

A regular meeting of the Carrboro Board of Aldermen was held on Tuesday, October 6, 1992 at 7:30 p.m. in the Town Hall Board Room.

Present and presiding:

Mayor	Eleanor Kinnaird
Aldermen	Randy Marshall
	Tom Gurganus
	Frances Shetley
	Jacquelyn Gist
	Jay Bryan
Town Manager	Robert W. Morgan
Town Clerk	Sarah C. Williamson
Town Attorney	Michael B. Brough

Absent:  
Alderman Hilliard Caldwell

**APPROVAL OF MINUTES OF PREVIOUS MEETING**

MOTION WAS MADE BY JAY BRYAN AND SECONDED BY JACQUELYN GIST THAT THE MINUTES OF SEPTEMBER 22, 1992 BE APPROVED. VOTE: AFFIRMATIVE ALL

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**PROCLAMATIONS ISSUED**

Mayor Kinnaird issued a proclamation proclaiming the week of October 4 - 10, 1992 as Fire Prevention Week and the month of October as Saratov, Russia and Carrboro, North Carolina Month.

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**INTRODUCTION OF NEW EMPLOYEES**

Interim Police Chief Callahan introduced four new officers: Paul Atherton, Tom Ringer, Terance Sembly and Chris Schenk.

Roy Williford, Planning Director, introduced Kenneth Withrow, the town's new Transportation Planner.

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**PUBLIC HEARING SET/CONDITIONAL USE PERMIT REQUEST/STACEY HEIGHTS**

Greg Shepard of Philip Post and Associates has requested a conditional use permit that would allow the construction of 20 single-family dwelling units on 11.83 acres. The property is located at the corner of Tallyho Trail and Rogers Road. The parcel is identified as Tax Map 23, Block C, Lot 25B and partial lot 25A. This property is zoned R-20. The administration recommended that a public hearing be set for October 27, 1992.

MOTION WAS MADE BY FRANCES SHETLEY AND SECONDED BY JAY BRYAN THAT A PUBLIC HEARING BE SET FOR OCTOBER 27, 1992, AND THAT OWASA BE REQUESTED TO BE PRESENT TO ANSWER WHY THEY NEED A 15 FOOT EASEMENT ACROSS THIS PROPERTY. VOTE: AFFIRMATIVE ALL

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**PUBLIC HEARING SET/CONDITIONAL USE PERMIT REQUEST/CELLULAR PHONE TOWER**

Ron Biszick of The Bernstein Group, Inc. and Ken Cory of The John R. McAdams Company, Inc. have applied for a conditional use permit that would allow construction of a 250-foot high cellular telephone communications tower and a 336 square foot accessory building on 5.92 acres located at 515 South Greensboro Street. The parcel is identified as Tax Map 100, Block C, Lot 33 and is zoned M-1. The administration recommended that a public hearing be set for October 27, 1992.

MOTION WAS MADE BY TOM GURGANUS AND SECONDED BY FRANCES SHETLEY THAT A PUBLIC HEARING BE SET FOR OCTOBER 27, 1992, AND THAT THE CIRCUMFERENCE OF THE ELECTROMAGNETIC FIELD TO BE EMITTED, THE HEIGHTS OF COMPARABLE TOWERS, AND THE HISTORY OF THIS USE IN THE M-1 ZONE BE PROVIDED TO THE BOARD OF ALDERMEN. VOTE: AFFIRMATIVE ALL

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REPORT ON EMPLOYEE COMMITTEE RECOMMENDATIONS

Larry Gibson, Assistant Town Manager, presented a report on minimal-cost issues recommended by the Employee Committee. Those items were as follows:

1. Bring Carrboro's annual leave benefits in line with other area governments.

The administration recommended adding two days of annual leave to the accrual rates for each level of longevity.

2. Implement a compensatory time policy which accurately reflects the actual overtime hours worked by exempt employees.

The administration has developed a town-wide policy for the granting of compensatory leave to exempt employees.

3. Increase the life insurance benefit for family members of permanent employees.

The administration will provide the higher \$10,000 limit as an optional coverage during the next open enrollment period in the Spring, effective July

1. In addition, staff is working to provide employees with options for purchasing additional term life insurance for themselves, above the existing \$15,000 in coverage paid for by the Town.

4. Offer short-term and long-term disability insurance.

The administration is committed to offering disability coverage beginning in January of 1993. However, staff is still reviewing different plans.

The plan that we are presently considering does involve a small contribution from the employer (approximately \$1700 per year). This contribution purchases a minimal disability benefit of \$100.00 per month per employee which ensures that every employee is eligible for coverage, and that no one is excluded for reason of preexisting conditions. Under this plan, employees would have the option of purchasing additional coverage up to 60 percent of their monthly earnings. Staff estimates this would cost, on average, between \$12.00 and \$18.00 a pay period.

5. Have a BBQ next Spring-- free to employees, spouses and children.

The administration recommended approval of this recommendation. Staff estimates the cost of catering this affair at \$1500 which would make it free to employees and their spouses and children.

6. Equalize the rank structure of the Police Department with those of surrounding agencies.

The Interim Police Chief and the administration recommend against changing the current rank structure of the Department.

7. Create a recognition rank (no pay raise) of Senior Patrol Officer or Senior Fire Driver to recognize those who have served over five years and have shown a marked proficiency in job performance.

The administration would give consideration to a "recognition rank" provided certain guidelines were followed to ensure that the designation was strictly a recognition of time in service, and did not create any additional responsibility or authority for the Officers so designated.

8. Explore having local community colleges give extension courses at Town Hall.

The administration is surveying Town employees to determine what types of courses should be offered.

9. Set up a system so that employees can check out videotapes of Board of Aldermen meetings overnight.

The Town Clerk has already set up such a system.

10. Make changes to the employee lounge.

The administration has placed a television and a bulletin board in the break room and has installed blinds on the break room window.

11. Allow town employees and their families to take Carrboro Parks and Recreation classes for "in-county" rates.

The administration recommended amending the Miscellaneous Fees and Charges Schedule to accommodate this change.

12. Provide "Dress Blue" coats for Police Officers to wear to court.

The Interim Police Chief and the administration recommended against providing dress uniforms or blazers for Officers to wear to Court or special occasions. No other area departments provide such uniforms. Departmental policy does not require that Officers wear dress uniforms or suits when attending Court or special events. The standard uniform or a "neat and clean" appearance is all that is required.

13. Negotiate discounted YMCA (or other gym/health facility) memberships for Town employees.

The administration is working with the Carrboro GYM to provide memberships and additional services for Town employees at discounted rates through a payroll deduction plan.

The administration requested that the Board approve the following:

(1) an ordinance amending the Personnel Section of the Town Code to provide two additional days of annual leave for Town employees;

(2) a budget amendment transferring \$1500 from contingency to fund expenses associated with a Spring Picnic for town employees, their spouses and children; and \$900 for implementing a disability plan mid-year.

(3) an amendment to the Miscellaneous Fees and Charges Schedule allowing town employees and their families to enroll in Carrboro Parks and Recreation classes for "in-county" rates.

MOTION WAS MADE BY TOM GURGANUS AND SECONDED BY RANDY MARSHALL THAT THE FOLLOWING RECOMMENDATIONS BE APPROVED:

- A. TO PROVIDE OPTIONAL LEVELS OF DEPENDENT LIFE INSURANCE UP TO \$10,000 FOR A COST OF \$2.00 PER MONTH.
- B. TO PROVIDE A MINIMAL DISABILITY BENEFIT OF \$100.00 PER MONTH PER EMPLOYEE WHICH ENSURES THAT EVERY EMPLOYEE IS ELIGIBLE FOR COVERAGE WITH THE OPTION OF EMPLOYEES PURCHASING ADDITIONAL COVERAGE UP TO 60% OF THEIR MONTHLY EARNINGS.
- C. FUNDING OF A BBQ NEXT SPRING WHICH WILL BE FREE TO EMPLOYEES, THEIR SPOUSES AND CHILDREN.
- D. TO ALLOW TOWN EMPLOYEES TO TAKE CARRBORO PARKS AND RECREATION CLASSES AT IN-COUNTY RATES.

THAT THE ADDITION OF ANNUAL LEAVE AND A COMPENSATORY TIME POLICY FOR EXEMPT EMPLOYEES BE REFERRED BACK TO THE EMPLOYEE COMMITTEE WITH THE REQUEST THAT THE COMMITTEE CONSIDER AN EXCHANGE OF COMP TIME FOR THE ADDITION OF VACATION TIME, THAT THE COMMITTEE SUGGEST HOW MANY ANNUAL LEAVE DAYS WOULD COMPENSATE EXEMPT EMPLOYEES FOR THEIR OVERTIME, AND THAT THE COMMITTEE/ADMINISTRATION CONSIDER REQUIRING EMPLOYEES TO TAKE 5 CONSECUTIVE DAYS OF LEAVE DURING THE YEAR. VOTE: AFFIRMATIVE FOUR, NEGATIVE TWO (GIST, BRYAN)

Alderman Gurganus requested that job sharing be added to list of items to be considered by December 31, 1992.

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#### REQUEST FOR RELEASE OF BACK TAXES

The town has received a request from Robyn and Jake Gardner of 1604 N. Greensboro Street requesting relief of back taxes owed on their property back to 1987. This request is being made because Orange County failed to bill this property for these taxes until this year. The administration recommended not releasing these taxes since the town has provided town services to this property.

MOTION WAS MADE BY RANDY MARSHALL AND SECONDED BY TOM GURGANUS THAT THE TOWN CHARGE THE GARDNERS \$2,173.06 WITH A NEGOTIATED PAY BACK TIME. VOTE: AFFIRMATIVE THREE, NEGATIVE THREE (GIST, KINNAIRD, BRYAN)

MOTION WAS MADE BY RANDY MARSHALL AND SECONDED BY TOM GURGANUS THAT THE TOWN CHARGE THE GARDNERS TAXES DUE SUBSEQUENT TO SEPTEMBER 30, 1988 (THE DATE OF THE QUARTERPATH TRACE ANNEXATION) WITH A NEGOTIATED PAY BACK TIME. VOTE: AFFIRMATIVE THREE, NEGATIVE THREE (GIST, KINNAIRD, BRYAN)

It was the consensus of the Board to place this item back on the agenda for October 20, 1992.

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**1992-93 PASS THROUGH AGREEMENT WITH CITY OF DURHAM FOR SECTION 8 AND FHWA 104(F) "P.L." FUNDS**

The administration recommended that the Board of Aldermen adopt a resolution authorizing the Town Manager to execute agreements with the City of Durham for P.L. Funds and the Section 8 funds.

The following resolution was introduced by Alderman Frances Shetley and duly seconded by Alderman Jacquelyn Gist.

**A RESOLUTION AUTHORIZING THE TOWN MANAGER TO  
ENTER INTO AGREEMENTS WITH THE CITY OF DURHAM FOR  
FHWA PL FUNDS AND FOR FTA SECTION 8 FUNDS  
Resolution No. 11/92-93**

WHEREAS, the Carrboro Board of Aldermen entered into the Memorandum of Understanding for cooperative, comprehensive, and continuing transportation planning, and;

WHEREAS, as part of this agreement the TAC approves the Planning Work Program (PWP) annually, which lists the activities that each jurisdiction will undertake during the year, and the anticipated amount of funds necessary to accomplish each project, and;

WHEREAS, Federal PL Funds and FTA Section 8 Funds are made available to offset the cost of these activities, and;

WHEREAS, the Town of Carrboro enters into an annual agreement with the City of Durham to receive an allocation of grant assistance provided with PL Funds and Section 8 Funds, and;

WHEREAS, the Town of Carrboro's allocation for 1992 - 1993 totals \$10,552 in PL Funds and \$5,573 in Section 8 Funds;

**NOW THEREFORE, THE BOARD OF ALDERMEN OF THE TOWN OF CARRBORO RESOLVES:**

Section 1. The Board of Aldermen hereby authorizes the Town Manager to enter into agreements with the City of Durham to receive the allocation of PL Funds and Section 8 Funds.

Section 2. This resolution shall become effective upon adoption.

The foregoing resolution, having been submitted to a vote, received the following vote and was duly adopted this 6th day of October, 1992:

AYES: Randy Marshall, Tom Gurganus, Eleanor Kinnaird, Frances Shetley, Jacquelyn Gist, Jay Bryan

NOES: None

ABSENT/EXCUSED: Hilliard Caldwell

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**CONSIDERATION OF A REVISED ANIMAL CONTROL ORDINANCE**

The Board of Aldermen considered adoption of a revised animal control ordinance for the town.

Mayor Kinnaird stated that she and Alderman Bryan had prepared a list of proposed changes to the proposed animal control ordinance for the Board's consideration.

MOTION WAS MADE BY JAY BRYAN AND SECONDED BY TOM GURGANUS THAT THE PROPOSED ORDINANCE BE ADOPTED WITH THE CHANGES PROPOSED BY MAYOR KINNAIRD AND ALDERMAN BRYAN. (MOTION WITHDRAWN)

It was the consensus of the Board to request that the Town Attorney amend the proposed ordinance to reflect the changes proposed by Mayor Kinnaird and Alderman Bryan for the Board's consideration.

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**SMALL AREA PLANNING UPDATE**

Julia Trevarthen, the town's Senior Planner, presented a report on the recommendations of the Planning Board and town staff concerning the organization of the Small Area Planning Work Group and its proposed charge.

MOTION WAS MADE BY JACQUELYN GIST AND SECONDED BY JAY BRYAN THAT THE BOARD ENDORSES THE PLANNING BOARD AND TOWN STAFF RECOMMENDATIONS CONCERNING THE ORGANIZATION OF THE SMALL AREA PLANNING WORK GROUP AND ITS PROPOSED CHARGE WITH THE FOLLOWING CHANGES TO THE ITEMS TO BE ADDRESSED BY THE SMALL AREA PLANNING WORK GROUP:

1. Number 3 should read: "Conservation of farmland, natural areas and environmentally sensitive areas."
2. Add a Number 7 to read: "Maintenance of the town character and preservation of existing neighborhoods."
3. Add a Number 8 to read: "Encouragement of a pedestrian scale."
4. Add a Number 9 to read: "Protection of the character and natural beauty of the area defined."

VOTE: AFFIRMATIVE FIVE, NEGATIVE ONE (GURGANUS)

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**REDUCTION OF SCRAP TIRE TIPPING FEE**

The administration recommended adoption of a resolution reducing the 1992-93 tipping fee for scrap tires from \$100 per ton to \$50 per ton or \$0.50 per tire.

The following resolution was introduced by Alderman Randy Marshall and duly seconded by Tom Gurganus.

A RESOLUTION REDUCING THE TIPPING FEE  
FOR FISCAL YEAR 1992-93  
FOR DISPOSAL OF SCRAP TIRES AT ORANGE REGIONAL LANDFILL  
Resolution No. 12/92-93

WHEREAS, the State of North Carolina statutes do not allow scrap tire tipping fees at landfills within the State that exceed the actual cost of disposal of tires less the State reimbursement of revenues to counties from State tax on tires; and

WHEREAS, the scrap tire tipping fee for Fiscal Year 1992-93 for Orange Regional Landfill of \$100 per ton is projected to produce revenues greater than those allowed by State law.

NOW, THEREFORE, THE BOARD OF ALDERMEN OF THE TOWN OF CARRBORO RESOLVES:

Section 1. The Town of Carrboro concurs in reducing the tipping fee for scrap tires disposed at the Orange Regional Landfill from \$100 per ton to \$50 per ton, and \$0.50 per tire, effective immediately.

Section 2. This resolution shall become effective upon adoption.

The foregoing resolution having been submitted to a vote, received the following vote and was duly adopted this 6th day of October, 1992:

Yes: Randy Marshall, Tom Gurganus, Eleanor Kinnaird, Frances Shetley, Jacquelyn Gist, Jay Bryan

Noes: None

Absent or Excused: Hilliard Caldwell

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**APPOINTMENT TO TRIANGLE TRANSIT AUTHORITY'S FIXED GUIDEWAY ADVISORY GROUP**

MOTION WAS MADE BY FRANCES SHETLEY AND SECONDED BY JACQUELYN GIST THAT JANET WHITESIDES BE APPOINTED AS THE TOWN'S REPRESENTATIVE ON THE TRIANGLE TRANSIT AUTHORITY'S FIXED GUIDEWAY ADVISORY GROUP. VOTE: AFFIRMATIVE ALL

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**CANCELLATION OF OCTOBER 13TH BOARD MEETING**

The administration recommended that the Board cancel its meeting scheduled for October 13, 1992 due to the lack of agenda items and due to the fact that the Joint Planning Public Hearing is scheduled for October 14, 1992.

MOTION WAS MADE BY JACQUELYN GIST AND SECONDED BY TOM GURGANUS THAT THE OCTOBER 13, 1992 MEETING OF THE BOARD OF ALDERMEN BE CANCELED. VOTE: AFFIRMATIVE ALL

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**VANDALISM AT TOWN CEMETERIES**

Mayor Kinnaird requested that the Agenda Planning Committee schedule a discussion of vandalism at town cemeteries.

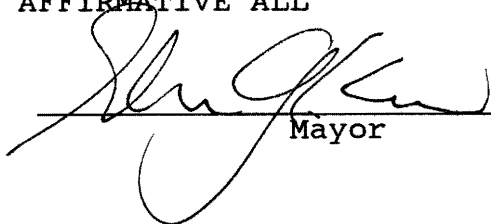
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**TOWN MANAGER EVALUATION COMMITTEE**

MOTION WAS MADE BY TOM GURGANUS AND SECONDED BY RANDY MARSHALL THAT ALDERMEN CALDWELL, SHETLEY AND BRYAN SERVE AS THE COMMITTEE TO REVIEW THE PROCESS FOR EVALUATING THE MANAGER. VOTE: AFFIRMATIVE ALL

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MOTION WAS MADE BY JACQUELYN GIST AND SECONDED BY TOM GURGANUS THAT THE MEETING BE ADJOURNED AT 11:18 P.M. VOTE: AFFIRMATIVE ALL

  
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Mayor

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Town Clerk