to be approximately 26,000 residents. The city has a diverse population, with 60% identifying as White, 27% as Black or African American, 10% as Hispanic or Latino, and 3% as Asian.

Distribution of Income and Poverty Levels: The median household income in Thomasville is \$42,080, which is lower than the national median household income. Approximately 20% of the population lives

below the poverty line, with an estimated poverty rate of 24% for Black or African American residents and 13% for White residents.

Age and Household Composition: The median age of residents in Thomasville is 42 years old, with 22% of the population being under the age of 18, and 18% being over the age of 65. The majority of households in the city are family households, with 57% being married-couple families, and 22% being single-parent families.

Overall, Thomasville has a diverse population, with a mix of racial and ethnic groups. While the median household income is lower than the national average, there are significant disparities in poverty rates among different racial and ethnic groups. Understanding the demographic makeup of the city is essential in identifying potential barriers to fair housing and developing strategies to promote access to safe, affordable, and quality housing for all residents.

III. Analysis of Impediments to Fair Housing Choice

Overview of the key impediments to fair housing in Thomasville based on available Census data

Racial and Economic Segregation: The city of Thomasville, like most every city on North Carolina, has a history of racial and economic segregation, with certain neighborhoods being more homogenous and lacking diversity. This segregation can limit access to quality housing options for low-income and minority residents, leading to a lack of access to essential resources such as good schools, healthy food options, and medical care.

Limited Affordable Housing Options: The city of Thomasville has a shortage of affordable housing options for low-income residents. The high cost of housing, combined with a lower median household income, makes it difficult for many residents to access quality housing that meets their needs. This lack of affordable housing can lead to overcrowding, homelessness, and housing instability.

Limited Access to Housing Programs and Services: Many residents in Thomasville may not be aware of or have access to housing programs and services that could assist them in finding and maintaining affordable housing. This can limit their ability to access safe, affordable, and quality housing options.

Discrimination: Discrimination based on race, ethnicity, national origin, religion, disability, or familial status can limit access to housing opportunities for different groups in the community. This discrimination can occur in the form of rental and sales practices, access to financing, and discriminatory zoning practices that limit the availability of affordable housing in certain areas.

How These Impediments Limit Access to Housing Opportunities for Different Groups in the Community:

These impediments limit access to housing opportunities for different groups in the community by creating barriers to fair and equal access to housing. Racial and economic segregation can lead to limited access to quality housing options for low-income and minority residents. This can result in a lack of access to essential resources such as good schools, healthy food options, and medical care, which can have long-term effects on an individual's health and well-being.

The limited affordable housing options in Thomasville can also limit access to safe and quality housing, leading to overcrowding, homelessness, and housing instability. Limited access to housing programs and services can prevent residents from accessing resources that could assist them in finding and maintaining affordable housing.

Discrimination can create significant barriers to accessing quality housing, particularly for minority and low-income residents. Discriminatory practices in rental and sales practices, access to financing, and zoning practices can limit the availability of affordable housing options in certain areas, leading to segregation and a lack of access to essential resources.

In conclusion, these key impediments to fair housing in Thomasville create significant barriers to accessing safe, affordable, and quality housing for many residents in the community. Addressing these barriers is critical to promoting fair and equal access to housing opportunities for all residents, regardless of their race, ethnicity, national origin, religion, disability, or familial status.

Discussion of how these impediments limit access to housing opportunities for different groups in the community

The impediments to fair housing in Thomasville create significant barriers to accessing safe, affordable, and quality housing for different groups in the community. These barriers disproportionately affect low-income, minority, and other disadvantaged groups. The following is a discussion of how these impediments limit access to housing opportunities for different groups in the community of Thomasville.

Low-Income Residents: The limited affordable housing options in Thomasville make it difficult for low-income residents to access quality housing that meets their needs. This can lead to overcrowding, homelessness, and housing instability, which can have significant negative impacts on their health and well-being. The high cost of housing in Thomasville, combined with a lower median household income, makes it challenging for many low-income residents to find affordable housing that is safe and meets their needs.

Minority Residents: Racial and economic segregation in Thomasville can limit access to quality housing options for minority residents. This can result in a lack of access to essential resources such as good schools, healthy food options, and medical care, which can have long-term effects on their health and well-being. Discrimination based on race, ethnicity, or national origin can also create significant barriers to accessing quality housing, limiting the availability of affordable housing options in certain areas and leading to segregation.

Individuals with Disabilities: Discrimination based on disability can limit access to housing opportunities for individuals with disabilities. This discrimination can occur in the form of rental and sales practices, access to financing, and discriminatory zoning practices that limit the availability of affordable housing in certain areas. Limited access to affordable and accessible housing can lead to social isolation and a lack of access to essential resources.

Elderly Residents: Elderly residents in Thomasville may face barriers to accessing quality housing options that meet their needs. Discriminatory practices in rental and sales practices, access to financing, and zoning practices can limit the availability of affordable housing options in certain areas, leading to segregation and a lack of access to essential resources. Additionally, the limited availability of affordable

housing can create financial burdens for elderly residents, making it difficult for them to maintain their housing and meet other basic needs.

In conclusion, the impediments to fair housing in Thomasville limit access to housing opportunities for different groups in the community. Addressing these barriers is critical to promoting fair and equal access to housing opportunities for all residents, regardless of their race, ethnicity, national origin, religion, disability, or familial status. By addressing these barriers, we can create a more inclusive and equitable community where everyone has access to safe, affordable, and quality housing that meets their needs.

IV. Segregation and Housing Choice

Analysis of how racial and economic segregation impact access to housing opportunities in Thomasville

Racial and economic segregation in Thomasville has a significant impact on access to housing opportunities for different groups in the community. The following is an analysis of how racial and economic segregation impact access to housing opportunities in Thomasville:

Limited Access to Affordable Housing: Racial and economic segregation can limit access to affordable housing options for minority and low-income residents. Segregation can create concentrated poverty in certain areas, limiting the availability of affordable housing options and contributing to a lack of access to essential resources such as good schools, healthy food options, and medical care.

Discrimination in Rental and Sales Practices: Discrimination based on race, ethnicity, or national origin can limit access to housing opportunities for minority residents. Discriminatory rental and sales practices can limit access to quality housing options in certain areas, contributing to segregation and limiting access to essential resources.

Discriminatory Zoning Practices: Discriminatory zoning practices can limit the availability of affordable housing options in certain areas, contributing to segregation and limiting access to essential resources. Zoning practices can also contribute to the creation of segregated neighborhoods, limiting access to housing opportunities for minority and low-income residents.

Lack of Diversity: Racial and economic segregation can limit diversity in housing options and contribute to a lack of access to affordable and quality housing options for minority and low-income residents. Limited diversity in housing options can lead to social isolation and limit access to essential resources, contributing to a cycle of poverty and limited access to opportunities.

In conclusion, racial and economic segregation in Thomasville has a significant impact on access to housing opportunities for different groups in the community. Addressing these issues is critical to promoting fair and equal access to housing opportunities for all residents. By promoting diversity in housing options and addressing discriminatory practices, we can create a more inclusive and equitable community where everyone has access to safe, affordable, and quality housing that meets their needs.

Discussion of strategies to promote more inclusive housing choices for all residents

Promoting more inclusive housing choices for all residents in Thomasville, NC, requires a range of strategies and interventions that address the barriers to fair housing access. The following are some of the strategies that could be implemented to promote more inclusive housing choices in the community:

Affirmatively Furthering Fair Housing (AFFH) Planning: AFFH is a framework that can help promote fair housing by identifying and addressing the barriers to housing access in a community. This approach involves analyzing data and engaging with community stakeholders to develop a plan that promotes housing choice and opportunity.

Eliminating Discrimination: One strategy to promote fair housing is to eliminate discriminatory practices in the housing market. This includes ensuring that rental and sales practices are fair, that housing providers are following fair housing laws, and that zoning and land use policies do not create discriminatory outcomes.

Creating Affordable Housing: Creating more affordable housing options can help ensure that low-income families and individuals have access to safe and affordable housing. This can include developing and preserving affordable rental and homeownership opportunities, and encouraging mixed-income developments.

Increasing Access to Resources: Limited access to resources such as transportation, healthcare, education, and employment can make it difficult for low-income and minority residents to access housing opportunities. Strategies to address this barrier could include improving transportation infrastructure, increasing job opportunities in the area, and improving access to healthcare services.

Encouraging Inclusive and Mixed-Income Neighborhoods: Creating inclusive neighborhoods where individuals from different racial, ethnic, and income backgrounds can live together can help promote integration and increase access to resources. This can be achieved through initiatives such as inclusionary zoning policies, mixed-income housing developments, and promoting diverse and culturally responsive neighborhoods.

In conclusion, promoting more inclusive housing choices for all residents in Thomasville, NC, requires a range of strategies and interventions that address the barriers to fair housing access. AFFH planning, eliminating discrimination, creating affordable housing, increasing access to resources, and encouraging inclusive and mixed-income neighborhoods are some of the strategies that could be implemented to promote more equitable access to housing opportunities in the community. By working together and implementing these strategies, we can create a more inclusive and equitable community where everyone has access to safe, affordable, and quality housing.

V. Language Access and Housing Choice

Discussion of the language barriers that limit access to housing programs and services for Limited English Proficient (LEP) individuals

Language barriers are a significant challenge for Limited English Proficient (LEP) individuals seeking access to housing programs and services in Thomasville, NC. LEP individuals face numerous challenges when trying to access housing programs and services, including a lack of access to information about

their rights, difficulty communicating with landlords and other housing providers, and limited access to housing-related documents.

The inability to understand housing-related documents, such as leases and rental agreements, is a significant obstacle for LEP individuals seeking housing. LEP individuals may also face difficulties communicating with landlords, property managers, and other housing providers, which can lead to misunderstandings and miscommunications. Additionally, many LEP individuals may not be aware of their rights under fair housing laws or may be hesitant to assert their rights due to language barriers.

These language barriers can result in limited access to affordable housing and housing-related services, ultimately leading to housing insecurity and homelessness. It is essential for housing providers and local governments in Thomasville to take steps to address these barriers to ensure that LEP individuals have equitable access to housing programs and services.

One strategy to address language barriers is to provide language access services, such as translation and interpretation services. These services can help ensure that LEP individuals have access to critical housing-related information, including lease agreements, rental applications, and eviction notices. Local governments can work with housing providers to identify the languages needed for translation and interpretation services and provide these services free of charge or at a minimal cost.

Another strategy is to provide outreach and education to LEP individuals on their rights under fair housing laws. This outreach can be provided in multiple languages and can include information on how to file a fair housing complaint, how to access housing-related resources, and how to communicate with landlords and other housing providers.

In conclusion, language barriers are a significant challenge for LEP individuals seeking access to housing programs and services in Thomasville, NC. Providing language access services and outreach and education on fair housing laws can help address these barriers and ensure that LEP individuals have equitable access to housing programs and services. By working together to address these challenges, we can create a more inclusive and equitable community where everyone has access to safe, affordable, and quality housing.

Below are strategies to consider to improve language access and ensure equal access to housing programs and services for all residents

1. **Develop multilingual materials:** Create informational materials, application forms, and other written documents in multiple languages to ensure that non-English speakers can access and understand the information they need. Translate these materials into the languages spoken by the largest non-English speaking populations in the area.
2. **Provide interpretation and translation services:** Offer interpretation and translation services to non-English speakers during housing-related meetings, such as application intake, inspections, and lease signings. Ensure that the interpreters and translators are competent and trained in the specific terminology related to housing and rental assistance.
3. **Conduct outreach in diverse communities:** Engage community-based organizations and leaders to help reach out to diverse communities and inform them about the availability of housing programs and services. Develop outreach materials that are culturally and linguistically

appropriate, and conduct outreach events in locations that are easily accessible to residents, such as community centers, schools, and places of worship.

4. **Train staff on cultural competency:** Provide training to housing providers and city agencies on cultural competency to help them better understand the needs and concerns of diverse communities. This can include training on different cultural values, customs, and communication styles, as well as training on how to provide effective services to people with disabilities.
5. **Collect and use data on language access:** Collect data on the language needs of residents, including the languages spoken by non-English speakers and the types of interpretation and translation services they require. Use this data to inform the development of language access plans and to improve the provision of services to non-English speakers.
6. **Partner with community-based organizations:** Partner with community-based organizations that have a strong presence and trust within diverse communities to help provide language access and outreach services. These organizations can help bridge the gap between residents and housing providers and ensure that residents receive the information and assistance they need.
7. **Ensure compliance with language access laws:** Ensure that all housing providers and government agencies comply with federal and state laws regarding language access, such as Title VI of the Civil Rights Act of 1964 and Executive Order 13166. Develop and implement language access plans that outline specific steps for providing language access and ensuring compliance with these laws.

VI. Affordability and Housing Choice

Analysis of the challenges that low-income residents face in accessing affordable housing in Thomasville

High Housing Costs: The cost of housing in Thomasville is relatively high, and this can make it difficult for low-income residents to afford decent housing. The average Thomasville home value is **\$190,581**, up 14.1% over the past year, which is significantly higher than pre-Covid prices. High housing costs can also lead to increased competition for affordable housing units, making it challenging for low-income residents to secure housing.

Limited Affordable Housing Stock: There is a limited supply of affordable housing units in Thomasville, and this can make it challenging for low-income residents to find affordable housing options. Most of the affordable housing units in Thomasville are operated by nonprofit organizations and other agencies, which may have limited resources and funding to maintain and expand the housing stock.

Discrimination and Segregation: Low-income residents in Thomasville may also face discrimination and segregation in the housing market. Landlords and property managers may discriminate against low-income residents based on their income level, race, ethnicity, or other factors. This can limit the housing options available to low-income residents and exacerbate housing affordability challenges.

Lack of Access to Transportation: Many low-income residents in Thomasville also face transportation challenges, which can make it difficult for them to access affordable housing options. Affordable housing

units may be located in areas with limited access to public transportation, which can make it challenging for low-income residents to commute to work or access essential services.

Limited Resources for Housing Assistance: Low-income residents in Thomasville may also have limited access to resources and assistance programs that can help them access affordable housing. Funding for affordable housing programs may be limited, and the eligibility criteria for these programs may be strict, making it challenging for low-income residents to qualify for assistance.

Some other strategies that may help address these challenges include increasing funding for affordable housing programs, providing transportation assistance to low-income residents, enforcing fair housing laws, and expanding the availability of affordable housing options.

Discussion of strategies to increase the availability of affordable housing options for low-income residents

Increasing the availability of affordable housing options for low-income residents is a complex issue that requires collaboration among different stakeholders, including housing providers, government agencies, community-based organizations, and residents themselves. Here are some strategies that can help increase the availability of affordable housing options for low-income residents:

Increase Funding for Affordable Housing Programs: One of the most effective ways to increase the availability of affordable housing is to increase funding for affordable housing programs. This can include providing more funding for nonprofit organizations and government agencies that develop and manage affordable housing units, as well as increasing funding for rental assistance programs that help low-income residents afford housing.

Encourage Private Developers to Build Affordable Housing: Private developers can play a role in increasing the availability of affordable housing by building affordable housing units. Incentivize developers to build affordable housing by offering tax breaks, expedited permitting, and other financial incentives.

Rezone for Increased Density: Local governments can rezone areas to allow for increased density and the construction of more affordable housing units. This can be done by changing zoning laws to allow for the construction of smaller housing units, such as apartments and townhouses, and by allowing for the construction of accessory dwelling units (ADUs) on single-family properties.

Develop Public-Private Partnerships: Public-private partnerships can be a powerful tool in increasing the availability of affordable housing. Partner with private developers and nonprofit organizations to develop affordable housing units and provide rental assistance to low-income residents.

Preserve Existing Affordable Housing Stock: It is important to preserve existing affordable housing stock to ensure that low-income residents have access to affordable housing options. Governments (PTRC) and nonprofit organizations can provide funding for the rehabilitation and maintenance of existing affordable housing units, ensuring that they remain safe and livable.

Promote Energy Efficiency: Investing in energy-efficient upgrades to affordable housing units can reduce utility costs for low-income residents and make housing more affordable. The PTRC can provide funding for energy-efficient upgrades, such as insulation, energy-efficient appliances, and HVAC.

Advocate for Policy Change: Advocacy can play a significant role in increasing the availability of affordable housing options for low-income residents. Advocates can push for changes in zoning laws, funding for affordable housing programs, and other policy changes that can increase the availability of affordable housing.

By implementing these strategies, housing providers and other agencies can increase the availability of affordable housing options for low-income residents, creating a more inclusive and equitable community for everyone.

VII. Discrimination and Housing Choice

Discussion of the persistent problem of housing discrimination in Thomasville

Housing discrimination is a persistent problem in Thomasville, as it is in many other communities across the United States. Housing discrimination is the unfair or unequal treatment of individuals based on their race, ethnicity, national origin, religion, gender, disability, familial status, or other protected status under federal and state fair housing laws.

In Thomasville, housing discrimination can take many forms, including:

Refusing to Rent or Sell: Landlords and real estate agents may refuse to rent or sell housing to individuals based on their race, ethnicity, or other protected status.

Discriminatory Advertising: Advertisements for housing may contain language or images that suggest a preference or exclusion based on a protected status.

Steering: Real estate agents may steer prospective buyers or renters away from certain neighborhoods based on their race, ethnicity, or other protected status.

Unequal Treatment: Landlords may provide different levels of service or impose different requirements on tenants based on their race, ethnicity, or other protected status.

Harassment: Landlords or other tenants may engage in harassment or intimidation of individuals based on their race, ethnicity, or other protected status.

The persistence of housing discrimination is concerning because it undermines fair and equitable access to housing, which is a basic human right. Housing discrimination can also contribute to economic and social disparities, as individuals who face discrimination may be forced into substandard housing or neighborhoods with limited access to resources and opportunities.

To address the problem of housing discrimination in Thomasville, it is important to raise awareness about fair housing laws and the rights of tenants and homebuyers. Housing providers and real estate professionals should receive training on fair housing laws and best practices for avoiding discrimination.

Local governments can also take steps to enforce fair housing laws and investigate complaints of discrimination.

Community-based organizations can also play a role in combating housing discrimination by providing education and support to individuals who have experienced discrimination. Finally, individuals who have experienced discrimination can file complaints with the appropriate government agency or seek legal assistance to hold housing providers accountable for their actions.

Overall, addressing housing discrimination requires a comprehensive approach that involves collaboration among different stakeholders, including housing providers, government agencies, community-based organizations, and residents themselves. By working together, we can create a more inclusive and equitable community where everyone has access to safe and affordable housing.

Strategies to promote fair housing practices and ensure equal access to housing opportunities for all residents

VIII. Access to Housing Programs and Services

Analysis of the availability and accessibility of housing programs and services in Thomasville

The availability and accessibility of housing programs and services in Thomasville can be analyzed through various lenses, such as the types of programs and services available, the target population, the level of funding, and the degree of accessibility.

In terms of the types of housing programs and services available, Thomasville offers a range of options, including public housing, subsidized housing, rental assistance programs, homebuyer assistance programs, and housing counseling services. These programs and services are provided by various entities, such as the Thomasville Housing Authority (Public Housing and Section 8), the U.S. Department of Housing and Urban Development (HUD), and local nonprofit organizations.

In terms of the target population, many of these programs and services are designed to serve low-income residents, including those who are elderly, disabled, or part of a minority group. For example, the Thomasville Housing Authority provides public housing and Section 8 vouchers to low-income residents, while local nonprofits such as Habitat for Humanity offer homebuyer assistance programs to help families achieve homeownership.

Regarding funding, the availability of housing programs and services in Thomasville is impacted by the level of funding allocated by local, state, and federal government agencies. For example, federal funding for affordable housing programs has been decreasing in recent years (with the exception of State ARPA funding), which can limit the availability of housing options for low-income residents.

In terms of accessibility, the availability of housing programs and services in Thomasville can be impacted by factors such as transportation, language barriers, and technology access. Some residents may not have access to reliable transportation to attend housing counseling sessions or apply for affordable housing programs. Others may face language barriers if information about programs and services is not provided in languages other than English. Finally, residents who do not have access to technology may struggle to apply for programs or find information about housing options online.

Overall, while Thomasville offers a range of housing programs and services, the availability and accessibility of these programs can be impacted by factors such as funding, target population, and

accessibility barriers. To increase the availability and accessibility of housing programs and services, stakeholders such as government agencies, housing providers, and community-based organizations should work together to address these barriers and ensure that all residents have access to safe and affordable housing.

Strategies to improve access to these programs and services, particularly for low-income and marginalized residents

Improving access to housing programs and services for low-income and marginalized residents in Thomasville requires a multi-faceted approach. Here are some strategies that can help:

Increase awareness of available programs: Many low-income residents may not be aware of the different housing programs and services available in Thomasville. Housing providers, community organizations, and government agencies can work together to increase awareness through outreach campaigns, community events, and targeted communication.

Simplify the application process: Applying for housing programs and services can be daunting and confusing for many low-income residents. Streamlining the application process and aiding with filling out applications can improve access to these programs.

Offer language and cultural support: Thomasville has a relatively diverse population, and some residents may face language and cultural barriers when accessing housing programs and services. Offering support in languages other than English and providing culturally sensitive assistance can improve access for marginalized residents.

Expand transportation options: Lack of transportation can be a major barrier to accessing housing programs and services. Providing transportation options or partnering with transportation providers to offer free or discounted rides to appointments can improve access for low-income residents.

Provide digital access: Many housing programs and services require online applications, which can be difficult for residents without digital access or computer skills. Providing computer access and training, or offering alternative application methods, such as phone or paper applications, can improve access for marginalized residents.

Address systemic barriers: Many marginalized residents face systemic barriers such as discrimination and unequal access to education and job opportunities, which can impact their ability to access housing programs and services. Addressing these systemic issues through policy changes, community initiatives, and educational programs can improve access to housing programs and services over the long term.

Overall, improving access to housing programs and services for low-income and marginalized residents in Thomasville requires a multi-pronged approach that involves collaboration among different stakeholders. By implementing these strategies, we can create a more equitable and inclusive community where everyone has access to safe and affordable housing.

IX. Fair Housing Policies and Programs

Discussion of fair housing policies and programs that have been implemented in other communities to promote fair and equal access to housing opportunities

Fair housing policies and programs have been implemented in many communities across the United States to promote fair and equal access to housing opportunities for all residents. Here are some examples of policies and programs that have been successful:

Source of Income Discrimination Protection: This policy prohibits discrimination against individuals who receive rental assistance or other forms of public assistance as a source of income. This ensures that low-income individuals have access to a wider range of housing options.

Inclusionary Zoning: This policy requires a certain percentage of new residential developments to include affordable housing units. This helps to create mixed-income communities and increase the availability of affordable housing options.

Housing Choice Voucher Mobility Program: This program provides financial assistance and support services to low-income families who wish to move to areas with greater opportunities for education, employment, and social services. This helps to break down barriers to residential segregation and promote access to opportunities.

Community Land Trusts: Community land trusts are nonprofit organizations that acquire and hold land for the purpose of creating permanently affordable housing options. This helps to ensure that housing remains affordable for low-income residents over the long term.

Homebuyer Assistance Programs: These programs provide financial assistance and education to first-time homebuyers, particularly those from low-income backgrounds. This helps to increase homeownership rates among marginalized communities and build wealth over time.

Overall, fair housing policies and programs are essential for promoting equal access to housing opportunities for all residents. By implementing these policies and programs, we can create more equitable communities where everyone has access to safe and affordable housing.

Best practices for implementing effective fair housing policies and programs in Thomasville

Implementing effective fair housing policies, practices and programs, in Thomasville requires a comprehensive and collaborative approach involving government agencies, housing providers, community organizations, and residents. Here are some best practices for implementing effective fair housing policies and programs:

Establish Fair Housing Laws and Regulations: Local laws and regulations should be established to protect against discrimination in housing, including source of income discrimination, racial discrimination, and discrimination based on disability or familial status.

Provide Training and Education: Housing providers, government officials, and community organizations should receive training on fair housing laws and best practices. This will ensure that all stakeholders are aware of their responsibilities and can work collaboratively to address fair housing issues.

Create Outreach and Education Programs: Outreach and education programs can help to raise awareness about fair housing issues in Thomasville. These programs can include community workshops, educational materials, and outreach to marginalized communities to ensure that all residents have access to information about their housing rights.

Increase the Availability of Affordable Housing: Providing more affordable housing options in Thomasville can help to address housing discrimination and improve access to housing opportunities for low-income residents.

Ensure Fair Access to Public Housing Programs: Public housing programs should be administered fairly and without discrimination. This includes ensuring that applications are accessible and that all residents have access to information about available programs.

Overall, implementing effective fair housing policies and programs in Thomasville requires a comprehensive and collaborative approach. By following these best practices, we can create more equitable communities where all residents have access to safe and affordable housing opportunities.

X. Conclusion and Recommendations

Summary of key findings and recommendations for addressing the identified impediments to fair housing choice in Thomasville

After conducting an analysis of the availability and accessibility of housing programs and services in Thomasville, several key findings were identified regarding the impediments to fair housing choice in the area. These impediments include a lack of affordable housing options, discrimination in the rental and lending market, limited transportation options, and a lack of awareness of fair housing rights and resources.

To address these impediments, several recommendations can be made:

Increase the availability of affordable housing options through the implementation of zoning policies and the creation of community land trusts.

Implement policies to protect against discrimination in the rental and lending market, such as source of income discrimination protection and fair housing laws and regulations.

Improve transportation options to ensure that residents have access to employment opportunities and other essential services.

Increase awareness of fair housing rights and resources through education and outreach programs.

Provide resources and support services to help residents navigate the housing market, such as homebuyer assistance programs and housing counseling services.

By implementing these recommendations, Thomasville can work to address the identified impediments to fair housing choice and create more equitable communities where all residents have access to safe and affordable housing opportunities.



City of Thomasville

North Carolina
Police Department

Dustin W. Carter
Interim Chief of Police



Memorandum

To: Eddie Bowling, Assistant City Manager

From: Interim Chief Dustin Carter

Date: 03/16/2023

Re: Purchase of Axon Body Worn Cameras and Fleet Dash Cameras

This memo and supporting documentation summarizes the information regarding the request to purchase 65 Axon Body Cameras and 40 Axon Fleet Cameras including access to cloud storage, warranties, camera docks and camera refreshes through Sourcewell using capital funds authorized by City Council.

Item 1: 65 Axon Body Camera 3 including warranties, cloud storage, camera refreshes, camera docks and camera dock refreshes. Camera refreshes will occur twice during the 5 years contract. The initial camera refresh will occur at 2.5 years of progression into the contract and lastly at year 5.

Contract Costs for Axon Body Worn Cameras (BWCs)

| Payment Due | Fiscal Year (FY) | Amount |
|-----------------------|------------------|---------------------------|
| Year 1 June 2023 | FY 2023 | \$66,205.00 |
| Year 2 June 2024 | FY 2024 | \$66,205.00 |
| Year 3 June 2025 | FY 2025 | \$66,205.00 |
| Year 4 June 2026 | FY 2026 | \$66,205.00 |
| Year 5 June 2027 | FY 2027 | \$66,205.00 |
| Years 1-5 (2023-2027) | FYs (2023-2027) | Total=\$331,025.00 |

Total Costs: \$331,025.00 over 5 years/\$66,205 per year for 5 years.

"Excellence in Community Oriented Policing"

250 W. Main St. • P.O. Box 1669 • Thomasville, N.C. 27361-1669
Police Administration Phone (336) 475-4274 • Fax (336) 475-5209
Communications Phone (336) 475-4260 • Fax (336) 475-4277



City of Thomasville

North Carolina Police Department

Dustin W. Carter
Interim Chief of Police



Item 2: 40 Axon Fleet Cameras including warranties, cloud storage, antennae, signal unit and installation. Fleet Camera refreshes will occur once for all 40 units, which will be at year 5 of the contract.

Contract Costs for Axon Fleet Cameras

| Payment Due | Fiscal Year (FY) | Amount |
|-----------------------|------------------|------------------------|
| Year 1 March 2024 | FY 2024 | \$93,043.20 |
| Year 2 March 2025 | FY 2025 | \$93,043.20 |
| Year 3 March 2026 | FY 2026 | \$93,043.20 |
| Year 4 March 2027 | FY 2027 | \$93,043.20 |
| Year 5 March 2028 | FY 2028 | \$93,043.20 |
| Years 1-5 (2024-2028) | FYs (2024-2028) | Total=\$465,216 |

Total Costs for In-Car Cameras: \$465,216 over 5 years/\$93,043.20 per year for 5 years. Payment will be due upon receiving the goods and services. According to Axon, it will take approximately 10 months from the time of order to produce, send and receive the In-car dash cameras.

Breakdown of Total Contract Costs

| Total Breakdown of Costs for BWCs and Fleet Cameras | Fiscal Year (FY) | Amount |
|---|------------------|--|
| Year 1 | FY 2023 | \$66,205 |
| Year 1 | FY 2024 | $\$66,205 + \$93,043.20 =$ \$159,248.20 |
| Year 2 | FY 2025 | $\$66,205 + \$93,043.20 =$ \$159,248.20 |
| Year 3 | FY 2026 | $\$66,205 + \$93,043.20 =$ \$159,248.20 |
| Year 4 | FY 2027 | $\$66,205 + \$93,043.20 =$ \$159,248.20 |
| Year 5 | FY 2028 | \$93,043.20 |
| Years (1-5) | FYs (2023-2028) | Total Contract Costs=\$796,241 |

"Excellence in Community Oriented Policing"

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Communications Phone (336) 475-4260 • Fax (336) 475-4277



City of Thomasville

North Carolina
Police Department

Dustin W. Carter
Interim Chief of Police



| Vendor | Vendor Contact |
|---|---|
| Axon Enterprises, Inc. 17800 N 85 th Street Scottsdale, AZ 85255 | Rob Marangelo (480) 613-7726 rmarangelo@axon.com |

Method of Purchase: Sourcewell contract # 010720-AXN for the Fleet Cameras and Body Worn Cameras.

*In this Axon Contract, the department will receive 65 BWCs and 40 Fleet Cameras. The department will receive two additional BWCs at no cost to the agency due to the total number of BWCs purchased. These two additional BWCs will serve as surplus equipment in the event the department needs immediate replacement of equipment.

Respectfully Submitted,

Interim Chief of Police

Dustin Carter

"Excellence in Community Oriented Policing"

250 W. Main St. • P.O. Box 1669 • Thomasville, N.C. 27361-1669
Police Administration Phone (336) 475-4274 • Fax (336) 475-5209
Communications Phone (336) 475-4260 • Fax (336) 475-4277

Letter of Agreement To Extend the Contract

Between

Axon Enterprise Inc.
17800 N. 85th St.
Scottsdale, AZ 85255

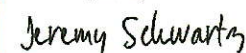
And

Sourcewell
202 12th Street NE
Staples, MN 56479
Phone: (218) 894-1930

The Vendor and Sourcewell have entered into an Agreement (Contract #010720-AXN) for the procurement of Public Safety Video Surveillance Solutions with Related Equipment, Software and Accessories. This Agreement has an expiration date of February 21, 2024, but the parties may extend the Agreement for one additional year by mutual consent.

The parties acknowledge that extending the Agreement for another year benefits the Vendor, Sourcewell and Sourcewell's members. The Vendor and Sourcewell therefore agree to extend the Agreement listed above for a fifth year. This existing Agreement will terminate on February 21, 2025. All other terms and conditions of the Agreement remain in force.

Sol DocuSigned by:



By: C0FD2A139D06489..., Its: **Director of Operations & Procurement/CPO**

Name printed or typed: **Jeremy Schwartz**

Date 11/3/2022 | 10:43 AM CDT

Axo DocuSigned by:



By: 55DAEBB131A4424..., Its: **VP, Associate General Counsel**

Name printed or typed: **Robert E. Driscoll, Jr.**

Date 11/3/2022 | 10:38 AM MST

5-YEAR QUOTE SUMMARY

Thomasville Police Department

Axon Enterprise, Inc.
17800 North 85th Street
Scottsdale, AZ 85255

Main Contacts:

Rob Marangelo
(480)-613-7726
rmarangelo@axon.com



Axon's Body 3 package bundles hardware, software, accessories, equipment refreshes, and warranties together to help equip your officers with the solutions they need to stay safe.

Thomasville Police Department and Axon Enterprise, Inc. (Axon) will be partnering to deliver a Body Worn Camera (BWC) solution for the Thomasville Police Department at a total 5 year cost of **\$331,025**. Our goal is to deliver predictable annual spend, and the best technology in order to reduce your agency's liability while increasing your agency's efficiency and most importantly, safety.

Axon represents the entire network of devices, applications, and people that is revolutionizing public safety around the world. Our mission is to protect life. Our technologies give law enforcement the confidence, focus, and time they need to keep their communities safe. Today, our CEWs are in use in more than 18,000 agencies globally and our other Axon family of products are in use by more than 6,000 agencies. Our suite of connected products from body cameras to evidence management, has given police agencies the flexibility and the versatility to operate with increased transparency and efficiency

A message from our CEO and founder Rick Smith

WHERE DO WE GO FROM HERE?

<https://www.axon.com/news/where-do-we-go-from-here>

The solution created for the Thomasville Police Department includes:

Hardware:

- (65) Axon Body 3 Cameras
 - (2) Spare Body 3 Cameras
- (72) Single Molle Mounts
- (72) USB-C Cables for Alternative Charging Method
- (6) 8-Bay Docking Stations for Charging and Evidence Offload

Software:

- (5) Professional Evidence.com Licenses
 - Multi-Cam Playback, Redaction Studio, Device Analytics, etc.
- (70) Basic Evidence.com Licenses
 - Axon Capture Mobile Application, Axon View App, Evidence.com Retention Policies, Axon Device Manager, etc.
- Unlimited Axon Device Storage for all Users

Warranties and Equipment Refresh:

- Technology Assurance Plan (TAP)
 - Full 5-year “No Questions Asked” Warranty on All Cameras
 - (67) of the Latest Body Worn Cameras at Year 2.5
 - (67) of the Latest Body Worn Cameras at Year 5
 - New Docking Stations and Mounts Each Refresh

Axon Professional Services:

- Body Camera Starter:
 - Set Up of All Devices and Docks On-site
 - System Admin and End User Training

Logistical Details: 30-45 Days from Signed Quote to delivery of hardware. Set up can be scheduled based on department preference after delivery.

Next Steps:

Paperwork we need the agency to sign:

- Quote

Program Products & Features:

Axon Body 3

Axon Body 3 isn't just a camera: it's a rugged communications beacon front-and-center on every call. Featuring our new Axon Aware technology and an LTE connection that enables real-time features like GPS; Body 3 empowers officers with more support in the moment. Coupled with enhanced low-light performance and reduced motion blur, that means clearer evidence in the now, more efficient AI-powered processes after the fact, and most importantly, safer communities in the long run.

What is TAP?

The Technology Assurance Plan (TAP) is a service plan that combines warranty coverage on your Axon body cameras with automatic refresh units every 2.5 years. Minimizing the chance that an officer goes on duty without a camera, TAP includes on-site spare units, as well as an extended warranty at no additional cost through the life of the agreement. TAP not only protects your agency today—it ensures it will stay protected in the future.

Evidence.com

Axon Evidence is a scalable, cloud-based system that consolidates all of your digital files, making them easy to manage, access, and share. Now you can also know your evidence is securely stored in Microsoft Azure's Government cloud, and that any activity is captured in audit trails to ensure chain of custody and evidence authenticity.

Axon Capture

Axon Capture is a mobile application built specifically for law enforcement that allows officers to capture digital evidence right from the field. The application eliminates the need to carry multiple devices for photo, video and audio recording. Instead, it uses the capabilities of the smartphone already in your pocket and adds the security and organization needed to protect truth. You can add tags, titles or GPS coordinates to any recording before uploading the data to Evidence.com, without leaving anything on your phone.

Professional Services

Axon's Starter Package will help introduce our technologies to your agency with the right training and implementation support. The Professional Services team will assist in the hardware and software setup your new Axon Body Worn Camera program.

The Axon Customer Success Manager

Whenever you purchase an Axon product, we want to ensure that it's easy to use and providing value to your agency. That's why we assign our customers a single point of contact to ensure you always have the tools and information you need.



Axon Enterprise, Inc.
17800 N 85th St.
Scottsdale, Arizona 85255
United States
VAT: 86-0741227
Domestic: (800) 978-2737
International: +1.800.978.2737

Q-452867-45000.867RM

Issued: 03/15/2023

Quote Expiration: 06/30/2023

Estimated Contract Start Date: 06/01/2023

Account Number: 110524

Payment Terms: N30

Delivery Method:

| SHIP TO | BILL TO |
|--|--|
| Delivery-250 W Main St 250 W Main St Thomasville, NC 27360-3802 USA | Thomasville Police Department - NC PO Box 1669 Thomasville, NC 27361-1669 USA Email: |

| SALES REPRESENTATIVE | PRIMARY CONTACT |
|---|---|
| Rob Marangelo Phone: Email: rmarangelo@axon.com Fax: | John Elgin Phone: (336) 475-4260 Email: john.elgin@thomasville-nc.gov Fax: |

Quote Summary

| | |
|-------------------------------|---------------------|
| Program Length | 60 Months |
| TOTAL COST | \$331,025.00 |
| ESTIMATED TOTAL W/ TAX | \$342,730.65 |

Discount Summary

| | |
|--------------------------|--------------------|
| Average Savings Per Year | \$13,259.64 |
| TOTAL SAVINGS | \$66,298.20 |

Payment Summary

| Date | Subtotal | Tax | Total |
|--------------|---------------------|--------------------|---------------------|
| Jun 2023 | \$66,205.00 | \$2,341.13 | \$68,546.13 |
| Jun 2024 | \$66,205.00 | \$2,341.13 | \$68,546.13 |
| Jun 2025 | \$66,205.00 | \$2,341.13 | \$68,546.13 |
| Jun 2026 | \$66,205.00 | \$2,341.13 | \$68,546.13 |
| Jun 2027 | \$66,205.00 | \$2,341.13 | \$68,546.13 |
| Total | \$331,025.00 | \$11,705.65 | \$342,730.65 |

| | |
|------------------------|--------------|
| Quote Unbundled Price: | \$397,323.20 |
| Quote List Price: | \$340,775.00 |
| Quote Subtotal: | \$331,025.00 |

Pricing

All deliverables are detailed in Delivery Schedules section lower in proposal

| Item | Description | Qty | Term | Unbundled | List Price | Net Price | Subtotal | Tax | Total |
|----------------------------|--|-----|------|-----------|------------|------------|---------------------|--------------------|---------------------|
| Program | | | | | | | | | |
| BWCamTAP | Body Worn Camera TAP Bundle | 65 | 60 | \$38.57 | \$28.00 | \$28.00 | \$109,200.00 | \$7,643.90 | \$116,843.90 |
| BWCamMBDTAP | Body Worn Camera Multi-Bay Dock TAP Bundle | 6 | 60 | \$72.07 | \$29.50 | \$29.50 | \$10,620.00 | \$743.40 | \$11,363.40 |
| A la Carte Hardware | | | | | | | | | |
| AB3C | AB3 Camera Bundle | 65 | | | \$699.00 | \$549.00 | \$35,685.00 | \$2,497.95 | \$38,182.95 |
| AB3MBD | AB3 Multi Bay Dock Bundle | 6 | | | \$1,495.00 | \$1,495.00 | \$8,970.00 | \$627.90 | \$9,597.90 |
| A la Carte Software | | | | | | | | | |
| 73686 | EVIDENCE.COM UNLIMITED AXON DEVICE STORAGE | 65 | 60 | | \$24.00 | \$24.00 | \$93,600.00 | \$0.00 | \$93,600.00 |
| ProLicense | Pro License Bundle | 5 | 60 | | \$39.00 | \$39.00 | \$11,700.00 | \$0.00 | \$11,700.00 |
| BasicLicense | Basic License Bundle | 65 | 60 | | \$15.00 | \$15.00 | \$58,500.00 | \$0.00 | \$58,500.00 |
| A la Carte Services | | | | | | | | | |
| 85144 | AXON STARTER | 1 | | | \$2,750.00 | \$2,750.00 | \$2,750.00 | \$192.50 | \$2,942.50 |
| Total | | | | | | | \$331,025.00 | \$11,705.65 | \$342,730.65 |

Delivery Schedule

Hardware

| Bundle | Item | Description | QTY | Estimated Delivery Date |
|--|-------|---|-----|-------------------------|
| AB3 Camera Bundle | 11507 | MOLLE MOUNT, SINGLE, AXON RAPIDLOCK | 72 | 05/01/2023 |
| AB3 Camera Bundle | 11534 | USB-C to USB-A CABLE FOR AB3 OR FLEX 2 | 72 | 05/01/2023 |
| AB3 Camera Bundle | 73202 | AXON BODY 3 - NA10 - US - BLK - RAPIDLOCK | 65 | 05/01/2023 |
| AB3 Camera Bundle | 73202 | AXON BODY 3 - NA10 - US - BLK - RAPIDLOCK | 2 | 05/01/2023 |
| AB3 Multi Bay Dock Bundle | 71019 | NORTH AMER POWER CORD FOR AB3 8-BAY, AB2 1-BAY / 6-BAY DOCK | 6 | 05/01/2023 |
| AB3 Multi Bay Dock Bundle | 74210 | AXON BODY 3 - 8 BAY DOCK | 6 | 05/01/2023 |
| Body Worn Camera Multi-Bay Dock TAP Bundle | 73689 | MULTI-BAY BWC DOCK 1ST REFRESH | 6 | 11/01/2026 |
| Body Worn Camera TAP Bundle | 73309 | AXON CAMERA REFRESH ONE | 67 | 11/01/2026 |
| Body Worn Camera Multi-Bay Dock TAP Bundle | 73688 | MULTI-BAY BWC DOCK 2ND REFRESH | 6 | 05/01/2028 |
| Body Worn Camera TAP Bundle | 73310 | AXON CAMERA REFRESH TWO | 67 | 05/01/2028 |

Software

| Bundle | Item | Description | QTY | Estimated Start Date | Estimated End Date |
|----------------------|-------|--|-----|----------------------|--------------------|
| Basic License Bundle | 73683 | 10 GB EVIDENCE.COM A-LA-CART STORAGE | 65 | 06/01/2023 | 05/31/2028 |
| Basic License Bundle | 73840 | EVIDENCE.COM BASIC ACCESS LICENSE | 65 | 06/01/2023 | 05/31/2028 |
| Pro License Bundle | 73683 | 10 GB EVIDENCE.COM A-LA-CART STORAGE | 15 | 06/01/2023 | 05/31/2028 |
| Pro License Bundle | 73746 | PROFESSIONAL EVIDENCE.COM LICENSE | 5 | 06/01/2023 | 05/31/2028 |
| A la Carte | 73686 | EVIDENCE.COM UNLIMITED AXON DEVICE STORAGE | 65 | 06/01/2023 | 05/31/2028 |

Services

| Bundle | Item | Description | QTY |
|------------|-------|--------------|-----|
| A la Carte | 85144 | AXON STARTER | 1 |

Warranties

| Bundle | Item | Description | QTY | Estimated Start Date | Estimated End Date |
|--|-------|------------------------------------|-----|----------------------|--------------------|
| Body Worn Camera TAP Bundle | 80464 | EXT WARRANTY, CAMERA (TAP) | 65 | 06/01/2023 | 05/31/2028 |
| Body Worn Camera TAP Bundle | 80464 | EXT WARRANTY, CAMERA (TAP) | 2 | 06/01/2023 | 05/31/2028 |
| Body Worn Camera Multi-Bay Dock TAP Bundle | 80465 | EXT WARRANTY, MULTI-BAY DOCK (TAP) | 6 | 05/01/2024 | 05/31/2028 |

Payment Details

Jun 2023

| Invoice Plan | Item | Description | Qty | Subtotal | Tax | Total |
|--------------|--------------|--|-----|--------------------|-------------------|--------------------|
| Year 1 | 73686 | EVIDENCE.COM UNLIMITED AXON DEVICE STORAGE | 65 | \$18,720.00 | \$0.00 | \$18,720.00 |
| Year 1 | 85144 | AXON STARTER | 1 | \$550.00 | \$38.50 | \$588.50 |
| Year 1 | AB3C | AB3 Camera Bundle | 65 | \$7,137.00 | \$499.59 | \$7,636.59 |
| Year 1 | AB3MBD | AB3 Multi Bay Dock Bundle | 6 | \$1,794.00 | \$125.58 | \$1,919.58 |
| Year 1 | BasicLicense | Basic License Bundle | 65 | \$11,700.00 | \$0.00 | \$11,700.00 |
| Year 1 | BWCamMBDTAP | Body Worn Camera Multi-Bay Dock TAP Bundle | 6 | \$2,124.00 | \$148.68 | \$2,272.68 |
| Year 1 | BWCamTAP | Body Worn Camera TAP Bundle | 65 | \$21,840.00 | \$1,528.78 | \$23,368.78 |
| Year 1 | ProLicense | Pro License Bundle | 5 | \$2,340.00 | \$0.00 | \$2,340.00 |
| Total | | | | \$66,205.00 | \$2,341.13 | \$68,546.13 |

Jun 2024

| Invoice Plan | Item | Description | Qty | Subtotal | Tax | Total |
|--------------|--------------|--|-----|--------------------|-------------------|--------------------|
| Year 2 | 73686 | EVIDENCE.COM UNLIMITED AXON DEVICE STORAGE | 65 | \$18,720.00 | \$0.00 | \$18,720.00 |
| Year 2 | 85144 | AXON STARTER | 1 | \$550.00 | \$38.50 | \$588.50 |
| Year 2 | AB3C | AB3 Camera Bundle | 65 | \$7,137.00 | \$499.59 | \$7,636.59 |
| Year 2 | AB3MBD | AB3 Multi Bay Dock Bundle | 6 | \$1,794.00 | \$125.58 | \$1,919.58 |
| Year 2 | BasicLicense | Basic License Bundle | 65 | \$11,700.00 | \$0.00 | \$11,700.00 |
| Year 2 | BWCamMBDTAP | Body Worn Camera Multi-Bay Dock TAP Bundle | 6 | \$2,124.00 | \$148.68 | \$2,272.68 |
| Year 2 | BWCamTAP | Body Worn Camera TAP Bundle | 65 | \$21,840.00 | \$1,528.78 | \$23,368.78 |
| Year 2 | ProLicense | Pro License Bundle | 5 | \$2,340.00 | \$0.00 | \$2,340.00 |
| Total | | | | \$66,205.00 | \$2,341.13 | \$68,546.13 |

Jun 2025

| Invoice Plan | Item | Description | Qty | Subtotal | Tax | Total |
|--------------|--------------|--|-----|--------------------|-------------------|--------------------|
| Year 3 | 73686 | EVIDENCE.COM UNLIMITED AXON DEVICE STORAGE | 65 | \$18,720.00 | \$0.00 | \$18,720.00 |
| Year 3 | 85144 | AXON STARTER | 1 | \$550.00 | \$38.50 | \$588.50 |
| Year 3 | AB3C | AB3 Camera Bundle | 65 | \$7,137.00 | \$499.59 | \$7,636.59 |
| Year 3 | AB3MBD | AB3 Multi Bay Dock Bundle | 6 | \$1,794.00 | \$125.58 | \$1,919.58 |
| Year 3 | BasicLicense | Basic License Bundle | 65 | \$11,700.00 | \$0.00 | \$11,700.00 |
| Year 3 | BWCamMBDTAP | Body Worn Camera Multi-Bay Dock TAP Bundle | 6 | \$2,124.00 | \$148.68 | \$2,272.68 |
| Year 3 | BWCamTAP | Body Worn Camera TAP Bundle | 65 | \$21,840.00 | \$1,528.78 | \$23,368.78 |
| Year 3 | ProLicense | Pro License Bundle | 5 | \$2,340.00 | \$0.00 | \$2,340.00 |
| Total | | | | \$66,205.00 | \$2,341.13 | \$68,546.13 |

Jun 2026

| Invoice Plan | Item | Description | Qty | Subtotal | Tax | Total |
|--------------|--------------|--|-----|-------------|----------|-------------|
| Year 4 | 73686 | EVIDENCE.COM UNLIMITED AXON DEVICE STORAGE | 65 | \$18,720.00 | \$0.00 | \$18,720.00 |
| Year 4 | 85144 | AXON STARTER | 1 | \$550.00 | \$38.50 | \$588.50 |
| Year 4 | AB3C | AB3 Camera Bundle | 65 | \$7,137.00 | \$499.59 | \$7,636.59 |
| Year 4 | AB3MBD | AB3 Multi Bay Dock Bundle | 6 | \$1,794.00 | \$125.58 | \$1,919.58 |
| Year 4 | BasicLicense | Basic License Bundle | 65 | \$11,700.00 | \$0.00 | \$11,700.00 |

Jun 2026

| Invoice Plan | Item | Description | Qty | Subtotal | Tax | Total |
|--------------|-------------|--|-----|--------------------|-------------------|--------------------|
| Year 4 | BWCamMBDTAP | Body Worn Camera Multi-Bay Dock TAP Bundle | 6 | \$2,124.00 | \$148.68 | \$2,272.68 |
| Year 4 | BWCamTAP | Body Worn Camera TAP Bundle | 65 | \$21,840.00 | \$1,528.78 | \$23,368.78 |
| Year 4 | ProLicense | Pro License Bundle | 5 | \$2,340.00 | \$0.00 | \$2,340.00 |
| Total | | | | \$66,205.00 | \$2,341.13 | \$68,546.13 |

Jun 2027

| Invoice Plan | Item | Description | Qty | Subtotal | Tax | Total |
|--------------|--------------|--|-----|--------------------|-------------------|--------------------|
| Year 5 | 73686 | EVIDENCE.COM UNLIMITED AXON DEVICE STORAGE | 65 | \$18,720.00 | \$0.00 | \$18,720.00 |
| Year 5 | 85144 | AXON STARTER | 1 | \$550.00 | \$38.50 | \$588.50 |
| Year 5 | AB3C | AB3 Camera Bundle | 65 | \$7,137.00 | \$499.59 | \$7,636.59 |
| Year 5 | AB3MBD | AB3 Multi Bay Dock Bundle | 6 | \$1,794.00 | \$125.58 | \$1,919.58 |
| Year 5 | BasicLicense | Basic License Bundle | 65 | \$11,700.00 | \$0.00 | \$11,700.00 |
| Year 5 | BWCamMBDTAP | Body Worn Camera Multi-Bay Dock TAP Bundle | 6 | \$2,124.00 | \$148.68 | \$2,272.68 |
| Year 5 | BWCamTAP | Body Worn Camera TAP Bundle | 65 | \$21,840.00 | \$1,528.78 | \$23,368.78 |
| Year 5 | ProLicense | Pro License Bundle | 5 | \$2,340.00 | \$0.00 | \$2,340.00 |
| Total | | | | \$66,205.00 | \$2,341.13 | \$68,546.13 |

Tax is estimated based on rates applicable at date of quote and subject to change at time of invoicing. If a tax exemption certificate should be applied, please submit prior to invoicing.

Contract Sourcwell Contract #010720-AXN is incorporated by reference into the terms and conditions of this Agreement. In the event of conflict the terms of Axon's Master Services and Purchasing Agreement shall govern.

Standard Terms and Conditions

Axon Enterprise Inc. Sales Terms and Conditions

Axon Master Services and Purchasing Agreement:

This Quote is limited to and conditional upon your acceptance of the provisions set forth herein and Axon's Master Services and Purchasing Agreement (posted at www.axon.com/legal/sales-terms-and-conditions), as well as the attached Statement of Work (SOW) for Axon Fleet and/or Axon Interview Room purchase, if applicable. In the event you and Axon have entered into a prior agreement to govern all future purchases, that agreement shall govern to the extent it includes the products and services being purchased and does not conflict with the Axon Customer Experience Improvement Program Appendix as described below.

ACEIP:

The Axon Customer Experience Improvement Program Appendix, which includes the sharing of de-identified segments of Agency Content with Axon to develop new products and improve your product experience (posted at www.axon.com/legal/sales-terms-and-conditions), is incorporated herein by reference. By signing below, you agree to the terms of the Axon Customer Experience Improvement Program.

Acceptance of Terms:

Any purchase order issued in response to this Quote is subject solely to the above referenced terms and conditions. By signing below, you represent that you are lawfully able to enter into contracts. If you are signing on behalf of an entity (including but not limited to the company, municipality, or government agency for whom you work), you represent to Axon that you have legal authority to bind that entity. If you do not have this authority, please do not sign this Quote.

Signature

Date Signed

3/15/2023



CITY OF THOMASVILLE / HPT HiTOMS LLC LEASE AGREEMENT

This Lease Agreement, (the "Lease") is made effective as of the ____ day of _____, 2023, by and between the CITY OF THOMASVILLE (herein after referred to as the "City") and the HPT HiTOMS LLC (herein referred to as the "HiToms").

Recitals

- A. The HiToms desire to continue their operation in Thomasville and desire to lease the baseball stadium, parking lot, clubhouse (AKA locker rooms), concession stands, and stadium storage areas referred to as Finch Field, (herein referred to as the "stadium"). In addition, the HiToms desire to rent areas of the adjoining Ball Park Community facility. The "office" is considered a separate space and consists of the office spaces and maintenance/storage area of the adjoining Ball Park Community Center.
- B. The City and the HiToms desire to provide the citizens of Thomasville and other persons the opportunity to attend and view collegiate summer baseball and other amateur baseball games, including American Legion Baseball and Club Baseball teams.
- C. The City and the HiToms desire to enter into a written agreement to effectuate the above purposes and to set forth in detail their respective rights and obligations in connection with the lease of the stadium by the HiToms.
- D. The parties recognize that the City may utilize the premises for other recreation or City Council or Recreation Committee approved purposes during the term of this lease, but that use shall not interfere with the game schedule provided by the HiToms.
- E. The HiToms agree to indemnify and hold harmless the City of Thomasville for any claim of any person for injury to life, person, or property or for any claim or cause whatsoever not caused by the negligence of the City of Thomasville. (This includes any flying objects leaving the stadium in the course of any activity by the HiToms organization)
- F. The parties contemplate that improvements may be made to Finch Field, and the real property which is the subject of this Lease, and are eager to insure that the laws of the state of North Carolina with respect to the bidding and the management of the construction process with respect to government property are complied with. To that end, Appendix A is attached to this agreement and incorporated herein.

NOW, THEREFORE, the parties hereto agree as follows:

In consideration of the mutual covenants and agreements set forth herein, and other good and valuable consideration, the City leases to the HiToms, and the HiToms leases from the City, Finch Field Stadium and other facilities as described for the primary purposes of providing a home for the HiToms baseball team and hosting collegiate

summer baseball and related activities pursuant to the terms and conditions set forth and explained in this Lease.

1. Terms of Lease — The term of this Lease shall be three years commencing on the date of signing. If the HiToms Baseball Club ceases to function as a viable member of the Coastal Plains League, then this Lease will automatically terminate and be null and void.
2. Rent – Rent of Finch Field will be as follows: During the period of exclusive use (defined below) shall be \$10,700 (107 days x \$100 per day). Rent during the non-exclusive use (as defined below) shall be \$100 per day of use, with additional charge for athletic lights at current rates. During the remaining period of the year (City Possession), the rate is the established in Section 6, below.

During the exclusive use period, the rent shall be rendered in three equal installments on the May 25, June 25, and July 25. A late fee of \$900 will apply if payment is received after the due date. The HiToms will be responsible for 1/2 of the electric bill for May, and all of the electric bills for June and July and 1/2 for August. An invoice will be sent to the HiToms and if not paid within 10 days of invoice date the HiToms will be charged a late fee of 10%. Any instances of late payments of rent or electrical bills may result in termination of this agreement.

During the non-exclusive use period, payment for field usage will be made on a monthly basis and will be due 10 days after invoice date. The HiToms must inform the P&R Director of any changes, including rainouts or additional games as soon as reasonable.

Office Rental – The office rental rate is \$1,046 per month. The rate is based on 2,092 square feet of space @ \$0.50 per square foot per month. Rent is due on the 25th of every month. A late fee of 10% will be assessed on the 26th day. Any instances of late payments may result in termination of this agreement. The office rental fee does not include the clubhouse as shown in Appendix B. The lessee may choose to terminate this portion of the lease agreement with 30 days notice to the City.

The Maintenance Garage is a separate space for the purpose of this lease. During the period of May 1 – October 31, no rent will be charged for the use of this area, due to the HiToms maintaining Finch Field. For the period November – April, the rental rate is \$400 per month, paid with the Office rental payment.

The clubhouse is considered part of the stadium rental during the exclusive and non-exclusive period (May 1 – October 31). The City has the right to utilize the clubhouse space for the purpose of allowing teams to prepare for games as part of a City rental agreement. Due to this allowable use, the City is not charging HiToms for the clubhouse use. The HiToms may continue to use the space during the City Possession period not inconsistent with this paragraph. See Appendix B for floorplan of Office, Clubhouse, and Maintenance Garage.

The clubhouse may be used by the HiToms during the period November – April, with the understanding that the City may utilize the space when Finch Field is in use by a 3rd party or City event.

3. Annual Rent Increase

Exclusive Use period: year two \$110 per day; year three \$120; plus utilities.

Non-Exclusive Use period: year two \$105 per day; year three \$110 per day; plus field lighting.

Office Rental: year two \$0.60 per square foot; year three \$0.70 per square foot.

Maintenance Garage Rental: will remain \$400 for the length of the lease.

4. Exclusive Use - During the period from May 1 through August 15 of each year, the HiToms shall have exclusive use of all of the stadium premises to operate the HiToms baseball team and American Legion teams. The HiToms shall have exclusive use of the field facility during this period for HiToms and American Legion teams, not inconsistent with of this agreement. The rent encompasses the use of all of the stadium premises (including the clubhouse and Maintenance Garage) during the Exclusive Use period.

During the Exclusive Use period, the City will be entitled to have one Recreational Department Little League Camp at the stadium, and one session for Recreation Department Day Camp. During these visits, the HiToms shall make available players and staff to set up drills, provide tours of the facility, and generally to build up goodwill with the minors who are enjoying the benefits of the City of Thomasville Recreation Department.

Further, should the Thomasville City School baseball teams qualify for the playoffs, the school teams are entitled to utilize the facility during the Exclusive Use, consistent with the HiToms home schedule.

5. Non-Exclusive Use – During the period August 16 – October 31 of each year, the HiToms will have preferred booking rights to the stadium. The HiToms will provide a proposed schedule of games and practices by August 15 of each year to the Parks and Recreation Director to reserve dates as needed. The HiToms will be charged \$100 per day of usage for games and practices. HiToms have the right to provide concession services to both their own and any other booked event or usage during this period. Ballfield lighting will be charged at current City rates.
6. City Possession - During the period from November 1 through April 30 of each year, the City of Thomasville will have possession of all of the premises located at Finch Field, excepting the office space and maintenance garage.

To incentivize scholastic play in the community and bring visitors to our community, the HiToms may book the facility for High School and Middle School games at a rate of \$150 per day, IF NO GATE FEE IS CHARGED FOR ANY SPECTATOR.

Additional games or other events run by the HiToms, or any party associated with the HiToms, during the City possession period must be scheduled in advance with the City Parks and Recreation department at current City rates for field and ballfield lighting. The HiToms may operate the concessions at no additional charge. Reservation of dates for games and events must be accompanied by a 50% nonrefundable deposit for each day reserved.

Fees for the additional games are due in full 10 days after the event. If not paid within 10 days a 10% penalty shall apply. If unpaid after 30 days, an additional 25% penalty shall apply. If there are unpaid fees after 30 days all scheduled games will be canceled without refund and no additional games will be scheduled until all fees are paid in full. In addition, the City reserves the right to lockout the tenant from their Exclusive Use or Non-Exclusive Use period until all fees are paid in full.

Unauthorized Use During City Possession Period

It is of the essence of this agreement that there be a clear understanding as to the use of the field, due to the high priority that the City places on the recreational use of the premises. Therefore, if it is discovered that a game or other event not specifically provided for in this lease is nevertheless conducted by the HiToms, the City will have the option to automatically terminate this lease. In the alternative, the City may provide to the HiToms the right to continue the lease in exchange for the payment of a penalty by the HiToms to the City in the amount of \$1,000.00. For the second violation, the payment shall be \$1,500.00. A third, or any additional violations, during the lease period will result in a penalty of \$2,000 per instance. In any case, the regular charge for said use must be paid by the HiToms.

7. Staffing — The HiToms, at its sole expense, shall be responsible for staffing of all stadium, parking lot and related facilities for HiToms and HiToms sponsored events.
8. Stadium Improvements — Any and all improvements to the real property of Finch Field or Ball Park Community Center must be made in strict compliance with Appendix A to this Agreement. The City will annually review requests for improvements to the facilities as part of the City Capital Improvement Plan and budget process. The City may make facility changes to Finch Field or Ball Park Community Center for any reason. Any resulting changes to the area available for lease under this agreement will be addressed through a contract amendment. All improvements to the real property of the facilities are owned by, and may not be removed by the lease, without approval of the City.
9. Concessions and Concession Facilities — The HiToms shall have the exclusive right to operate the concessions facilities, including but not limited to, food, candy, drinks and novelty sales for all HiToms sponsored events in the Stadium. The HiToms Baseball Club is solely responsible for all product costs and staffing. The HiToms Baseball Club is solely responsible for obtaining all necessary permits and licenses. Concession equipment and non-attached restaurant equipment purchased by the HiToms are the sole property of the HiToms Baseball Club and will remain with the club in the event the HiToms organization or the City of Thomasville does not renew the two parties' stadium agreement. All use of the HiToms concession equipment and

restaurant facilities by the City of Thomasville or other stadium leasers must be authorized, in advance, by the HiToms Baseball Club. The HiToms shall maintain and return the concession / restrooms building and equipment to the City of Thomasville in clean and working order. The HiToms shall be responsible for damage to City property and equipment due to actions by an employee or agent of the HiToms. The HiToms shall not permit patrons to bring food, beverages, cans, bottles, coolers, or containers inside the outermost fence of the Finch Field facility.

10. Advertising and Promotion — The HiToms shall have certain, exclusive advertising rights including, but not limited to: outfield fence signage, scoreboard signage, dugout roof signage, grill signage, picnic shelter signage, grass berm signage and concession signage in designated areas of the Stadium and revenues generated through this advertising as approved by the Director of Parks and Recreation. The City shall retain advertising and revenue rights in other areas of the Stadium, such as the grandstands and field light poles.

The HiToms shall have the exclusive radio and television broadcast rights and privileges for HiToms and Coastal Plain League games and all other HiToms sponsored events at the Stadium. The City will be entitled to have promotional spots for the City of Thomasville during radio and television broadcasts. The HiToms shall not place or allow to be placed any advertising on the outside of the Finch Field fence. The HiToms shall remove or completely cover any and all alcohol advertising signs after HiToms' adult events. A penalty of \$50 per sign, per day, will be charged for each instance where this is requirement is violated.

11. Scoreboard, Lights and PA System — The City shall present the Stadium to the HiToms 10 days prior to the season with a safe and operational scoreboard, field lights and PA system.

12. Insurance — During the term of this Lease, and any extension thereof, the HiToms and its contractors shall obtain and keep in force all necessary insurance, including spectator liability, and product liability.

13. Utilities — During the Exclusive Use period, the HiToms will be responsible for all utilities, excepting any use of the stadium lights for Recreation Department events, as described in Section 15, below. During the City Possession period, the HiToms will be responsible for the lights during any of their events, as per Section 6.

14. Use of Storage Room and Office — The HiToms shall be able to rent the offices and maintenance garage as provided for in this lease agreement. They may also use the clubhouse portion of the facility as provided for in this lease agreement.

15. Responsibilities of Parties

- Prior to the HiToms season opener, the City will deliver the infield/outfield in edged condition.
- During the exclusive use and non-exclusive use periods, on an as needed basis, the City will mow and maintain all areas outside of the stadium, at the discretion of the Parks & Recreation Director. The HiToms will be responsible for all mowing inside the stadium fence.

- The HiToms will clean the restrooms for all events.
 - The HiToms shall be responsible for ballpark clean up following HiToms events including the field, grandstands, under grandstands, roofs and gutters, dugouts, office space, storage space, parking lot, and all areas used by the HiToms. The HiToms shall be responsible for getting all trash into dumpster. The City will provide dumpster and be responsible for having dumpster emptied as needed.
 - Any City equipment used by the HiToms shall be properly maintained and secured. Any loss of equipment or damage to equipment shall be replaced or repaired, at the choice of the City, and at the HiToms expense.
 - The City shall furnish the HiToms, during games and practices, the necessary equipment needed to execute these games and practices as follows: Two sets of Hollywood style bases, batting cage, Score board with lights.
 - The HiToms will be responsible for the following supplies: Toilet paper, Paper Towels, Trash Bags, lime, paint, and Turface (drying agent).
 - The HiToms will be responsible for all Pre-game maintenance and field preparation and Turf management as well as in stadium mowing.
 - The HiToms will be responsible for all stadium utility expenses during the Lease period of May 1 –August 15, (including field lights, concession/restroom building).
 - \$75 credit will be applied to HiToms electrical usage bill for each two-hour period that field lights are used by another agency. In the event that the light usage exceeds two hours, an additional \$75 credit will be applied.
 - The HiToms will be responsible for security at all HiToms events.
16. Scheduling — During the term of the Lease, the HiToms shall work in good faith with other involved parties on scheduling, with Parks and Recreation to serve as liaison. Once the Coastal Plain League schedule is set, no HiToms or CPL games will be rescheduled so as to conflict with previously scheduled Recreation Department events once said CPL and HiToms events are scheduled and approved by Parks and Recreation.
17. Default or Breach — If either of the parties hereto shall breach any of the covenants herein contained, and shall fail to remedy, or commence to remedy, within ten (10) days after receipt of written notice of such breach from the other party by registered mail, then said party shall have the option to cancel this lease agreement.
18. Transfer — This Lease may be transferred from the HiToms to another entity only with written approval from the City. The HiToms shall submit the request for any such transfer to the City in writing. In case of approval of such a transfer, the parties to the Lease remain bound by all the conditions and stipulations of this Lease.
19. Sale of Alcohol — The HiToms may sell beer subject to the rules and regulations set forth by the North Carolina Alcohol Beverage Commission and North Carolina General Statute 18b — 100 (6), and the City of Thomasville. The HiToms Baseball franchise shall be permitted to serve beer at Finch Field for the following HiToms sponsored events limited to HiToms Coastal Plain League games or professional exhibition or professional regular season games and college games.

20. Entire Agreement — This Lease, including Appendixes A and B, contains and represents the entire agreement between the City and the HiToms Baseball Club, LLC.

21. Notices — Any notice required by the City or the HiToms by the terms of this Lease, shall be in writing and be deemed given and received on the date of the mailing of such notice in writing to the City or the HiToms by registered mail.

In witness whereof, the parties hereto by their duly authorized representatives have executed this Lease as of this the _____ day of _____, 2023

CITY OF THOMASVILLE

By: _____

Raleigh York, Jr., Mayor

Attest:

Wendy S. Martin, City Clerk

HPT HiTOMS LLC

By: _____

Greg Suire, President

Witness: _____

Name: _____

Address: _____

Appendix A

Construction--Improvements to Real Property

1. No improvements or additions may be made to the real property and the current buildings and other improvements located on the premises of Finch Field, which is the subject of this lease, without the express written approval of the City.
2. Each and every improvement to the real property of Finch Field shall be undertaken in the name of and under the control of the City of Thomasville. Any plans or designs for said improvements will be approved in writing by the City. All bidding for construction shall be conducted by the City according to law, and the actual construction to conclusion will be supervised and accepted by the City.
3. The Lessee shall not solicit funds from any third party for making improvements to Finch Field or Ball Park Community Center. The Lessee shall not discuss facility improvements to Finch Field or Ball Park Community Center with anyone other than the Thomasville City Manager or their assigns. If the lessee violates this provision, the lease agreement may be void at the end of the CPL season or in 30 days if CPL is not in season at the discretion of the Thomasville City Council. Soliciting funds is defined as requesting funds to be donated to the City for the express purpose of improvements at Finch Field or Ball Park Community Center. The sale of advertising space or sponsorship of the HiToms or other teams controlled by the HiToms is not considered soliciting funds for improvements.

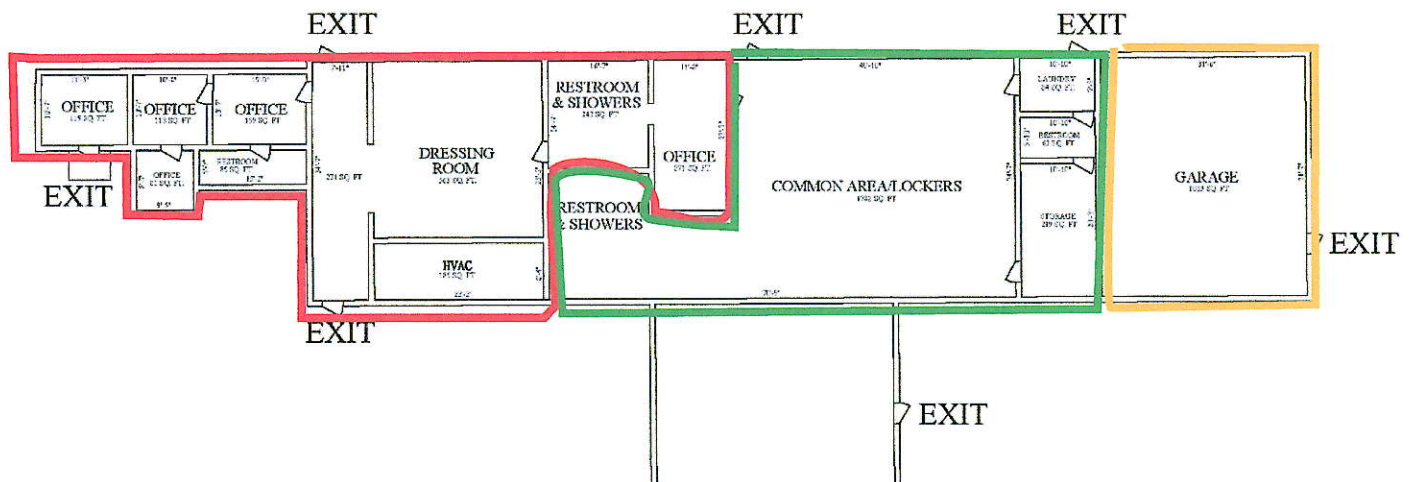
Appendix B

Ball Park Community Center Rental Area

| | |
|--|----------------------|
| OFFICE | 2,092 SQ. FT. |
| CLUBHOUSE | 2,148 SQ. FT. |
| GARAGE | 1,089 SQ. FT. |
| TOTAL | 5,329 SQ. FT. |

ROOM DIMENSIONS PROVIDED BY
CITY OF THOMASVILLE POLICE DEPT.

DATED: 2-24-2023



**AN ORDINANCE AMENDING THE CODE OF ORDINANCES
APPENDIX A (ZONING), ARTICLE V, SECTION 3, NOTE 22**

CITY COUNCIL OF THE CITY OF THOMASVILLE

The City Council of the City of Thomasville finds that flea markets operated with the city require additional regulation to insure the public safety and welfare.

NOW, THEREFORE, BE IT ENACTED as follows:

Appendix A – Zoning, Section 3 Article V, Section 3, Note 22. Flea Markets / Open Air Sales. is amended by the addition of the following new line number 11:

11. Sales or trade of exotic, domestic, or farm animals shall be prohibited.

This Ordinance amendment shall become effective on August 1, 2023, upon its adoption by the City Council of the City of Thomasville.

ADOPTED this the _____ day of _____, _____, by the City Council of the City of Thomasville.

CITY OF THOMASVILLE

Raleigh York, Mayor

ATTEST: _____
Wendy Martin, City Clerk

To: Michael Brandt, City Manager
From: Chuck George, Planning/Zoning Administrator
Date: March 29, 2023
Re: City Council Meeting, April 17, 2023
Amendment to Flea markets/open air sales

Consideration for a proposed text amendment to Appendix A - Zoning, Article V, Section 3, Note 22. Flea markets/open air sales. The addition of the following new line number 11.

(11). Sales or trade of exotic, domestic, or farm animals shall be prohibited.

Note 22. Flea markets/open air sales.

Flea markets/open air sales are defined as buildings or open areas in which sales areas or stalls are set aside or rented, and which are intended for use by two or more individuals or by educational, religious or charitable organizations to sell a variety of articles such as those which are either homemade, homegrown, handcrafted, old, obsolete or antique.

Outdoor flea markets and open air sales may be allowed in the following zoning districts: M-1, M-2, C-2 and C-3 and will be subject to the following:

1. All proposed flea markets must be located on at least a two acre tract of land.
2. A site plan must be submitted showing the location of existing structures on the property, including any proposed additions, screening, parking, driveway dimensions and location, lighting and signage.
3. Certification of approval from the City of Thomasville inspections and fire departments will be required before renting any booths or stalls.
4. Metal carports are allowed with all sides remaining open.
5. Restrooms shall be located in a permanent building. These facilities must be handicap accessible.
6. Any and all electrical service shall comply with the national electric code guidelines.
7. Offstreet parking sufficient to insure public safety shall be provided, and adequate fire lanes will be maintained.
8. Driveway and parking area must be graded and maintained.
9. Flea market must be screened from adjacent properties by using solid wooden fencing and/or evergreen trees, unless natural foliage or other topographic conditions provide adequate screening. See Zoning Ordinance Article V, Section 3A for further details.
10. Adequate dumpsters must be on the site.
11. Sales or trade of exotic, domestic, or farm animals shall be prohibited.

**AN ORDINANCE AMENDING
OFFENSIVE CONDITIONS ON PRIVATE PROPERTY
ORDINANCE OF THE CITY**

The City Council of the City of Thomasville finds that the City of Thomasville Code of Ordinances Chapter 46, Article II, Section 46-34, Correction of condition should be amended.

NOW, THEREFORE, BE IT ENACTED as follows:

Section 46-34. Correction of condition. It is hereby amended to add the following paragraph (b) and relabel the second paragraph as (c):

It should read as follows:

(b) Annual notice to chronic violator. A chronic violator is a person who owns property upon which, in the previous calendar year, the city issued a notice of violation at least three times due to violations of this section. The authorized enforcement officer may notify a property owner who is a chronic violator that if the violator's property is found to be in violation of this section, the city may, without further notice in the calendar year in which the notice is given, take action to remedy the violation and the expense of the action shall become a lien upon the property. The annual notice shall be served by registered or certified mail and regular mail simultaneously. If the owner of the property refuses to accept notice of the violation sent registered or certified mail, but the regular mail is not returned within ten days after the mailing, then the notice shall also be posted in a conspicuous place on the premises affected, and notice shall be deemed sufficient in accordance with state law. If the name or whereabouts of the owner of the property cannot be discovered through the exercise of due diligence, the notice shall be posted in a conspicuous place on the premises affected.

(c) Payment of costs. Upon the completion of the work referred to in subsection (a) of this section, the director of inspections shall deliver to the city clerk a statement showing the actual cost of the cleaning up of the lot in question, in which statement, in addition to the cost of labor and hauling and other necessary items of expense, shall be included the sum of \$5.00 to cover the cost of notice and cost of collection. The city clerk shall thereupon send to the owner of the lot a bill covering such cost, and the amount of such bill shall become a lien upon such lot, and if not paid within 30 days shall be collected in the manner provided for the collection of liens for special assessments.

This Ordinance amendment shall become effective upon its adoption by the City Council of the City of Thomasville.

Upon the motion of member of Council _____, and a second by member of Council _____, the foregoing Ordinance passed by a vote of _____.

ADOPTED this the 17th day of April, 2023, by the City Council of the City of Thomasville.

CITY OF THOMASVILLE

By: _____
Raleigh York, Jr., Mayor

[SEAL]

Attest: _____
Wendy S. Martin, City Clerk

To: Michael Brandt, City Manager

From: Chuck George, Planning/Zoning Administrator

Date: March 29, 2023

Re: City Council Meeting, April 17, 2023

Amendment to Article II. Offensive conditions on private property

Consideration for a proposed text amendment to Chapter 46, Article II, Section 46-34. The addition of the following in line item (b) Annual notice to the chronic violator and re-letter paragraphs in sequence.

Sec. 46-34. Correction of condition by city.

- (a) *Authorized.* Upon the failure of a person served notice as provided by this article to comply with the notice within the time prescribed by the notice, or within seven days after the determination of an appeal if one has been taken, or within such additional time as may be prescribed by the council on appeal, it shall be the duty of the director of inspections to go upon such lot and remove therefrom all such weeds, grass or undergrowth, trash and other offensive matter.
- (b) Annual notice to chronic violator. A chronic violator is a person who owns property upon which, in the previous calendar year, the city issued a notice of violation at least three times due to violations of this section. The authorized enforcement officer may notify a property owner who is a chronic violator that, if the violator's property is found to be in violation of this section, the city may, without further notice in the calendar year in which the notice is given, take action to remedy the violation and the expense of the action shall become a lien upon the property. The annual notice shall be served by registered or certified mail and regular mail simultaneously. If the owner of the property refuses to accept notice of the violation sent registered or certified mail, but the regular mail is not returned within ten days after the mailing, then the notice shall also be posted in a conspicuous place on the premises affected, and notice shall be deemed sufficient in accordance with state law. If the name or whereabouts of the owner of the property cannot be discovered through the exercise of due diligence, the notice shall be posted in a conspicuous place on the premises affected.
- (c) *Payment of costs.* Upon the completion of the work referred to in subsection (a) of this section, the director of inspections shall deliver to the city clerk a statement showing the actual cost of the cleaning up of the lot in question, in which statement, in addition to the cost of labor and hauling and other necessary items of expense, shall be included the sum of \$5.00 to cover the cost of notice and cost of collection. The city clerk shall thereupon send to the owner of the lot a bill covering such cost, and the amount of such bill shall become a lien upon such lot, and if not paid within 30 days shall be collected in the manner provided for the collection of liens for special assessments.

§ 160A-200.1. Annual notice to chronic violators of public nuisance or overgrown vegetation ordinance.

(a) A city may notify a chronic violator of the city's public nuisance ordinance that, if the violator's property is found to be in violation of the ordinance, the city shall, without further notice in the calendar year in which notice is given, take action to remedy the violation, and the expense of the action shall become a lien upon the property and shall be collected as unpaid taxes.

(b) The notice shall be sent by registered or certified mail. When service is attempted by registered or certified mail, a copy of the notice may also be sent by regular mail. Service shall be deemed sufficient if the registered or certified mail is unclaimed or refused, but the regular mail is not returned by the post office within 10 days after the mailing. If service by regular mail is used, a copy of the notice shall be posted in a conspicuous place on the premises affected.

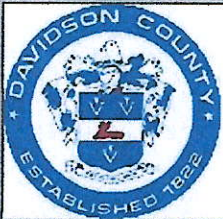
(c) A city may also give notice to a chronic violator of the city's overgrown vegetation ordinance in accordance with this section.

(d) For purposes of this section, a chronic violator is a person who owns property whereupon, in the previous calendar year, the city gave notice of violation at least three times under any provision of the public nuisance ordinance. (2009-287, s. 1; 2013-151, s. 1; 2015-246, s. 1(b).)

To: Michael Brandt, City Manager
From: Chuck George, Planning Director
Date: March 23, 2023
Re: City Council Meeting, April 17, 2023

The following condemned structures need to be placed on the Council Agenda for disposition. The owners still need to comply with our orders to repair or demolish, and we would like the Council to adopt an ordinance of condemnation for each of these structures at its April 17, 2023, meeting.

1. Property Owner: Pneuma Pentecostal Church of Deliverance, Inc.
C/o Faye Thomas, Trustee
Location: 200 Kern Street
Parcel Id: 16078A0000005
2. Property Owner: Filetha & Letonya Hackley
Location: 207 Brown Street
Parcel Id: 16040000A0016B
3. Property Owner: Rosa Mae Oliver
C/o Freddie Young
Location: 306 Martin Luther King Drive
Parcel Id: 16031000E0018



Davidson County GIS



| | | | |
|---|--|------------------------------|---------------|
| Parcel Number : | 16078A0000005 | Land Units: | 2.96 AC |
| Pin Id : | 6788-03-00-2133 | Deed Book: | 1902 Pg: 1753 |
| Owner : | PNEUMA PENTECOSTAL CHURCH OF DELIVERANCE, INC 114 TURNER STREET THOMASVILLE NC 27360-0000 | Deed Date: | 01/29/2009 |
| Property Address: | 200 KERN ST | Account Number: | 9025023 |
| Township: | 16 | Exempt Code: | |
| Building Value: | \$164,490 | Other Building Value: | \$3,400 |
| Land Value: | \$69,260 | Market Value: | \$237,150 |
| Assessed Value: | \$237,150 | Deferred Value: | \$0 |
| Legal Description : P=24-20 L5 BK1576-90&1902-1753 OLDE SC | | | |

AN ORDINANCE TO REPAIR OR DEMOLISH UNIT

WHEREAS, Article VII, Section 14.330, of the Code of Ordinances for the City of Thomasville, North Carolina, Nonresidential Building Maintenance Code, sets forth the procedures for determining minimum standards of fitness for buildings, and

WHEREAS, Article VII, Section 14.330, of the Code of Ordinances for the City of Thomasville, North Carolina, sets forth the minimum requirements for buildings or structures used or intended to be used for human habitation, and

WHEREAS, Faye Thomas, Trustee, is the owner of certain real property located within the corporate limits of the City of Thomasville, North Carolina, at 200 Kern Street., which is further described in Parcel Id 16078A0000005, whereon a building is located, and

WHEREAS, the Thomasville Code Enforcement Inspector did on the 8th day of January, 2021, go upon said premises and personally inspect the same, and found said improvements thereon located to be deteriorated within the meaning of the Thomasville City Code, and

WHEREAS, the Thomasville Code Enforcement Inspector gave notification by certified mail and posted the property on January 31, 2023, notifying said owner that said inspector would conduct a hearing to determine the fitness of said building at his office on February 15, 2023, at 10:00 o'clock A.M., and,

WHEREAS, said Inspector was present at the appointed time and place for said hearing and the owner, Faye Thomas, Trustee, did not appear, and

WHEREAS, said inspector at the aforesaid hearing made a determination that said building located on the property of said owner is deteriorated and unfit for human habitation, and made his said findings in writing, and issued and caused to be served upon said owner an

order directing and requiring the owner to vacate and close the dwelling unit and to remove or demolish the same, or to bring the same in compliance with the minimum standard prescribed by the Thomasville City Code within sixty (60) days and

WHEREAS, the owner failed to comply with said order to vacate, close, remove, demolish, or repair and improve, and said Code Enforcement Inspector gave notification thereof to the Mayor and City Council in writing, setting forth his findings, and

WHEREAS, notification was given to said owner that the Thomasville City Council would on April 17, 2023 at 6:00 o'clock P.M., in Council Chambers at 7003 Ball Park Rd., make its findings concerning the condition of the improvements located on said owner's property, and consider an ordinance authorizing the Code Enforcement Inspector to cause such improvements to be repaired, altered, improved, vacated, closed or demolished, as the circumstances might require, and

WHEREAS, the Thomasville City Council met and considered the aforesaid at said time and place April 17, 2023 and

WHEREAS, the Thomasville City Council finds as fact that the structure herein identified is dilapidated and hazardous in the respect reported by the Inspector, and that said structure is unfit for human habitation and that the same should be repaired or demolished within thirty (30) days from this date and that the owner has failed and refused to comply with the order of the Code Enforcement Inspector.

NOW, THEREFORE, BE IT ORDAINED that the Thomasville Code Enforcement Inspector cause the structure located on the premises of 200 Kern St., which is further described in Parcel Id 16078A0000005, be closed to occupancy and demolished, and to accept bids for the demolition at the end of the thirty (30) days if the owner fails to comply with this order.

ADOPTED AND APPROVED by the Thomasville City Council, meeting in Regular Session this 17th day of April 17 2023.

Mayor

City Clerk











03/13/2003



03/13/202



03/13/202





03/13/202



To: Michael Brandt, City Manager
From: Chuck George, Planning Director
Date: March 23, 2023
Re: City Council Meeting, April 17, 2023

The following condemned structures need to be placed on the Council Agenda for disposition. The owners still need to comply with our orders to repair or demolish, and we would like the Council to adopt an ordinance of condemnation for each of these structures at its April 17, 2023, meeting.

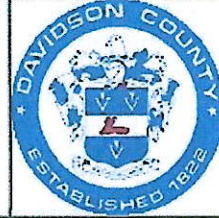
1. Property Owner: Pneuma Pentecostal Church of Deliverance, Inc.
C/o Faye Thomas, Trustee
Location: 200 Kerns Street
Parcel Id: 16078A0000005

- ✓2. Property Owner: Filetha & Letonya Hackley
Location: 207 Brown Street
Parcel Id: 16040000A0016B

3. Property Owner: Rosa Mae Oliver
C/o Freddie Young
Location: 306 Martin Luther King Drive
Parcel Id: 16031000E0018



Davidson County GIS



Parcel Number : 16040000A0016B
 Pin Id : 6778-04-60-9726
 HACKLEY FILETHA
 HACKLEY LETONYA
 Owner : 2505 AMBASSADOR CT
 UNIT C
 HIGH POINT NC 27265

Land Units: 0 LT
 Deed Book: 000E Pg: 0030

Deed Date: 12/31/2020

Property Address: 207 BROWN ST
 Township: 16

Account Number: 9254474

Exempt Code:

Building Value:

\$21,320 Other Building Value: \$0

Land Value:

\$7,500 Market Value: \$28,820

Assessed Value:

\$28,820 Deferred Value: \$0

AN ORDINANCE TO REPAIR OR DEMOLISH UNIT

WHEREAS, Article IV, Section 14.141, of the Code of Ordinances for the City of Thomasville, North Carolina, Minimum Housing Code, sets forth the procedures for determining minimum standards of fitness for dwelling units, and

WHEREAS, Article IV, Section 14.141, of the Code of Ordinances for the City of Thomasville, North Carolina, sets forth the minimum requirements for dwellings or structures used or intended to be used for human habitation, and

WHEREAS, Filetha & Letonya Hackley, is the owner of certain real property located within the corporate limits of the City of Thomasville, North Carolina, at 207 Brown Street., which is further described in Parcel number 16040000A0016B, whereon a dwelling unit is located, and

WHEREAS, the Thomasville Minimum Housing Inspector did on the 11th day of October, 2022, go upon said premises and personally inspect the same, and found said improvements thereon located to be deteriorated within the meaning of the Thomasville City Code, and

WHEREAS, the Thomasville Minimum Housing Inspector gave notification by certified mail and posted the property on November 1, 2022, notifying said owner that said inspector would conduct a hearing to determine the fitness of said dwelling unit at his office on December 28, 2023, at 10:00 o'clock A.M., and,

WHEREAS, said Inspector was present at the appointed time and place for said hearing and the owner, Filetha & Letonya Lackley, did not appear, and

WHEREAS, said inspector at the aforesaid hearing made a determination that said dwelling unit located on the property of said owner is deteriorated and unfit for human habitation, and

made his said findings in writing, and issued and caused to be served upon said owner an order directing and requiring the owner to vacate and close the dwelling unit and to remove or demolish the same, or to bring the same in compliance with the minimum standard prescribed by the Thomasville City Code within sixty (60) days and

WHEREAS, the owner failed to comply with said order to vacate, close, remove, demolish, or repair and improve, and said minimum housing inspector gave notification thereof to the Mayor and City Council in writing, setting forth his findings, and

WHEREAS, notification was given to said owner that the Thomasville City Council would on April 17, 2023, at 6:00 o'clock P.M., in Council Chambers at Community Center, make its findings concerning the condition of the improvements located on said owner's property, and consider an ordinance authorizing the Minimum Housing Inspector to cause such improvements to be repaired, altered, improved, vacated, closed or demolished, as the circumstances might require, and

WHEREAS, the Thomasville City Council met and considered the aforesaid at said time and place April 17, 2023, and

WHEREAS, the Thomasville City Council finds as fact that the dwelling herein identified is dilapidated and hazardous in the respect reported by the Inspector, and that said dwelling unit is unfit for human habitation and that the same should be repaired or demolished within thirty (30) days from this date and that the owner has failed and refused to comply with the order of the Minimum Housing Inspector.

NOW, THEREFORE, BE IT ORDAINED that the Thomasville Minimum Housing Inspector cause the structure located on the premises of 207 Brown Street., which is further described in Parcel number 16040000A0016B, be closed to occupancy and demolished, and to accept bids for the demolition at the end of the thirty (30) days if the owner fails to comply with this order.

ADOPTED AND APPROVED by the Thomasville City Council, meeting in Regular Session this 17th day of April 2023.

Mayor

City Clerk



10/11/22, 3:57 PM

207 Brown



11/2/22, 3:15 PM

207 Brown st



11/2/22, 3:15 PM

207 Brown st



11/2/22, 3:14 PM

207 Brown st



11/2/22, 3:14 PM

207 Brown st



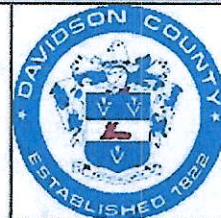
To: Michael Brandt, City Manager
From: Chuck George, Planning Director
Date: March 23, 2023
Re: City Council Meeting, April 17, 2023

The following condemned structures need to be placed on the Council Agenda for disposition. The owners still need to comply with our orders to repair or demolish, and we would like the Council to adopt an ordinance of condemnation for each of these structures at its April 17, 2023, meeting.

1. Property Owner: Pneuma Pentecostal Church of Deliverance, Inc.
C/o Faye Thomas, Trustee
Location: 200 Kerns Street
Parcel Id: 16078A0000005
2. Property Owner: Filetha & Letonya Hackley
Location: 207 Brown Street
Parcel Id: 16040000A0016B
- ✓ 3. Property Owner: Rosa Mae Oliver
C/o Freddie Young
Location: 306 Martin Luther King Drive
Parcel Id: 16031000E0018



Davidson County GIS



Parcel Number : 16031000E0018

Land Units: LT

Pin Id : 6777-01-38-9294

Deed Book: Pg:

Owner : OLIVER ROSE MAE
% FREDDIE YOUNG
235 FRIENDLY AVE
HIGH POINT NC 27260-6021

Deed Date:

Property Address: 306 MARTIN LUTHER KING DR

Account Number: 6042050

Township: 16

Exempt Code:

Building Value: \$15,090 Other Building Value: \$0

Land Value: \$4,500 Market Value: \$19,590

Assessed Value: \$19,590 Deferred Value: \$0

Legal Description : P=4-69+10-102 BE L18 OFF JACOB ST

AN ORDINANCE TO REPAIR OR DEMOLISH UNIT

WHEREAS, Article IV, Section 14.141, of the Code of Ordinances for the City of Thomasville, North Carolina, Minimum Housing Code, sets forth the procedures for determining minimum standards of fitness for dwelling units, and

WHEREAS, Article IV, Section 14.141, of the Code of Ordinances for the City of Thomasville, North Carolina, sets forth the minimum requirements for dwellings or structures used or intended to be used for human habitation, and

WHEREAS, Rosa Mae Oliver C/O Freddie Young, is the owner of certain real property located within the corporate limits of the City of Thomasville, North Carolina, at 306 Martin Luther King Drive., which is further described in Parcel number 16031000E0018, whereon a dwelling unit is located, and

WHEREAS, the Thomasville Minimum Housing Inspector did on the 9th day of November, 2022, go upon said premises and personally inspect the same, and found said improvements thereon located to be deteriorated within the meaning of the Thomasville City Code, and

WHEREAS, the Thomasville Minimum Housing Inspector gave notification by certified mail and posted the property on November 18, 2022, notifying said owner that said inspector would conduct a hearing to determine the fitness of said dwelling unit at his office on December 12, 2022, at 10:00 o'clock A.M., and,

WHEREAS, said Inspector was present at the appointed time and place for said hearing and the owner, Rosa Mae Oliver C/O Freddie Young, did not appear, and

WHEREAS, said inspector at the aforesaid hearing made a determination that said dwelling unit located on the property of said owner is deteriorated and unfit for human habitation, and

made his said findings in writing, and issued and caused to be served upon said owner an order directing and requiring the owner to vacate and close the dwelling unit and to remove or demolish the same, or to bring the same in compliance with the minimum standard prescribed by the Thomasville City Code within sixty (60) days and

WHEREAS, the owner failed to comply with said order to vacate, close, remove, demolish, or repair and improve, and said minimum housing inspector gave notification thereof to the Mayor and City Council in writing, setting forth his findings, and

WHEREAS, notification was given to said owner that the Thomasville City Council would on April 17, 2023, at 6:00 o'clock P.M., in Council Chambers at Community Center, make its findings concerning the condition of the improvements located on said owner's property, and consider an ordinance authorizing the Minimum Housing Inspector to cause such improvements to be repaired, altered, improved, vacated, closed or demolished, as the circumstances might require, and

WHEREAS, the Thomasville City Council met and considered the aforesaid at said time and place April 17, 2023, and

WHEREAS, the Thomasville City Council finds as fact that the dwelling herein identified is dilapidated and hazardous in the respect reported by the Inspector, and that said dwelling unit is unfit for human habitation and that the same should be repaired or demolished within thirty (30) days from this date and that the owner has failed and refused to comply with the order of the Minimum Housing Inspector.

NOW, THEREFORE, BE IT ORDAINED that the Thomasville Minimum Housing Inspector cause the structure located on the premises of 306 Martin Luther King Drive., which is further described in Parcel number 16031000E0018, be closed to occupancy and demolished, and to accept bids for the demolition at the end of the thirty (30) days if the owner fails to comply with this order.

ADOPTED AND APPROVED by the Thomasville City Council, meeting in Regular Session this 17th day of April 2023.

Mayor

City Clerk

8/30/22, 1:38 PM

306 Martin Luther King Dr









RESOLUTION AMENDING THE THOMASVILLE POLICE PERSONNEL POLICY

CITY COUNCIL OF THE CITY OF THOMASVILLE

WHEREAS, the City of Thomasville Police Department is currently experiencing significant staffing shortages; and

WHEREAS, the City of Thomasville Police Department has hired seven police trainees to backfill these vacancies, but said trainees will not be able to operate in a solo capacity until late November, 2023 or early 2024; and

WHEREAS, the City of Thomasville wishes to provide adequate staffing levels to the Police Department until the trainees are able to serve in a solo capacity in order to provide adequate police service to its citizens.

NOW THEREFORE, BE IT RESOLVED that the City Council of the City of Thomasville hereby amends the Thomasville Police Personnel Policy to allow for the following three temporary incentive programs beginning April 18, 2023, through August 31, 2023, to help fill these staffing vacancies:

- 1) The department would like to offer an incentive of \$150.00 for one officer to volunteer to take an on-call, 4-day rotation of 12-hour shift. This would be offered to cover any unexpected sick time taken by officers, scheduled vacation-time, training, or augmentation of services during peak times. During a 24-hour period, two officers would be on-call during a 4-day period, one officer covering a 12-hour day shift and one officer covering a 12-hour night shift to be called back to duty. The unused funds in the department's salaries line items will help cover the expected expense of this option. Furthermore, officers would receive pay compensation as set forth in Thomasville City Policy, Article VII, Section 2.
- 2) The department currently has an auxiliary officer program, approved by council that has historically required reserve officers to volunteer their time when providing policing services for the city. In exchange for volunteering their time, these officers remained certified as law enforcement officers with the North Carolina Criminal Justice Education and Training Standards, and will exercise the same rights, privileges, duties, and obligations as full-time officers while on duty. The department would like to offer compensation in the form of pay for the department's reserve officers instead of volunteering their services based on the commensurate rate of that off-duty rate already being exercised for various businesses and private events throughout the city.

- 3) The department would seek to offer temporary employment to any retirees that would be willing to work in a patrol function or those that would be eligible. This option would have the interested retiree divide their time between the Thomasville Police Department and the Davidson County Sherriff's Office such that their time does not exceed the 1000-hour limit implemented by the local government retirement system or exceed more than 50% of their retirement salaries. Presently, two department retirees are currently hired in this capacity with the Davidson County Sheriff's Office and certified as law enforcement officers with the North Carolina Sheriffs' Education and Training Standards Commission. However, these two officers will need to be certified with the North Carolina Criminal Justice Education and Training Standards Commission before working with the department.

Upon the motion of Council member _____, and a second by Council member _____, the foregoing Resolution was passed by a vote of _____.

Adopted this the ____ day of April, 2023.

CITY OF THOMASVILLE

By: _____
Raleigh York, Jr., Mayor

Attest: _____
Wendy S. Martin, City Clerk

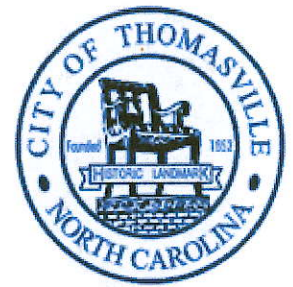
[SEAL]



City of Thomasville

North Carolina
Police Department

Dustin W. Carter
Interim Chief of Police



Memorandum

To: Eddie Bowling, Assistant City Manager and Michael Brandt, City Manager

Cc: Mayor and Members of Council

From: Interim Chief Dustin Carter

Date: 03/31/2023

Re: Options to Cover Staffing Shortages

Many police departments around the nation are feeling the strain of vacancies with significantly less interest from hiring and recruitment efforts. Just like many of these departments around the nation, Thomasville Police is currently experiencing a significant staffing shortage as well. The Police Department currently has 16 sworn positions vacant which is 23% of the department's staffing levels. The department has hired seven police trainees to backfill these vacancies with the trainees currently attending Basic Law Enforcement Training (BLET) or planning to attend BLET in the near future. Even though the department has been able to hire seven police trainees, these officers will not operate in a solo capacity until late November 2023 or early 2024. With these challenges presented, the Thomasville Police Department is still required to provide uniformed policing services for the citizens of Thomasville while also maintaining minimum staffing patrol levels.

The department has previously made shifts in personnel from specialized divisions into the uniformed patrol division to provide adequate levels of safety for the community. These shifts in personnel have allowed the department to maintain minimum staffing levels and provide adequate service to the community such as responding to emergency and non-emergency calls-for-service. Although, these temporary moves have satisfied the department's services at the time however; the department is now entering the second and third quarters of 2023. Historically, greater demands are placed on law enforcement regarding an increase in calls-for-service as well as greater incidents of crime. City and county schools will also be ending the school year within the second quarter as well. With these changes approaching, it is essential the department propose solutions to provide adequate patrol services for the citizens. The department would like

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Police Administration Phone (336) 475-4274 • Fax (336) 475-5209
Communications Phone (336) 475-4260 • Fax (336) 475-4277



City of Thomasville

North Carolina
Police Department

Dustin W. Carter
Interim Chief of Police



to offer the following options that are available to cover staffing shortages that would be take effect on April 18th, 2023 to August 31st, 2023:

Option #1

- With the department's vacancies, there is approximately \$140,000 in unused funds in the department's salaries line item
- Beginning April 18, 2023 to August 31, 2023 the department would like to offer an incentive of \$150.00 for one officer to volunteer to take an on-call, 4-day rotation of 12-hour shift. This would be offered to cover any unexpected sick time taken by officers, scheduled vacation-time, training, or augmentation of services during peak times. During a 24-hour period, two officers would be on-call during a 4-day period, one officer covering a 12-hour day shift and one officer covering a 12-hour night shift to be called back to duty
- There are 136 days between April 18 and August 31, 2023 with (34) Four-Day work periods, $136/4=34$. The amount needed to cover this expense throughout the requested period would be \$10,200.00, $(34) \times \$300.00 = \$10,200.00$. This would be the minimum amount expensed for this option
- Officers that are on call and called back to duty would receive pay compensation instead of compensatory time at their hourly rate of compensation. If eligible, the officer would receive overtime rate of pay instead of straight time pay compensation based on the requirements set forth in Thomasville City Policy, Article VII, Section 2

Option #2

- The department currently has an auxiliary officer program, approved by council that has historically required reserve officers to volunteer their time when providing policing services for the city. In exchange for volunteering their time, these officers remained certified as law enforcement officers with the North Carolina Criminal Justice Education and Training Standards
- Reserve Officers are vested with the same rights, privileges, duties, and obligations as full time officers while on duty
- In an effort to increase staffing within the patrol division, the department would like to offer compensation in the form of pay for the department's reserve officers instead of *"Excellence in Community Oriented Policing"*

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City of Thomasville

North Carolina
Police Department

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Interim Chief of Police



volunteering their services. The department currently has three reserve officers that would be eligible to receive pay for their services

- If approved, the department would propose paying an hourly pay rate of \$30.00 for each reserve officer that provides patrol services for the city of Thomasville when available for duty. This rate is commensurate with the off-duty rate that is established by the department when officers are working off-duty assignments for various businesses and private events throughout the city

Option #3

- The department would seek to offer temporary employment to any retirees that would be willing to work in a patrol function or those that would be eligible
- Retirees from the department that are eligible for temporary employment would not be relegated to a training period with the department due to their familiarity with the department's policies, procedures, and processes
- Two of the department's retirees are currently hired in a part-time capacity with the Davidson County Sheriff's Office and are certified as law enforcement officers with the North Carolina Sheriffs' Education and Training Standards Commission. These officers would also need to be certified with the North Carolina Criminal Justice Education and Training Standards Commission as well before working with the department
- If interested in temporary employment with the department, these officers would have to divide their time between the Thomasville Police Department and the Davidson County Sheriff's Office so not to exceed the 1000 hour limit implemented by the local government retirement system or exceed more than 50% of their retirement salaries

Option #4

- According to NCGS 160A-283, the governing body of any city, town, or county is authorized to create and establish a joint law-enforcement officers' auxiliary force with one or more cities, towns, or counties. Each participating city, town, or county shall, by resolution or ordinance, establish the joint auxiliary police force. The ordinance or resolution shall specify whether the members of the joint auxiliary police force shall be volunteers or shall be paid

Review of Options 1-4

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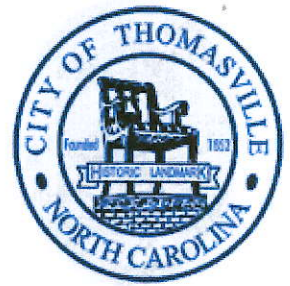
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City of Thomasville

North Carolina
Police Department

Dustin W. Carter
Interim Chief of Police



Option #1

If approved, this option would provide immediate augmentation to uniformed services due to these officers current employment with the agency. This option would also allow the department an opportunity to provide guaranteed coverage to the uniformed division and allow officers the ability to take vacation days, seek required training, and cover for any unexpected usage of sick time. A disadvantage to this option could be costs associated with overtime expenses

Option #2

If approved, the department already has an established auxiliary reserve officer program with the department. These officers are certified with the North Carolina Criminal Justice Education and Training Standards Commission and are recognized as active reserve officers with the department. This option would also provide quicker augmentation to the department's uniformed services division. Some disadvantages to this option would be costs associated with paying reserve officers as well as the limited time the officers could provide for the department due to reserve officers already being gainfully employed with other organizations.

Option #3

If approved, the department would be required to pursue interest from recent retirees that are eligible for temporary employment as well as seeking certification with North Carolina Criminal Justice Education and Training Standards Commission. This process could cause a delay in services being provided to the department's uniformed division. This option also has restrictions regarding the amount of hours and earnings law enforcement retirees are allowed through the local government retirement system.

Option #4

This option would require further discussions, collaborations, and research with the counties law enforcement agencies. This option would also require ordinances or resolutions from each respective agencies governing bodies to establish a joint auxiliary police force. This process would delay immediate services to the department's uniformed services division and would require approval from other law enforcement governing bodies.

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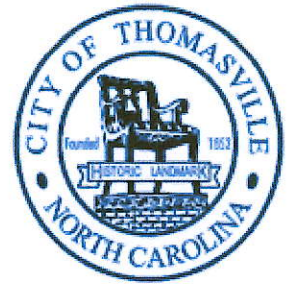
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City of Thomasville

North Carolina
Police Department

Dustin W. Carter
Interim Chief of Police



Although, the department believes all of these options are viable solutions to providing adequate safety and policing services for Thomasville citizens there are a few of these options the department believes would be better suited for approval. The department would like to respectfully, request approval from council to implement options 1, 2, and 3. The department believes these options provide a better timeline of service and quicker augmentation to the department's uniformed services division.

Thank you to the Mayor, city council, and city managers for any consideration given to this proposal.

Sincerely,

Dustin Carter

Interim Chief of Police

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