

## **CITY OF THOMASVILLE COUNCIL MEETING AGENDA**

Monday, May 15, 2023 – 6:00 P.M.

7003 Ball Park Road, Thomasville, NC 27360

Mayor Raleigh York, Jr. ~ Mayor *Pro Tem* Doug Hunt

1. Call to Order
2. Additions and Deletions to the Agenda
3. Recognitions and Presentations
  - A. Proclamation – National Peace Officers Memorial Day (May 15) & National Police Week (May 15 – 21)
  - B. Proclamation – National Public Works Week (May 21 – 27)
  - C. Proclamation – National Historic Preservation Month (May)
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. Consent Agenda
  - A. Consideration of Approval of Minutes – Briefing Meeting on 04/10/2023
  - B. Consideration of Approval of Minutes – Council Meeting on 04/17/2023
  - C. Award of Contract – Demolition of 200 Kern Street
  - D. Consideration of Grant Project Ordinance – CDBG Project NR (Neighborhood Revitalization – 11 Pine Street)
  - E. Consideration of Budget Amendment 2023-P11-01
  - F. Consideration of Revised Recreational Organizational Chart and Grades
  - G. Consideration of Amendment to Personnel Policy Article III, Employment Standards: Section 3, Promotion.
  - H. National Night Out Road Closure Ordinance
6. Regular Agenda
  - A. Consideration of Proposed Amendment to City Ordinance – Appendix A, Zoning, Article V, Section 3, Note 22 - Flea Markets/Open Air Sales
  - B. Presentation of Manager's Budget Message and Call for Public Hearing on June 5, 2023 at 20 Stadium Drive at 6:00 PM regarding the Proposed FY 2023/2024 Budget
7. Committee Reports and Appointments, Mayor's Report and Appointments, City Manager's Report, City Attorney's Report
8. Additional Items
9. Adjournment



# PROCLAMATION

**WHEREAS**, in 1962, President Kennedy proclaimed May 15<sup>th</sup> as National Peace Officers Memorial Day to pay special recognition to those law enforcement officers who have lost their lives in the line of duty for the safety and protection of others; and

**WHEREAS**, also in 1962, Congress established the entire week of May 15<sup>th</sup> as National Police Week to commemorate police officers, past and present, who - by their faithful and loyal devotion to their responsibilities - have rendered dedicated service to their communities; and

**WHEREAS**, in conjunction with National Peace Officers Memorial Day, the Thomasville Police Department has laid a wreath out in memorium of Thomasville Police Officers and Davidson County Law Enforcement Officials who have passed away in the line of duty.

**NOW, THEREFORE**, I, Raleigh York, Jr., Mayor of Thomasville, call upon all citizens of Thomasville to observe **Monday, May 15, 2023, as National Peace Officer Memorial Day** in honor of those peace officers who, through their courageous deeds, have lost their lives in the performance of their duties; and

**I FURTHER** call upon all citizens of Thomasville and upon all patriotic, civil and educational organizations to observe the week of **May 15<sup>th</sup> through 21<sup>st</sup>, 2023, as National Police Week** with ceremonies and celebrations in recognition of those who preserve the rights and security of all citizens.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused the Seal of the City of Thomasville to be affixed.

This the 15<sup>th</sup> day of May, 2023.

  
\_\_\_\_\_  
Raleigh York, Jr., Mayor





# Proclamation

NATIONAL PUBLIC WORKS WEEK  
MAY 21-27, 2023

- Whereas:** Public Works services provided in our community are an integral part of our citizens' everyday lives; and,
- Whereas:** the support of an understanding and informed citizenry is vital to the efficient operation of Public Works systems and programs such as streets, public buildings and grounds, parks, solid waste collection, and snow removal; and,
- Whereas:** the health, safety, and comfort of this community greatly depends on these facilities and services; and,
- Whereas:** the quality and effectiveness of these facilities, as well as their planning, design, and construction, are vitally dependent upon the efforts and skill of Public Works employees; and,
- Whereas:** the efficiency of the qualified and dedicated personnel who staff Public Works departments is materially influenced by the community's understanding of the work they perform.
- Therefore:** I, Raleigh York, Jr., Mayor of the City of Thomasville, North Carolina, do hereby designate the week of May 21-27, 2023 as National Public Works Week, and further extend appreciation to our Public Works department for the vital service they perform and their exemplary dedication to our community.

Proclaimed this the 15<sup>th</sup> day of May, 2023.



  
Raleigh York, Jr., Mayor

ATTEST:

  
Wendy S. Martin, City Clerk



# **~ Proclamation ~**

## **National Historic Preservation Month May 2023**

**WHEREAS**, historic preservation is an effective tool for revitalizing neighborhoods, fostering local pride, maintaining community character, and enhancing livability; and

**WHEREAS**, historic preservation is relevant for communities across the nation, both urban and rural, and for Americans of all ages, all walks of life and all ethnic backgrounds. It is important to celebrate the role of history in our lives and the contributions made by dedicated individuals in helping to preserve the tangible aspects of the heritage that has shaped us as a people; and

**WHEREAS**, Thomasville has three historic districts: Salem Street, Randolph Street and Colonial Drive School District; and

**WHEREAS**, historic preservation projects create jobs for Thomasville residents in the areas of heritage tourism, construction, building materials, landscaping, and architecture while enhancing local property values and tax bases and giving communities attractive, unique places to live, work, and enjoy life; and

**WHEREAS**, "People Saving Places" is the theme for National Preservation Month 2023, celebrating the historic place-savers that pour their time, energy, and money into protecting these historical properties.

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

### **"NATIONAL HISTORIC PRESERVATION MONTH"**

in Thomasville, North Carolina, and I and call upon the people to join their fellow citizens across the United States in recognizing and participating in this special observance. Additional information is available through the Thomasville Historic Preservation Commission.

**IN WITNESS WHEREOF**, I have hereunto set my hand this 15<sup>th</sup> day of May, 2023.



*Raleigh York, Jr.*

Raleigh York, Jr., Mayor



**MINUTES FOR THE THOMASVILLE CITY COUNCIL BRIEFING MEETING ON MONDAY, APRIL 10, 2023 AT 4:00 PM AT 7003 BALLPARK ROAD, THOMASVILLE, NC.**

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

The following staff members attended the meeting: City Manager Michael Brandt, Assistant City Manager Eddie Bowling, Finance Director Thomas Avant, Planning Director Chuck George, Utilities Director Morgan Huffman, Recreation Director Cory Tobin 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 the following items to the regular agenda on April 17, 2023:
  - A. Consideration of Resolution of Support for NCDEQ State Revolving Grant/Loan Program for 2023 Waterline Improvement Project
  - B. 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

Council Member Hunt moved to approve the agenda as amended. Council Member Shell seconded. *Motion unanimously approved 5 – 0.*

3. Recognitions and Presentations – to be presented on April 17, 2023.
  - 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 – A public forum will be held at the Council Meeting on *April 17, 2023*. Sign up sheets will be provided at the meeting.
5. Public Hearing – on April 17, 2023:

CDBG - NR Environmental Review for 11 Pine Street Redevelopment  
(Public Comment Only – No Action Required)
6. Regular Agenda on April 10, 2023
  - A. Consideration of Salary Increase for City Council Members



Council Member Bratton said that last year the City Council voted to increase the Mayor's salary to \$10,000. He said it had been many years since the City Council received raises. He moved to increase City Council's salary to \$9,000 a year so that it would be \$1,000 less than the Mayor's salary.

Council Members Williams and Sellars both said that was too much.

City Manager Brandt explained that Council's current salary was \$6,326 annually. They hadn't received a raise since 2008. If they were given cumulative COLA increases equal to what employees have received since that time, it would total \$8,413. That's a 33% raise. He added that the average salary for cities with 24,000 citizens was about \$6,869 and cities with 25,999 citizens is \$10,000. Thomasville has just over 27,000 residents.

Council Member Sellars suggested that Council just get the same percentage of COLA increases as the employees starting this year.

Council Member Williams asked that Council wait until the results of the Pay Study come back. She wanted to take the employees into consideration first.

Council Member Bratton said the City Council has always taken the employees into consideration. They have given them COLA raises almost every year; they voted to give employees bonuses with the ARPA funds last year; and they would be voting on a \$1,200 retention bonus next week. They hadn't given themselves a raise in 15 years.

Council Members Hunt, Shell and Sellars agreed to \$8,413.

Council Member Bratton revised his motion to request an increase in Thomasville City Council salary to \$8,413 annually. Council Member Hunt seconded. *Motion approved 4 – 1 with Council Member Williams voting against the raise.*

Finance Director Avant confirmed that this would add \$16,500 to the coming year's budget expenses.

City Manager Brandt advised Council that if they wanted to start receiving COLA raises, they would have to amend the current policy.

*The following items were put on the Consent Agenda by the Council members for consideration on April 17, 2023:*

7. 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

Utilities Director Huffman explained that this Resolution is required by the State to apply for funding for water lines. He said this is for an \$8.1M grant/loan to fund 17,500' of water lines on 16 different road sections that have undersized lines.

There was some discussion about Cox Avenue. Mr. Huffman said that Cox was not included in this round. He added that ARPA funds threw off the normal course of replacing water lines. City Manager Brandt asked that he include Cox Avenue ASAP. Mr. Huffman said one block of Cox needs a new main installed. He would make sure the rest of Cox got connected to it.

Council Member Williams asked what the estimated timeline was for this project. Mr. Huffman said the construction could be complete as soon as June 2024.

- 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

Assistant City Manager Eddie Bowling said PTRC wrote these plans to make sure that every State requirement is met, including:

- i. Equal Employment Plan
- ii. Equal Procurement Plan
- iii. Section 504 Plan (without discrimination)
- iv. Section 3 Plan (equal opportunities for lower income residents)
- v. Language Access Plan (equal opportunities for residents who don't speak English)
- vi. Fair Housing Plan (equal, equitable housing for all)
- vii. Analysis of Impediments Plan

*The following items were put on the Regular Agenda by the Council members for consideration on April 17, 2023:*

#### 8. 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
- 9. Committee Reports and Appointments, Mayor's Report and Appointments, City Manager's Report, City Attorney's Report – to be presented on April 17, 2023.
- 10. Additional Items – N/A
- 11. 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, APRIL 17, 2023 AT 6:00 PM AT 7003 BALLPARK ROAD, THOMASVILLE, NC.**

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

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 7. Closed Session – Attorney/Client Matter;
  - Remove 8.C. Consideration of Amendment to City Ordinance - Appendix A, Zoning, Article V, Section 3, Note 22. Flea Markets/Open Air Sales from the agenda and send it back to the Public Safety Council Committee in May; and
  - Add new 8.C. on request of Council Members Williams and Sellars: Consideration of Resolution in Support of the Davidson County Board of Health

Council Member Thrift moved to approve the agenda as amended. Council Member Sellars seconded. Motion unanimously approved 7 – 0.

3. Recognitions and Presentations

- A. Proclamation: The Week of the Student Leader (April 24-28, 2023) Mayor York presented this Proclamation to Megan Silvey, Principal of the Thomasville High School, and a group of student leaders.
- B. Proclamation: Public Health Month (April 2023) Council Member Williams presented this Proclamation to Lillian Koontz, Davidson County Health Department Director.

Ms. Koontz thanked Mayor York and Council for their continued support. She reminded everyone that their health is their wealth, and she encouraged everyone to keep up with their preventative care appointments.

- C. Proclamation: Lions Brighter Vision Day (May 13, 2023) Council Member Shell presented this Proclamation to Lions Club Members Steve Cline, David Yemm and David Calendar.

Mr. Cline said the Fairgrove, Thomasville and Pilot Lions Clubs are working with the district (made up of 50 Lions Club organizations) to raise \$125,000 for Lions Brighter Vision. He explained that there are 28 visually and/or hearing impaired



people in Thomasville, 120 in Davidson County, and 13,000 in the state. He said, "All of these people depend on the Lions and the Brighter Vision fundraiser." Please donate to Lions volunteers at Food Lion, Walmart, and other local businesses around town on May 13th. He said 100% of the donations will go to Brighter Vision.

#### 4. Public Forum

James Edwards, Heidi Benz, Angie Allred and Melanie Delp spoke regarding poor animal welfare at the 11-Acre Flea Market. They said many of the animals sold at the Flea Market are sick and die. Many carry a contagious, and many times fatal, virus known as parvo that can live in the dirt for 9 – 20 years. They claimed that the virus can even get on people's shoes while they are walking around at the Flea Market and be transmitted to their pets at home. They asked that all animal sales be banned at the Flea Market. In addition, they asked that City Council impose a fee for breeders.

Mr. Edwards added that the vendors at the 11-Acre Flea Market don't take good care of their dogs or provide them with basic necessities like sufficient food, water, shots, bedding, blankets or shade. He asked that Council ban or put controls on puppy mills in Thomasville. He said the tethering law needs to be changed.

Ms. Benz said that over the past year, there have been a large number of sick and underage puppies sold at the 11-Acre Flea Market. She asked that Council stop the sale of animals at the flea market and implement a heavy breeding fee in the City to reduce the amount of sick animals that are being sold from there. She said, "Our shelters are overrun and the rescues cannot keep up with what is happening."

Angie Allred held a protest a year ago for the basic common sense needs for outside dogs, such as shade in the summer, bedding in the winter, and proper hydration and food. Animal control officers can't do anything if there aren't any ordinances. She said the City Council makes the decisions that determine the quality of life for every outdoor dog in our community, so she asked them to consider making rules to help make their lives better.

Melanie Delp added that people are losing hundreds of dollars on pets that die, and their hearts get broken. She said the Health Department would shut down a restaurant if it were selling food that made people sick, so she asked Council to shut down the sales of animals because they are sick. She said allowing these sales without penalty just encourages breeders to continue breeding more, even though they are sick.

She also spoke regarding the homeless issue in Thomasville. She said there are many different causes for homelessness other than substance abuse, such as mental illness, escaping abuse, disabilities, losing a job, and the rising cost of rent. She said Social Services can't help everyone, so people are falling through the cracks and aren't receiving help even though they desperately need it. She said a homeless



shelter would get people off the streets, would connect the people with social workers and other resources that they need to transition to a permanent residence.

Lisa Edwards and Michael Edwards spoke regarding the Hi-Toms. They both have worked for the Hi-Toms for many years, and they asked that Council do whatever it takes to make sure that the team stays in Thomasville.

5. Public Hearing – CDBG: NR Environmental Review for 11 Pine Street Redevelopment

Assistant City Manager Eddie Bowling said this \$950,000 Community Development Block Grant project would rehabilitate an existing historic structure at 11 Pine Street. It would transform the old hospital into a 37-unit apartment community that would target families between 40% and 80% of area median income.

Mayor York opened the hearing. Nobody came forward to speak. Mayor York closed the hearing. No action was taken.

6. Consent Agenda – City Manager Michael Brandt spoke briefly about each of these items:

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)

The amendment appropriates funding for compliance with GASB 96 requirements to report and budget the full cost of capital software leases in the first year of the lease. Funding is appropriated for subscription leases in the Police, Fire, and MIS Depts. We are also transferring \$66,205 in the Police Dept. to the appropriate account for the annual cost of body/dash cameras and associated services, as outlined in the 5-year agreement with Axon Enterprises, Inc. \$54,255 is being transferred from the PD to the FD to purchase a vehicle through our 2023 installment financing agreement with Truist Bank.

The amendment also appropriates \$1,119 of insurance proceeds for damage to a police vehicle and \$12,000 from the Police Restitution/Forfeiture Fund balance for the cost of a fenced area behind the police department property to provide the K-9 units a place to train the dogs and provide a secure outside facility for the animals.

Surplus interest revenue of \$43,500 is appropriated for a vehicle inspection machine replacement in the Fleet Services Division of Public Works, computers for the Aquatics Center, and necessary sewer repairs at City Hall.

\$356,660 of surplus interest revenue is appropriated to fund retention payments to



employees in the General Fund and Golf Course Fund. \$70,000 of surplus water/sewer tap fee revenue is appropriated to fund retention payments for Employees in the Water/Sewer Fund.

\$144,000 of General Fund contingency is appropriated to fund capital improvements and repairs at Police Dept. (which includes a cover for the RV police command unit,) City Hall repairs, and Parks & Recreation maintenance facilities. If approved, the contingency balance would become \$97,323.

D. Consideration of Resolution of Support for Piedmont Legacy Trails

This resolution provides support to the Triad regional effort to develop trails in partnership with neighboring communities that connects communities, people, and regional points of interest across the Triad.

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

Thomasville has an opportunity to apply for the NC Main Street program this spring. We have been preparing for this moment over the past couple of years – going through the Downtown Strong Program in 2019, coordinating with the PACE Group for downtown enhancements, and hiring a Downtown Economic Developer this past fall. Only 2 or 3 cities will be considered, but we believe that we have a very strong application.

F. Consideration of Resolution of Support for NCDEQ State Revolving Grant/Loan Program for 2023 Waterline Improvement Project

The City is requesting funding to replace over 17,000 linear feet of 2" waterlines with 6" waterlines in various areas throughout the City. This is both a grant and loan program with an estimated cost of \$8.1 million.

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

The City is participating in a grant program with a private 3<sup>rd</sup> party developer to seek \$950,000 in funding from the NC Affordable Housing program. These various plans are required by the State and Federal government to qualify for the grant.

Council Member Hunt moved to approve all the items on the Consent Agenda. Council Member Sellars seconded. Motion unanimously approved 7 – 0.

7. Closed Session – Attorney/Client Matter



Council Member Thrift moved that Council go into closed session for an attorney/client matter. Council Member Hunt seconded. Motion unanimously approved 7 – 0. Council returned to open session. No action was taken in closed session.

## 8. Regular Agenda

### A. Consideration of Award of Contract to Axon Enterprise, Inc. for Purchase of Police Department Body and Car Cameras

Acting Police Chief Dustin Carter said that the police department has used body-worn cameras and fleet cameras for quite some time. Over time, they have degraded in service and technology, so it was time to order new ones. Research revealed that Axon Enterprise is a leading service provider for this technology.

He asked that Council consider their contract for 67 Axon body worn cameras, including warranties, cloud storage, camera refreshes every 2.5 years, camera docks, camera dock refreshes every 2.5 years, training and evidence management. This would nearly double the Department's current inventory of body worn cameras. The Department would also receive 40 Axon fleet cameras, including warranties, cloud storage, antenna signal units, and installation.

The total cost would be \$159,248.20 per year for 5 years.

Acting Chief Carter said in 2019, 47 of the 69 largest metropolitan law enforcement agencies in the US used Axon body worn technology. Currently, 147 agencies in NC use Axon body worn technology, including NC SBI and police departments in Charlotte/Mecklenberg, Winston-Salem, Greensboro, Wilmington, Fayetteville, Durham and Concord.

Mayor Pro Tem Bratton moved to award the contract for body and fleet cameras for the Thomasville Police Department to Axon Enterprise, Inc. Council Member Hunt seconded.

Council Member Sellars asked when the cameras would be received. Acting Chief Carter said they should arrive 30-45 days after the contract is signed.

Motion unanimously approved 7 – 0.

### B. Consideration of Approval of Contract Between City of Thomasville and Hi-Toms for Use of City Facilities

City Manager Brandt explained that the City proposed a contract that provides for a rate structure for use of Finch Field and associated City properties that is fair to the lessee and the citizens of Thomasville.



He said, "It is my responsibility to negotiate on behalf of the City, and I believe that I have done so in a fair and equitable manner. We have been negotiating the offer since January."

The contract fees are based upon:

- usage of the Field during an *exclusive use period* of \$100 a day, which is a \$200 discount off our standard rate, plus utilities;
- a *non-exclusive use period* of about 45 days at \$100 per day, as reported to Thomasville Parks & Recreation;
- rental of a ~2,000 sq ft office for \$0.50 per square foot per month, which totals about \$12,000 per month; and
- rental of a maintenance room for \$400 per month for 6 months per year.

This new contract is for a period of 3 years, with rates increasing nominally every year.

Council Member Thrift moved to approve this contract if it is signed by 3:00 PM on Friday, April 21, 2023. Council Member Hunt seconded. Motion unanimously approved 7 – 0.

#### C. Consideration of Resolution in Support of the Davidson County Board of Health

Council Members Williams and Sellars brought this Resolution to the City Council for consideration. Council Members Williams said, "I feel like I have a responsibility as a Council Member to use my voice to speak when I think that something is going to negatively affect our City."

She explained that there is an effort underway to change the structure of the Davidson County Board of Health. Currently, the Board is made up of doctors, nurses, a veterinarian, an optometrist, an engineer, some at-large members and a County Commissioner. The change would make those professionals part of an advisory board, and all decisions made at the County Health Department would have to go through the County Commissioners.

Council Member Williams said, "I have a lot of respect for (the County Commissioners) because I know how hard it is to sit in an elected seat, but I just think that decisions for health in our County should remain in the hands of professionals who have made that their lives' work."

Council Member Sellars agreed. She said, "The Davidson County Board of Health has done an amazing job, especially with all of the issues that we had during the pandemic. The Board of Health kept us abreast of everything that was going on with our numbers. They provided vaccines, boosters, and everything that our county needed to be as healthy as possible. I appreciate that work, and I definitely would like to keep those decisions in the hands of people who have made health



their lives' work. I know I couldn't sit on that Board and advise anybody, because that's not what I do. So we put those decisions in the hands of people who know what they're doing. They've been educated. They've been in that field for years. I, personally, do not want those decisions made by County Commissioners."

Council Member Williams moved to adopt this Resolution. Council Member Sellars seconded. Motion unanimously approved 7 – 0.

D. Consideration of Amendment to City Ordinance - Chapter 46, Article II, Section 46-34. Offensive Conditions on Private Property

Planning Director Chuck George asked City Council to consider this ordinance, which would give code officials the ability to only have to notify chronic violators the first three times during a calendar year. On the fourth time, they could clean the property without further notification.

Subsequent calendar years, code officials would only have to notify the chronic violator one time per year by certified mail, and then they could maintain the property the remainder of the year without further notification, as long as it retains the same owner.

Council Member Hunt moved to approve this ordinance amendment. Council Member Williams seconded. Motion unanimously approved 7 – 0.

E. Consideration of Ordinance of Condemnation for 200 Kern Street; Pneuma Pentecostal Church of Deliverance, Inc., Property Owner

Planning Director George notified the 200 Kern Street property owner of a meeting with him at City Hall regarding the burned school at the property, but no one appeared. They were then sent the "Finding of Facts" by certified mail and were given 60 days to remedy the situation. This was not done. Therefore, Mr. George requested that Council adopt this ordinance to condemn the property so that the City could move forward with cleaning up the property.

Council Member Thrift moved to approve this Ordinance of Condemnation. Council Member Sellars seconded. Motion unanimously approved 7 – 0.

F. Consideration of Ordinance of Condemnation for 207 Brown Street; Filetha & Letonya Hackley, Property Owners

Planning Director George notified the 207 Brown Street property owner of a meeting with him at City Hall regarding the property, but no one appeared. They were then sent the "Finding of Facts" by certified mail and were given 60 days to remedy the situation. This was not done. Therefore, Mr. George requested that Council adopt this ordinance to condemn the property so that the City could move forward with cleaning up the property.



Council Member Sellars moved to approve this Ordinance of Condemnation. Council Member Hunt seconded. Motion unanimously approved 7 – 0.

G. Consideration of Ordinance of Condemnation for 306 Martin Luther King Drive; Rosa Mae Oliver, Property Owner

Planning Director George notified the 306 Martin Luther King Drive property owner of a meeting with him at City Hall regarding the property, but no one appeared. They were then sent the “Finding of Facts” by certified mail and were given 60 days to remedy the situation. This was not done. Therefore, Mr. George requested that Council adopt this ordinance to condemn the property so that the City could move forward with cleaning up the property.

Council Member Hunt moved to approve this Ordinance of Condemnation. Council Member Sellars seconded. Motion unanimously approved 7 – 0.

H. Consideration of Resolution Amending the Thomasville Police Personnel Policy

Acting Police Chief Carter advised Council that law enforcement agencies across the country are facing staffing shortages, including the Thomasville Police Department (TPD).

He said that in an effort to continue to provide adequate staffing levels and service to the community, the TPD has implemented a layered approach including new recruitment strategies. This recruitment strategy has allowed the TPD to fill 7 of the 16 current open positions. However, the new police trainees will not be able to operate in a solo capacity until late 2023 or early 2024.

The TPD has also made shifts in personnel from specialized divisions to augment patrol services to ensure that adequate policing services for the citizens of Thomasville are being delivered.

He asked Council to consider the following staffing incentives in an effort to provide adequate policing resources for the citizens of Thomasville:

Option 1: An incentive program to increase staffing levels in the second and third quarters of the year, which historically present greater demands on the Department. This incentive would compensate officers \$150 for being on call during a given 4-day work period, in addition to receiving pay compensation as set forth in Thomasville City Policy, Article 7, Section 2. This option would allow the TPD to compensate on-call officers, while providing the department with an immediate allocation of resources when needed.

Option 2: The TPD currently has a reserve officer program that allows officers to keep their certifications through the State of North Carolina. Historically, these



reserve officers were required to volunteer their time to maintain North Carolina Law Enforcement Certifications. The TPD is asking that in lieu of volunteering their time, the department compensate the reserve officers for their time augmenting the department's patrol services at a compensation rate consistent with the Department's established off-duty rate of pay.

Option 3: The TPD would seek to rehire any eligible retirees that could provide services to the Department on a part time basis as long as their time does not exceed the 1,000 hour limit set forth by the local government retirement system or exceed more than 50% of their retirement salaries. Currently, there are two Thomasville Police Department retirees that work in a sworn capacity with the Davidson County Sheriff's Department that may be able to provide services to the Thomasville Police Department.

If approved, the Department plans to fund these staffing options with unused funds in the department's salary line item. These three temporary incentive programs would begin April 18, 2023 and continue through August 31, 2023.

Council Member Sellars moved to approve this contract. Council Member Williams seconded. Motion unanimously approved 7 – 0.

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

Mayor York and the Council Members welcomed Council Member Jeannette Shepherd back from her leave of absence.

On behalf of the Personnel Council Committee, Council Member Thrift moved to appoint the following people to the:

Historical Preservation Commission: Mary Sullivan and Keith Ratliff.

Council Member Hunt seconded. Motion unanimously approved 7 – 0.

Council Member Williams thanked Council for their support on the Resolution in Support of the Davidson County Board of Health and for all that they do for the City.

Mayor York gave a shout out to Warren King. He said, "Warren has been a fixture in this town just about as long as I can remember... He has been the number one ambassador for our City for a number of years. I just want to wish Warren well." He also wished Warren a very happy 82<sup>nd</sup> birthday.

City Manager Brandt invited everyone to attend the *Party in the Park* from 5-7 PM on Thursday, April 20<sup>th</sup> for the unveiling of the City's newest playground at Myers Park, which includes new playground equipment and surfacing (no more mulch!) and new paving in the parking lot. There will be free food and games, and community



organizations will be attendance.

He advised that the *Thomasville Surplus Property Sale* was scheduled for Saturday, April 22<sup>nd</sup> from 8:30 – noon at the former PD building at 7 West Guilford Street. Items are cash and carry, and prices are as marked or best offer.

He also announced that the ribbon cutting and open house for the *Thomasville Aquatic and Community Center* at 20 Stadium Drive is scheduled for May 2<sup>nd</sup>. He said, “After many years of planning and almost 2 years of demolition and construction, the new facility is ready for its grand opening! The pool will not officially open to the public until Memorial Day weekend, but come take a peek inside our newest community facility. All are welcome. Check the website for exact time and more information soon.”

Assistant City Manager Eddie Bowling thanked Council for their support of the TPD and in general. He announced that the City Employee Appreciation luncheon would be held on Friday, April 21<sup>st</sup> at 7003 Ball Park Road from 11:30 – 1:30.

#### 10. Additional Items

##### A. Senate Bill 515, the Water Sewer Affordability Act filed in the State Legislature

City Manager Brandt advised Council that this Bill would place limitations on the City’s ability to charge outside customers for our utilities. This is a concern because the higher rate pays for the additional lines that the City must install and maintain in order to provide services. He said less than 9% of our customers are outside our city limits for sewer currently, but this Bill would seriously impact our ability to provide services in the 64 Corridor area for industrial development.

In addition, the City’s bonds are predicated on rate structures that are currently in place, so those could be negatively affected also.

Council asked him to contact our Legislators to advise them that this would be detrimental to Thomasville, so the City opposes this Bill.

##### B. Outside Agency Fund Application – Thomasville Rescue Squad

City Manager Brandt advised Council that he received an application from the Thomasville Rescue Squad for Outside Agency funding. He asked them if they would like to consider it with this year’s budget.

Council Member Doug Hunt asked if the Rescue Squad was operational yet. To the City Manager’s knowledge, they were only allowed to do rescue calls for wrecks. He said, “We are not sure if they are actually responding to any calls at this time.”



Council Member Williams asked when the deadline for applications was. The City Manager confirmed the deadline was March 31<sup>st</sup>.

Mayor York said the Rescue Squad had not received the application by mail. However, the application had been made available on the City's website and at City Hall.

A majority of Council agreed that they would not consider this late submission.

11. Adjournment – Council Member Sellars moved to adjourn. Council member Shepherd seconded. Motion unanimously approved 7 – 0.

---

Raleigh York, Jr., Mayor

---

Wendy S. Martin, City Clerk





**CITY OF THOMASVILLE**  
10 Salem Street, Thomasville, NC 27360  
P.O. Box 368, Thomasville, NC 27361-0368  
Eddie Bowling (336) 475-4222

May 5, 2023

To: Mayor York & City Council members  
From: Eddie Bowling, Assistant City Manager

Re: Contract Award for Kern Street Demolition

Dear Mayor York & City Council members,

The City of Thomasville solicited bids for demolition to the Kern Street School property. The original bid date began on March 21, 2023. On April 6, 2023, an amended request for bids was posted which provided provisions for the City of Thomasville to provide a completed asbestos inspection for everyone participating with bids.

The bid deadline for this project was April 28, 2023 at noon. The City of Thomasville received three bids for consideration.

- 1.) EMR & DC Allen Company partnership \$197,500.00
- 2.) The Corbett Group \$280,800.00
- 3.) Double D Construction \$719,746.00

At the present, staff is evaluating these bids and conducting interviews with references. Staff requests consideration of awarding the bid to the lowest responsible bidder at the Council meeting scheduled for May 15, 2023 after all information is evaluated.

Thank you for your consideration of this request.

Sincerely,

Eddie Bowling  
Assistant City Manager



CITY OF THOMASVILLE  
Grant Project Ordinance

BE IT ORDAINED by the Thomasville City Council that, pursuant to Section 13.2 of Chapter 159 of the General Statutes of North Carolina, the following Grant Project is hereby adopted:

Section 1. The project authorized is the Neighborhood Revitalization Program/Project NR (11 Pine Street) CDBG Grant Project described in the work statement contained in the Grant Agreement between this unit and the North Carolina Department of Commerce and the budget contained herein.

Section 2. The officers of this unit are hereby directed to proceed with the Grant Project within the terms of the funding agreement, the rules and regulations of the North Carolina Department of Commerce and the budget contained herein.

Section 3. The following revenues are anticipated to be available to complete this project:

065-9110-322-0507	CDBG Building Reuse Grant	\$855,000.00
065-9110-322-0507	CDBG Building Reuse Grant (PTRC Portion)	\$ 95,000.00
Total		\$950,000.00

Section 4. The following expenditures are anticipated to be available to complete this project:

065-9110-524-7300	Construction Rehabilitation	\$855,000.00
065-9110-522-4501	Contractual Services	\$ 95,000.00
Total		\$950,000.00

Section 5. The Finance Officer is hereby directed to maintain within the Grant Project Fund sufficient specific detailed accounting records to provide the accounting to the grantor agency required by the grant agreements and federal and state regulations.

Section 6. Requests for funds should be made in an orderly and timely manner as funds are obligated and expenses incurred.



Section 7. The Finance Officer is directed to report timely on the financial status of each project element in Section 4 and on the total revenues received or claimed.

Section 8. The Budget Officer is directed to include a detailed analysis of past and future costs and revenues on this Grant Project in every budget submission made to this Council.

Section 9. Copies of this Grant Project Ordinance shall be made available to the Budget Officer and the Finance Officer for direction in carrying out this project.

ADOPTED this 15<sup>th</sup> day of May, 2023

---

Mayor

ATTEST:

---

City Clerk



# Budget Amendment

**To:** City Manager

**From:** Finance Director

**Date:** 5/4/2023

**Council Budget Amendment Reference #:** 2023 – P11 - 01

**Re:** 2022-2023 Budget Amendment

The amendment 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 for the Fire Department's 3-year Everbridge/Nixle subscription agreement. The amendment also appropriates contingency funding in the General Fund for county contracted tax assessment billing and a payroll deficit in the Legal Department. \$15,000 of contingency in the Golf Course Fund will be used for a new HVAC system at the Winding Creek clubhouse.

## GENERAL FUND

### INCREASE REVENUE

010-0000-370.07-00	Other Financing Sources/IT Subscriptions	\$ 18,540.00
--------------------	------------------------------------------	--------------

### DECREASE APPROPRIATION

010-9010-505.58-00	Unallocated/Contingency	\$ 33,000.00
--------------------	-------------------------	--------------

### INCREASE APPROPRIATION

010-4111-511.02-03	Salaries/Part Time	\$ 5,500.00
--------------------	--------------------	-------------

010-4111-511.05-01	Employee Insurance/Group Health Insurance	\$ 500.00
--------------------	-------------------------------------------	-----------



010-4111-511.06-01	Retirement/NC Retirement	\$ 2,000.00
010-5310-524.73-00	Capital Outlay/Other Improvements	\$ 18,540.00
010-4411-512.45-01	Contracted Services/Professional	\$ 25,000.00
Total		\$ 51,540.00

**GOLF COURSE FUND**

DECREASE APPROPRIATION

031-9010-505.58-00	Unallocated/Contingency	\$ 15,000.00
Total		\$ 15,000.00

INCREASE APPROPRIATION

031-6221-554.74-00	Capital Outlay/Equipment	\$ 15,000.00
Total		\$ 15,000.00



## Memo

**To:** Personnel & Finance Chair (Hunter Thrift)

**From:** Recreation Department (Cory Tobin)

**For:** Consideration for Committee Meetings

**4/26/2023**

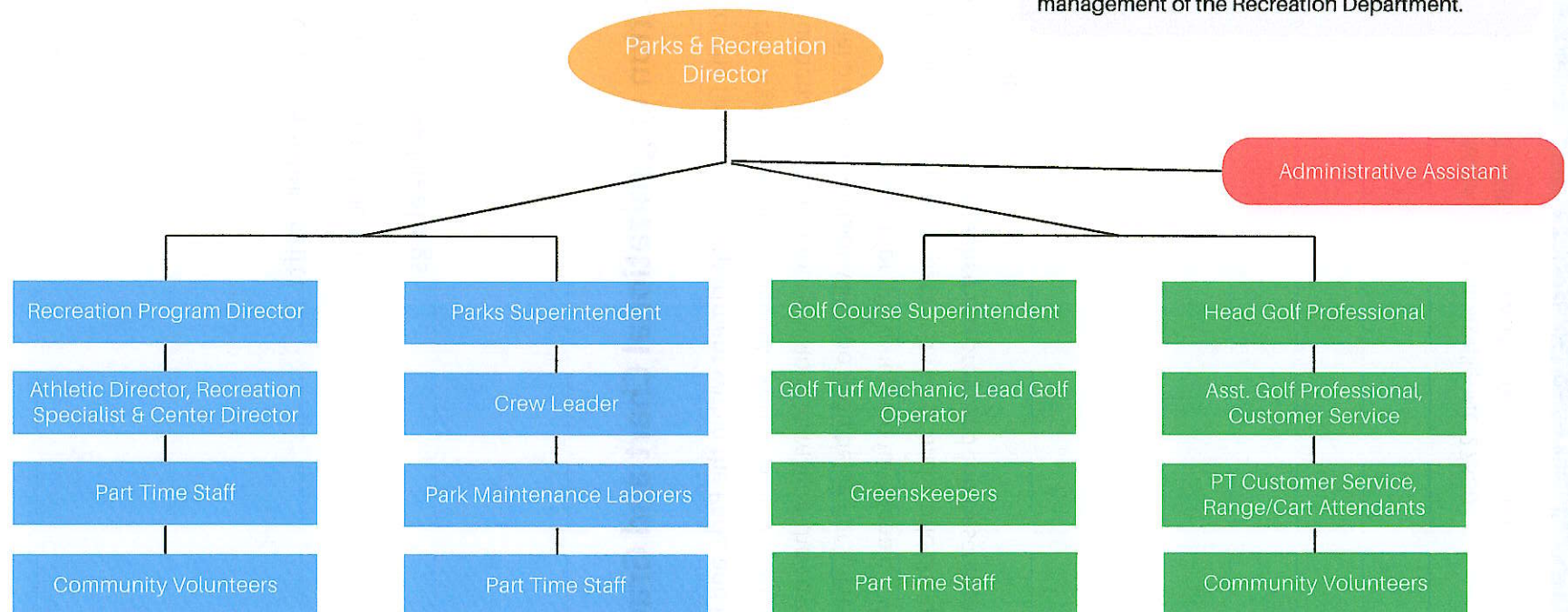
### Recreation Organizational Chart and Grades

With the integration of the Golf Course Department within the Parks and Recreation Department, adjustments to the organizational are needed. With this restructuring of our organizational chart, we would streamline our department into four divisions instead of the current layout of five. This would create a true recreational programs division with the head being our Recreation Program Director. This would streamline our department for efficiency and functionality. We would like to request consideration of grade changes for our Program Director and a title change to Recreation Program Director to head the new division. Attached is a proposed Job Description adjustment and Organizational Chart for consideration.



# Thomasville Parks and Recreation Organizational Chart (Proposed)

Below is a proposed layout out of the organizational structure shift for the Recreation Department. This shift would bring the Golf Course Department under the umbrella and management of the Recreation Department.



POSITION OPEN FOR ALL QUALIFIED CITY EMPLOYEES

NOTICE OF POSITION VACANCY

CITY OF THOMASVILLE

POSITION TITLE: Recreation Program Director

SALARY: GRADE 31 \$55,438.88- \$94,246.08

DESCRIPTION OF DUTIES:

An employee in this class plans, promotes, develops and supervises a variety of special social, educational and recreational activities for city citizens. This employee serves as the division head for our programs division. Performs difficult professional and administrative work in assisting the Director of Parks and Recreation in managing the operations and direction for the department. Will exercise considerable independence in carrying out policy decisions and departmental goals under general direction of the Director of Parks and Recreation. Work involves all community wide recreational programs. Oversees the programs division budget and annually assists in departmental budget and CIP process. This employee must serve on various community boards acting as a liaison of the recreation department to our community and build relationships within it. Assists with departmental administration in the absence of the Recreation Director and leads the department. Tact and courtesy are required in extensive public contact. Work is performed under the supervision of the parks and recreation director and is evaluated through conferences, written reports and observation of work in progress. Performs related tasks as assigned.

RESPONSIBILITIES:

Plans activities and events for senior citizens. Prepares monthly activity calendar, directory rules and guidelines and roll sheets. Supervises a variety of special recreation and social events approving costs, personnel, equipment and other resources necessary for each event. Instructs and trains staff in techniques, policies and procedures. Oversees and assists organizing athletics, social and instructional activities and programs for senior citizens, youth groups and disabled persons. Supervises a summer day camp program; instructs staff in games, arts and crafts and other activities. Promotes recreation programs by creating marketing online and on the ground. Collects information to assist the recreation director in preparing the annual budget for recreation activities. Presents reports evaluating recreation activities to the recreation committee. Serves as the Program Division head that directly supervises the athletics director, center director, the recreation specialist and all auxiliary part time and volunteers connected to community programs. Any additions of full time employees to this division would directly report to this position. Coordinates special events such as the craft fair, Easter egg hunt and multicultural events. Establishes rules and regulations, hiring counselors and supervisors for the summer day camp. All other duties as assigned.



## KNOWLEDGE, SKILLS AND ABILITIES:

- Thorough knowledge of all phases of community recreational activities and their administration;
- Comprehensive knowledge of principles and methods of park and playground planning and programs
- Ability to develop and execute a well-rounded program of recreational activities and effective utilization of park facilities
- Ability to communicate complex ideas orally and in writing
- Ability to establish and maintain effective working relationships with associates, subordinates, and the public.

## PHYSICAL REQUIREMENTS:

Work in this position is medium work and may involve exerting medium force occasionally. Employee must have the physical agility to move about freely, including climbing stairs and ladders. An employee must have such visual acuity as to be able to read and write handwritten and typewritten material as well as computer generated reports.

## DESIRABLE EXPERIENCE AND TRAINING:

Completion of a bachelor's degree in parks and recreation, physical education or a related field and considerable experience in recreation programming for both youth and adults. 2-5 years of supervisory experience.

## SPECIAL REQUIREMENTS:

North Carolina Driver's License with a good driving record. Class B CDL is highly recommended.

## APPLICATION PROCESS:

Applications can be obtained from the Human Resources Department, City Hall, Monday thru Friday, 8:00 AM through 5:00 PM by contacting Muffet Schuler at 336-475-2502. Or you may complete online any time on the City of Thomasville's website [www.Thomasville-NC.gov](http://www.Thomasville-NC.gov).

## SELECTION PROCESS:

Applications will be reviewed to select the best-qualified applicant. Selection will be by a structured interview.

## Appendix A. CLASSES TO GRADES SCHEDULE

### CITY OF THOMASVILLE CLASSES TO GRADES SCHEDULE EFFECTIVE DECEMBER 19, 2022

GRADE	Class Titles	Minimum Annual/Hourly	Maximum Annual/Hourly
12	Range/Cart Attendant Golf (Part-Time)	\$ 15,843.05	\$ 26,933.18
	Customer Service Golf (Part-Time)	\$ 7.6169	\$ 12.9486
13	Laborer I, Streets (Part-Time Summer)	\$ 20,939.86	\$ 35,291.76
		\$ 10.0672	\$ 16.9672
14			
15	Laborer I	\$ 25,397.19	\$ 43,175.20
	Office Support I	\$ 12.2102	\$ 20.7573
	Sanitation Collector		
16	Assistant Golf Professional I	\$ 27,240.92	\$ 46,309.55
	Customer Service Golf	\$ 13.0966	\$ 22.2642
	Greenskeeper I		
17	Greenskeeper II	\$ 28,000.40	\$ 47,600.65
	Laborer II	\$ 13.4617	\$ 22.8849
	Maintenance Mech/Cemetery		
18	Equipment Operator I	\$ 29,400.42	\$ 49,980.67
	Meter Reader	\$ 14.1348	\$ 24.0292
19	Collections Clerk	\$ 30,870.77	\$ 52,480.30
	Equipment Operator II	\$ 14.8417	\$ 25.2309
	Greenskeeper III		
	Laborer III		
	Meter Services Technician		
	Peak Time Collections Clerk		
	Records Clerk/Communications Officer I		
	Sanitation Equipment Operator		
20	Equipment Operator III	\$ 32,413.96	\$ 55,103.72
	Fleet Service Assistant	\$ 15.5836	\$ 26.4922
	Office Support II		



Records Clerk/Communications Officer II  
 Sanitation Equipment Operator III  
 Signs & Signals Technician  
 Lead Operator Golf  
 Auto Mechanic I

21	Billing Clerk	\$ 34,034.63	\$ 56,724.37
	Assistant Golf Professional II	\$ 16.3628	\$ 27.8168
	Golf Turf Mechanic		
	Lead Meter Reader		
	Records Clerk/Communications Officer III		
	W/S Maintenance Technician		
22	Accounting Clerk I	\$ 35,736.37	\$ 60,751.84
	Auto Mechanic II	\$ 17.1809	\$ 29.2076
	Crew Leader		
	Office Support III		
	Records Clerk/Communications Officer IV		
	Recreation Center Director I		
	W/S Chief Maintenance Mechanic		
	W/S Plant Operator I		
23	Animal Control Officer	\$ 37,523.20	\$ 63,788.82
	Assistant/Spray Technician (Golf)	\$ 18.0400	\$ 30.6677
	Lead Billing Clerk		
	Records/Communication Supervisor		
	W/S Plant Maintenance Supervisor		
	W/S Plant Operator II/C		
	W/S Plant Relief Operator		
24	Accounting Clerk II	\$ 39,399.36	\$ 66,978.94
	Auto Mechanic III	\$ 18.9420	\$ 32.2014
	Firefighter I		
	Human Resources Technician		
	Office Support IV		
	Police Officer Trainee		
	Recreation Specialist		
	Sanitation Supervisor		
	Signs & Signals Supervisor		
	Streets Supervisor		
	W/S Plant Operator/Lab Technician		
	W/S Plant Operator III/B		
25	Firefighter II	\$ 41,369.34	\$ 70,327.88

	Minimum Housing Inspector	\$ 19.8891	\$ 33.8115
	Police Officer I		
	W/S Plant Operator IV & A		
	P/T Fire Inspector III		
26	Code Inspector I	\$ 43,737.77	\$ 73,844.24
	Collections/Customer Service Supervisor	\$ 20.8835	\$ 35.5020
	Fire Equipment Operator I		
	Fire Specialist/Rescue		
	Lead Accounting Clerk		
	Police Officer II		
	Purchasing/Inventory Specialist		
	Recreation Program Director		
	Superintendent of Parks		
	W/S Lead Plant Operator		
27	Code Inspector II	\$ 45,609.69	\$ 77,536.47
	Downtown Economic Development Director	\$ 21.9277	\$ 37.2772
	Engineering Technician		
	Fire Equipment Operator II		
	Garage Supervisor		
	Human Resources Analyst		
	PC Support Specialist		
	Master Police Officer I		
	Rescue Equipment Operator		
	Risk Manager		
28	Business License Inspector	\$ 47,890.17	\$ 81,413.28
	Code Inspector III	\$ 23.0241	\$ 39.1410
	Master Police Officer II		
	Financial Analyst		
29	Accounting Operations Manager	\$ 51,290.36	\$ 87,193.63
	City Clerk	\$ 24.6588	\$ 41.9200
	Police Corporal		
30	Fire Captain	\$ 52,798.91	\$ 89,758.13
	Police Sergeant	\$ 25.3841	\$ 43.1529
	Rescue Captain		
31	City Surveyor	\$ 55,438.88	\$ 94,246.08
	Golf Course Superintendent	\$ 26.6533	\$ 45.3106
	Head Golf Professional		
	Lab Supervisor		



Maintenance Construction Superintendent  
 Master Sergeant  
 Planning/Zoning Administrator  
 Sanitation Superintendent  
 Street Superintendent  
 W/S Plant Superintendent  
 Recreation Program Director  
 Superintendent of Parks

32	Director of Emergency Management	\$ 59,375.01	\$ 100,937.65
	Division Chief/Fire Marshal	\$ 28.5457	\$ 48.5277
	Division Chief of Fire and Life Safety		
	Division Chief of Training		
	Fire Battalion Chief		
	Police Lieutenant		
	MIS Assistant Director		
33		\$ 62,343.77	\$ 105,984.43
		\$ 29.9730	\$ 50.9541
34		\$ 64,177.40	\$ 109,101.57
		\$ 30.8545	\$ 52.4527
35	Assistant Finance Director	\$ 67,386.27	\$ 114,556.64
	MIS Director	\$ 32.3972	\$ 55.0753
	Police Captain		
36	Police Major	\$ 70,755.60	\$ 120,284.52
	Public Works Director	\$ 34.0171	\$ 57.8291
	Assistant Fire Chief		
37	Finance Director	\$ 74,293.37	\$ 126,298.74
	Human Resources Director	\$ 35.7180	\$ 60.7205
	Police Chief		
	Recreation Director		
38	City Engineer	\$ 78,008.04	\$ 132,613.68
	Fire Chief	\$ 37.5039	\$ 63.7566
	Utilities Director		
39	Peak Time City Attorney	\$ 81,908.43	\$ 139,244.35
		\$ 39.3791	\$ 66.9444
40	Assistant City Manager	\$ 86,003.85	\$ 146,206.55

\$ 41.3480 \$ 70.2916



May 5, 2023

Memorandum

To: Thomasville City Council

From: Michael Brandt, City Manager

Alisa Quick, Human Resources Director

RE: Proposed Amendment to Thomasville Personnel Policy

At the request of City Council, staff reviewed and are proposing the following language to address the concerns raised regarding career advancement educational exclusions. The last sentence of the first paragraph and the entire second paragraph is repeated language that is included in Article XVII Section 4. The third paragraph specifically states that any previous policies or procedures that do not follow the promotion process are no longer valid and will not be recognized by the City.

### **Article III Employment Standards:**

#### **Section 3. Promotion**

It is the policy of the City to encourage qualified city employees to apply for higher rated positions. Candidates for promotion shall be chosen on the basis of their qualifications and work records. City employees may be promoted to higher positions without public advertisement. *Employees applying for advancement in a career development program must follow the established procedures and department protocols set forth by each department as appropriate.*

*Applicants for advancement in the City of Thomasville's career development programs must achieve a minimum rating of "meets standards" on their periodic performance evaluations. These standards shall include educational and experience requirements for all perspective candidates for an internal promotion. Appointment to progressive classifications is subject to fiscal constraints and organizational demand.*

*Effective May 15, 2023, all previous policies and procedures whether established by policy, memorandum, or practice, that provides for exclusions from the educational, or other requirements, of departmental career development programs are hereby nullified and are no longer in effect for any position within the City of Thomasville.*

## **NATIONAL NIGHT OUT ROAD CLOSURE ORDINANCE**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF THOMASVILLE** that the following section is adopted as National Night Out Road Closure Ordinance, to be included in the Code of Ordinances, City of Thomasville, Section 78. Traffic and Vehicles, Article I. In General.

**The Code of Ordinances, City of Thomasville, North Carolina, is hereby amended by adding Sec. 78-25. National Night Out Road Closure, and it shall read in its entirety as follows:**

Article I. In General

Sec. 78-25. National Night Out Road Closure

The City Council of the City of Thomasville, pursuant to the authority granted by G.S. 20-169, does hereby declare a temporary road closure during the date and time set forth below on the following described portion of a State Highway System route:

Date: August 1, 2023, the first Tuesday in August

Time: 4:00 P.M. to 9:00 P.M.

Streets to be closed as follows:

- West Main Street from Church Street to Kinney Avenue

This ordinance shall be in effect when signs are erected giving notice of the limits and times of the celebration and implementation of adequate traffic control to guide through vehicles around the celebration area.

**All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.**

Adopted this 15<sup>th</sup> day of May, 2023.

---

Raleigh York, Jr., Mayor

**ATTEST:**

---

Wendy S. Martin, City Clerk



To: Michael Brandt, City Manager  
From: Chuck George, Planning/Zoning Administrator  
Date: May 2, 2023  
Re: City Council Meeting, May 15, 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 and 12.

- (11). Sales or trade of domestic animals (cats and dogs) shall be prohibited.
- (12). Sale or trade of livestock is permitted, including but not limited to horses, cows, goats, sheep, rabbits, and chickens.

*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 domestic animals (cats and dogs) shall be prohibited.
12. Sale or trade of livestock is permitted, including but not limited to horses, cows, goats, sheep, rabbits, and chickens.

**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 and 12:

11. Sale or trade of domestic animals (cats and dogs) shall be prohibited.

12. Sale or trade of livestock is permitted, including but not limited to horses, cows, goats, sheep, rabbits, and chickens.

This Ordinance amendment shall become effective on May 15, 2023, upon its adoption by the City Council of the City of Thomasville.

**ADOPTED** this the 15<sup>th</sup> day of May, 2023 by the City Council of the City of Thomasville.

CITY OF THOMASVILLE

\_\_\_\_\_  
Raleigh York, Mayor

ATTEST:

\_\_\_\_\_  
Wendy Martin, City Clerk