

A regular meeting of the Carrboro Board of Aldermen was held on Tuesday, March 9, 2004 at 7:30 p.m. in the Town Hall Board Room.

Present and presiding:

Mayor Pro Tem	Diana McDuffee
Aldermen	Joal Hall Broun
	Mark Chilton
	Jacquelyn Gist
	John Herrera
	Alex Zaffron
Deputy Town Clerk	Sharmin Mirman
Town Manager	Steve Stewart
Town Attorney	Mike Brough

Absent:

Mayor	Michael R. Nelson
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**APPROVAL OF MINUTES OF PREVIOUS MEETING: MARCH 2, 2004**

MOTION WAS MADE BY ALEX ZAFFRON AND SECONDED BY JOAL HALL BROUN TO APPROVE THE MARCH 2 2004 MINUTES. VOTE: AFFIRMATIVE SIX, ABSENT ONE (NELSON)

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**PUBLIC HEARING ON THE CONDITIONAL USE PERMIT MINOR MODIFICATION:  
CORPORATE OFFICE ADDITION TO THE CARRBORO COMMUNITY HEALTH CENTER**

Michael Hammersly, on behalf of Piedmont Health Services Incorporated, has submitted an application for a minor modification to an existing Conditional Use Permit (CUP) to allow the addition of a corporate office to the existing building located at 401 Lloyd Street. The request would allow the construction of one additional one-story building on the site with associated parking. The Administration requested that the Board of Aldermen review, deliberate and make a decision regarding the conditional use permit minor modification request.

Marty Roupe, the Town's Zoning Administrator, was sworn in and made the presentation.

Trish McGuire, the Town's Planning Administrator, was sworn in and answered the Board's questions.

Moses Carey, representing Piedmont Health Services, Inc. was sworn in and addressed the Board. He agreed to allow their parking spaces to be used after business hours.

MOTION WAS MADE BY JOAL HALL BROUN AND SECONDED BY ALEX ZAFFRON TO CLOSE THE PUBLIC HEARING. VOTE: AFFIRMATIVE SIX, ABSENT ONE (NELSON)

The following resolution was introduced by Alderman Alex Zaffron and duly seconded by Alderman Jacquelyn Gist.

A RESOLUTION APPROVING A MINOR MODIFICATION OF THE CONDITIONAL USE PERMIT FOR THE CARRBORO COMMUNITY HEALTH CENTER FOR THE CONSTRUCTION OF AN ADDITIONAL 5,998 SQUARE FOOT, ONE-STORY BUILDING WITH ASSOCIATED PARKING

Resolution No. 130/2003-04

WHEREAS, the Carrboro Board of Aldermen approved a Conditional Use Permit for the Carrboro Community Health Center located at 401 Lloyd Street on September 1, 1992; and

WHEREAS, the applicant has requested a modification to allow the addition of a one-story building with associated parking on the site; and

WHEREAS, the Administration has determined that the requested changes to the site amount to a minor modification, which requires approval by the permit issuing authority (in this case, the Board of Aldermen).

NOW, THEREFORE BE IT RESOLVED by the Carrboro Board of Aldermen that the minor modification to the Carrboro Community Health Center Conditional Use Permit is approved, subject to the following conditions:

- 1) That the construction plans for the project must include a gate enclosure so as to fully screen the dumpster area from all angles and off-site viewpoints;
- 2) That the property owner must work with the Town's GIS Administrator to satisfactorily resolve the permanent, physical address for the subject property. If an address change is necessary, then the property owner and/or any tenants using the property must begin using the new address within three (3) years of the date of issuance of this CUP Modification, unless a development application is brought forth for the neighboring property (301 Lloyd Street) before that time, in which case the new address must be utilized by the date of approval for the development application on the neighboring property.

The foregoing resolution having been submitted to a vote, received the following vote and was duly adopted this 9th day of March, 2004

Ayes: Joal Hall Broun, Mark Chilton, Jacquelyn Gist, John Herrera, Diana McDuffee, Alex Zaffron

Noes: None

Absent or Excused: Michael R. Nelson

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**WORKSESSION: DISCUSSION OF DEVELOPING A COMPENSATION PHILOSOPHY AND  
TRANSITIONING TO A PAY FOR PERFORMANCE PLAN**

The purpose of this item was to facilitate a discussion with the Board to determine its values as related to compensation and to assist the Board in developing a compensation philosophy to incorporate into the Town's future pay for performance plan.

Becky Veazey, Consultant of the Management and Personnel Services (MAPS) Group, made a presentation to the Board. Ms. Veazey discussed how to overhaul and improve the Town's current system.

MOTION WAS MADE BY JACQUELYN GIST AND SECONDED BY ALEX ZAFFRON TO ADOPT THE FOLLOWING COMPENSATION PHILOSOPHY:

That a market-based pay plan structure be adopted and a performance awards chart which provides for a sustainable wage, allows for market competitiveness, flexibility with new hire salaries, and employee performance award flexibility to ensure the most equitable and accurate compensation based on an employee's knowledge, skills, abilities, and accomplishments; to promote a hiring practice that attracts and retains a team of

qualified, capable, and valued individuals; to ensure that the pay plan structure and the performance awards program are reviewed annually to ensure their competitiveness and cost effectiveness.

VOTE: AFFIRMATIVE SIX, ABSENT ONE (NELSON)

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### **CHAPEL HILL TRANSIT'S ANNUAL STATUS REPORT**

David Bonk presented an annual status report on the Chapel Hill Transit system. Mr. Bonk is Principal Transportation Planner for the Town of Chapel Hill. He provided a general outline about service, ridership and proposed developments.

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### **NORTHERN TRANSITION AREA ADVISORY COMMITTEE'S SUGGESTED REVISIONS TO CARRBORO'S LIGHTING STANDARDS**

The purpose of this item was for the Northern Transition Area Advisory Committee (NTAAC) to discuss with the Board light pollution and other lighting issues as they pertain to the existing provisions of the Land Use Ordinance governing outdoor lighting.

Jeff Kleveland, one of the town's Development Review Specialists, addressed the Board. He said that because the town's growth is limited, the Orange County ordinance and draft proposal might not be a good fit for our community.

Chris Potter, a member of the NTAAC, addressed the Board.

Mayor Pro Tem McDuffee asked staff to take suggestions that were made and come back with a draft ordinance amendment using the lighting report as a reference. Staff was asked to consider if there is a proposal they would make in terms of how to deal with non-conformities (a non-legislative solution)

Alderman Broun asked staff to come up with 5 or 6 cost estimates. What are we adding to the cost? What would be saved by the lower electricity use? Does Duke Power have regulations? She asked staff to provide a middle-ground alternative to amortization.

Alderman Herrera expressed concern about whether this is a priority for Carrboro. Can we encourage voluntary (as opposed to enforcing) re-fitting of existing fixtures? What incentives can we provide? Can we get a cost analysis? He said that by adopting this, we assume it is a major problem, when it might not be.

Mayor Pro Tem McDuffee asked staff for information to decide if we want to adopt for land use policies/ourselves. Staff was asked to check out information committee presented in their report and more information on the depth of the problem and potential solution.

Alderman Gist asked staff for a gentler way of changing over some recommendations and focus our energy on the Northern Transition area so that we may continue to see the stars – refer to DDC, EAB, planning and recreation

The following resolution was introduced by Alderman Jacquelyn Gist and duly seconded by Alderman Alex Zaffron

A RESOLUTION ACCEPTING THE NORTHERN TRANSITION ADVISORY COMMITTEE'S REPORT  
REGARDING OUTDOOR LIGHT POLLUTION  
Resolution No. 132/2003-04

WHEREAS, the Carrboro Board of Aldermen finds the issue of light pollution to be of common concern to the community; and

WHEREAS, the Northern Transition Area Advisory Committee has been created to represent citizens of the Northern Transition Areas and is empowered to create reports and make recommendations to the Board of Aldermen related to preserving and enhance the character of the Northern Transition Area.

NOW, THEREFORE BE IT RESOLVED by the Carrboro Board of Aldermen that the Board of Aldermen accepts the attached lighting report from the Northern Transition Area Advisory Committee subject to the following conditions:

- 1) That the planning staff is directed to create a draft ordinance amendment using the lighting report as a reference.
- 2) That any draft ordinance remove any reference to amortizing existing lighting fixtures, and;
- 3) That any proposed ordinance applies to residential as well as non-residential areas.
- 4) That provisions relating to street lighting not be included in the Land Use Ordinance but be included in modifications to the existing Public Works "Street Lighting Policy".
- 5) That the draft ordinance be referred to the Downtown Development Commission, Environmental Advisory Board, Planning Board and Recreation and Parks Commission.

The foregoing resolution having been submitted to a vote, received the following vote and was duly adopted this 9th day of March, 2004

Ayes: Joal Hall Broun, Mark Chilton, Jacquelyn Gist, Diana McDuffee, Alex Zaffron

Noes: John Herrera

Absent or Excused: Michael Nelson

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MOTION WAS MADE BY JACQUELYN GIST AND SECONDED BY JOAL HALL BROUN TO ADJOURN TO CLOSED SESSION AT 10:20 P.M. VOTE: AFFIRMATIVE SIX, ABSENT ONE (NELSON)

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**PURCHASE OF PROPERTY**

The Board discussed the idea of adopting a policy to use when considering the purchase of property.

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A MOTION TO ADJOURN WAS MADE BY ALEX ZAFFRON AND SECONDED BY JACQUELYN GIST TO ADJOURN THE MEETING AT 11:00 P.M. VOTE: AFFIRMATIVE SIX, ABSENT ONE (NELSON)

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Mayor Pro Tem

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Deputy Town Clerk