

**REGULAR MEETING
ASHEBORO CITY COUNCIL
CITY COUNCIL CHAMBER, MUNICIPAL BUILDING
FEBRUARY 8, 2018
7:00 p.m.**

This being the time and place for a regular meeting of the Asheboro City Council, a meeting was held with the following elected officials and city management team members present:

David H. Smith) – Mayor Presiding

Clark R. Bell)
Edward J. Burks)
Linda H. Carter) – Council Members Present
Jane H. Redding)
Katie L. Snuggs)
Charles A. Swiers)

Walker B. Moffitt) – Council Member Absent

John N. Ogburn, III, City Manager
Edsel L. Brown, Code Enforcement Officer
Timothy E. Cockman, Deputy Fire Chief
Holly H. Doerr, CMC, NCCMC, City Clerk/Paralegal
David J. Hutchins, Public Works Director
Doug Kemp, Human Resources Director
Michael L. Leonard, PE, City Engineer
Mark T. Lineberry, Assistant Chief of Police
Trevor L. Nuttall, Community Development Director
Randy C. Purvis, Chief Building Inspector
Jeffrey C. Sugg, City Attorney
Jody P. Williams, Chief of Police
Roy C. Wright, Fire Chief

1. Call to order.

With a quorum being present, Mayor Smith called the meeting to order for the transaction of business, and business was transacted as follows.

2. Moment of silent prayer and pledge of allegiance.

After a moment of silence was observed in order to allow for private prayer and meditation, Mayor Smith asked everyone to stand and repeat the pledge of allegiance.

3. Appearance and recognition of guests and citizens.

Mayor Smith welcomed everyone in attendance.

4. The year-end audit report for fiscal year 2016-2017.

The City Council received from Mr. Steve Hackett, CPA with the firm of Maxton McDowell, CPA the audit report for the fiscal year that ended June 30, 2017. During his presentation, Mr. Hackett reported that the city received what is commonly referred to as a “clean audit” (currently also referred to as an “unmodified opinion”) that reflects an unqualified acceptance of the city’s financial statements.

A copy of the written audit report is available for inspection in the city finance department. No Council action was taken on this agenda item.

5. Randolph County Economic Development Corporation’s Annual Report.

Mr. Walter Sprouse, who is the newly appointed President of the Randolph County Economic Development Corporation (“RCEDC”), led the presentation of the annual report from the RCEDC. Mr. Sprouse was joined in this presentation by Board of Directors Chair Elbert Lassiter and Mr. Kevin Franklin who is the Vice President of the RCEDC.

Mr. Sprouse and Mr. Franklin discussed highlights from the annual report. No formal action was taken by the Council in response to this presentation. Copies of the materials distributed by Mr. Sprouse and Mr. Franklin have been filed in the city clerk’s office.

6. Consent agenda.

Upon motion by Mr. Burks and seconded by Ms. Carter, Council voted unanimously to approve/adopt each of the following consent agenda items. Council Members Bell, Burks, Carter, Redding, Snuggs, and Swiers voted in favor of the motion.

- (a) The meeting minutes for the city council's regular meeting on January 11, 2018. (Due to a snowstorm, the meeting was rescheduled from January 4, 2018.)**

The approved minutes are on file in the city clerk's office, and an electronic copy of the approved minutes is posted on the city's website.

- (b) Acknowledgment of the receipt from the Asheboro ABC Board of its meeting minutes for December 4, 2017.**

The minutes of the meeting held by the Asheboro ABC Board on December 4, 2017 have been received by the city clerk, distributed to the mayor and members of the city council for review, and are on file and available for inspection in the city clerk's office.

- (c) The scheduling of a public hearing for March 8, 2018, and the advertisement of this quasi-judicial hearing, concerning an application for a special use permit authorizing a land use identified as "combustible and flammable liquid storage above ground in quantities greater than 2,000 gallons but less than 100,000 gallons" on property located southwest of 2224 Old Cedar Falls Road on a portion of a parcel of land identified by Randolph County Parcel Identification Number 7761876606.**

- (d) A resolution awarding to retired Asheboro Fire Battalion Chief Charles E. Way, Jr. his fire helmet.**

RESOLUTION NUMBER 03 RES 2-18

CITY COUNCIL OF THE CITY OF ASHEBORO, NORTH CAROLINA

A RESOLUTION AWARDING A FIRE HELMET TO RETIRED ASHEBORO FIRE BATTALION CHIEF CHARLES E. WAY, JR.

WHEREAS, after rendering honorable and valuable service to the City of Asheboro and its citizens since the date of his initial employment with the Asheboro Fire Department on January 15, 1985, Fire Battalion Chief Charles E. Way, Jr. began his retirement from employment with the city on January 1, 2018; and

WHEREAS, pursuant to and in accordance with Section 160A-294.1 of the North Carolina General Statutes, the Asheboro City Council wishes to recognize and honor this dedicated public servant by awarding to him, at a minimal monetary cost, the fire helmet most recently assigned to him by the city;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Asheboro that, in consideration and recognition of his dedicated service, Charles E. Way, Jr. is to be awarded, at less than fair market value, ownership of the city fire helmet most recently issued to him; and

BE IT FURTHER RESOLVED by the City Council of the City of Asheboro that, as part of its recognition of this dedicated public servant, the council hereby directs city staff to convey to Charles E. Way, Jr. his fire battalion chief helmet for a purchase price of one dollar (\$1.00).

This Resolution was adopted by the Asheboro City Council in open session during a regular meeting held on the 8th day of February, 2018.

/s/David H. Smith
David H. Smith, Mayor

ATTEST:

/s/Holly H. Doerr
Holly H. Doerr, CMC, NCCMC, City Clerk

- (e) A resolution awarding to retired Asheboro Deputy Chief Fire Inspector William C. Barton his fire helmet.**

RESOLUTION NUMBER 04 RES 2-18

CITY COUNCIL OF THE CITY OF ASHEBORO, NORTH CAROLINA

**A RESOLUTION AWARDING A FIRE HELMET TO RETIRED
ASHEBORO DEPUTY CHIEF FIRE INSPECTOR WILLIAM C. BARTON**

WHEREAS, after rendering honorable and valuable service to the City of Asheboro and its citizens since the date of his initial employment with the Asheboro Fire Department on October 1, 1988, Deputy Chief Fire Inspector William C. Barton began his retirement from employment with the city on January 1, 2018; and

WHEREAS, pursuant to and in accordance with Section 160A-294.1 of the North Carolina General Statutes, the Asheboro City Council wishes to recognize and honor this dedicated public servant by awarding to him, at a minimal monetary cost, the fire helmet most recently assigned to him by the city;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Asheboro that, in consideration and recognition of his dedicated service, William C. Barton is to be awarded, at less than fair market value, ownership of the city fire helmet most recently issued to him; and

BE IT FURTHER RESOLVED by the City Council of the City of Asheboro that, as part of its recognition of this dedicated public servant, the council hereby directs city staff to convey to William C. Barton his deputy chief fire inspector helmet for a purchase price of one dollar (\$1.00).

This Resolution was adopted by the Asheboro City Council in open session during a regular meeting held on the 8th day of February, 2018.

/s/David H. Smith
David H. Smith, Mayor

ATTEST:

/s/Holly H. Doerr
Holly H. Doerr, CMC, NCCMC, City Clerk

- (f) **Acknowledgment and announcement of the 15-day notice of the following construction projects:**
 - (i) **The replacement of a 24-inch storm pipe that crosses Colony Road with two 36-inch pipes just east of the intersection of Colony Road and Rocky Lane. During construction, Colony Road will be closed to thru traffic for two or three days between Rocky Lane and Plantation Circle; and**
 - (ii) **The construction of a dry pond site behind 1231 Pepperidge Road. This work is part of a stormwater mitigation project. No street closures are anticipated.**
- (g) **A resolution stating the intent of the Asheboro City Council to lease Hangar J at the Asheboro Regional Airport under modified terms and conditions.**

RESOLUTION NUMBER 05 RES 2-18

CITY COUNCIL OF THE CITY OF ASHEBORO, NORTH CAROLINA

**RESOLUTION STATING THE INTENT TO EXTEND THE LEASE OF ASHEBORO REGIONAL
AIRPORT HANGAR J TO STEPHEN R. KNIGHT**

WHEREAS, during its meeting on January 16, 2018, the Asheboro Airport Authority (the "Airport Authority") decided to forward a recommendation to the Asheboro City Council to modify the existing leasing arrangements for Hangar J at the Asheboro Regional Airport; and

WHEREAS, the recommended modification is a 10-year extension of the lease term in consideration of the substantive improvements made to the hangar by the hangar's current lessee, Mr. Stephen R. Knight; and

WHEREAS, the proposed lease area (Hangar J) will not be needed by the city during the recommended extension of the lease term;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Asheboro that, during the regular council meeting on April 5, 2018, the council intends to follow the Airport Authority recommendation and approve a lease agreement that will extend Stephen R. Knight's current lease of Hangar J at the Asheboro Regional Airport to August 6, 2038; and

BE IT FURTHER RESOLVED by the City Council of the City of Asheboro that the city clerk is hereby directed to publish in *The Courier-Tribune* the statutorily mandated 30-day legal notice of the council's intent to authorize the above-described hangar lease agreement during the said regular meeting on April 5, 2018.

This Resolution was adopted by the Asheboro City Council in open session during a regular meeting held on the 8th day of February, 2018.

/s/David H. Smith
David H. Smith, Mayor

ATTEST:

/s/Holly H. Doerr
Holly H. Doerr, CMC, NCCMC, City Clerk

7. Recognition of retired Asheboro Fire Battalion Chief Charles E. Way, Jr.

On behalf of the Asheboro Fire Department, Chief Wright presented Fire Battalion Chief Way with a plaque and his fire helmet that he wore at the time of his retirement. Additionally, on behalf of Mayor Smith and the City Council, Mr. Ogburn presented Fire Battalion Chief Way with a retirement plaque from the municipal corporation.

8. Recognition of retired Asheboro Deputy Chief Fire Inspector William C. Barton.

On behalf of the Asheboro Fire Department, Chief Wright presented Deputy Chief Fire Inspector Barton with a plaque and his fire helmet that he wore at the time of his retirement. Additionally, on behalf of Mayor Smith and the City Council, Mr. Ogburn presented Deputy Chief Fire Inspector Barton with a retirement plaque from the municipal corporation.

9. Discussion of filling the vacancies on certain boards and commissions.

Mr. Nuttall utilized a visual presentation in order to give an overview of the current vacancies on the Airport Authority, the Redevelopment Commission, and the Planning Board.

First, Mr. Nuttall reported that the Asheboro Airport Authority is a 5-member board and currently has two open seats. Only two applicants, Mr. Mark Vuncannon and Mr. Bradley Lanier, live inside the city limits and applied to serve exclusively on the airport authority.

Based on this information, Mr. Bell moved to appoint Mr. Vuncannon and Mr. Lanier to the Asheboro Airport Authority. Ms. Snuggs seconded the motion, and the Council voted unanimously in favor of the motion. Council Members Bell, Burks, Carter, Redding, Snuggs, and Swiers voted in favor of the motion.

Next, Mr. Nuttall reported that the Redevelopment Commission is an 8-member board with one open seat. Ms. Snuggs moved to appoint Ms. Delilah Warner to serve in this capacity. Ms. Carter seconded the motion, and the Council voted unanimously to appoint Mr. Warner to serve on the Redevelopment Commission. Council Members Bell, Burks, Carter, Redding, Snuggs, and Swiers voted in favor of the motion.

Finally, Mr. Nuttall reported that the Asheboro Planning Board is a 7-member board (five city seats and two extraterritorial planning jurisdiction seats) with one open seat. Mr. Bell moved to appoint Mr. Michael O'Kelley to serve on the Planning Board. Mr. Swiers seconded the motion, and the Council voted unanimously to appoint Mr. O'Kelley to serve on the Asheboro Planning Board. Council Members Bell, Burks, Carter, Redding, Snuggs, and Swiers voted in favor of the motion.

10. Community Development Items:

- (a) **Case No. RZ-18-01: A legislative hearing on an application to rezone the property at 3418 United States Highway 220 Business South and a portion of an adjoining second parcel of land (Randolph County Parcel Identification Number 7659555061) from R10 (Medium-Density Residential) to B2 (General Commercial).**

Mayor Smith opened the public hearing, which was legislative in nature, on the request by George Venters and Glandon Forest Equity, LLC to rezone approximately 2.81 acres of land from R10 (Medium-Density Residential) to B2 (General Commercial). The land to be rezoned is owned by Lawrence B. Cranford Sr. Trading Company and is identified by the following Randolph County Parcel Identification Numbers: 7659555061 and a portion of 7659546951.

Mr. Nuttall utilized a visual presentation to summarize the planning staff's analysis of the request. The staff report noted the following:

1. The property is currently outside the city limits.
2. U.S. 220 Business South is a state-maintained major thoroughfare at this location. Old State Highway (SR 1148) is a state-maintained gravel road that is approximately 10 feet wide at this location.
3. The requested B2 district is described by the zoning ordinance as "intended to serve the convenience goods, shoppers goods retail, and service needs of the motoring public, both local and transient. This district should always be located with access directly to minor thoroughfares or higher classification streets, but never local residential streets."
4. The area includes a mix of residential (single-family, multi-family, and manufactured housing), commercial, and industrial uses.
5. The Land Development Plan map designates the subject property along U.S. 220 Business South as part of a "neighborhood center," which is described as a "small, pedestrian-oriented, neighborhood activity center with a mix of uses." Commercial uses are a component of a neighborhood center.

The Planning Board recommended approval of the request. This recommendation was based on the Planning Board's concurrence with the following analysis from the Community Development Division staff that evaluated the consistency of the requested rezoning with the adopted comprehensive plans as well as the reasonableness of the request and whether the requested rezoning is in the public interest:

The U.S. 220 Business South corridor has a variety of residential, commercial, and industrial uses and zoning in this area. The Land Development Plan and Southeast Small Area Plan designate this property as within a Neighborhood Center, which envisions a mix of pedestrian scale residential and non-residential uses. Commercial uses are an important component of a neighborhood center, and the LDP states that a goal of commercial uses within a Neighborhood Center is "to offer local residents an opportunity to shop for everyday items close to home." Although the lack of curb and gutter on public rights-of-way abutting the property make pedestrian improvements conceived by the Land Development Plan unlikely at this time, rezoning the property to a commercial district does begin to implement the neighborhood center concept.

In terms of transportation considerations, the property's direct access to U.S. 220 Business and state driveway permitting requirements should help ensure safe traffic movements into and out of any future development. Old State Highway is currently inadequate for commercial traffic and both state driveway permitting and city zoning requirements likely would preclude commercial access.

Considering these factors, staff believes the requested B2 district is consistent with the adopted LDP and is therefore reasonable and in the public interest.

Mr. Brent Purdum presented comments in favor of the requested rezoning.

There being no further comments and no opposition from the public, Mayor Smith transitioned to the deliberative phase of the hearing.

Upon motion by Mr. Bell and seconded by Mr. Burks, Council voted unanimously to follow the staff and Planning Board recommendations to approve the requested rezoning and adopted a multi-part motion that included the following actions:

1. Approval and adoption by the Council as its own of the above-stated consistency, reasonableness, and public interest analysis in support and explanation of the council's decision to grant the requested rezoning; and
2. The application for the requested zoning amendment was approved, without any modifications, due to the above-described analysis and the consistency of the requested rezoning with the adopted plans.

Council Members Bell, Burks, Carter, Redding, Snuggs, and Swiers voted in favor of the above-stated 2-part motion.

A copy of the visual presentation utilized by Mr. Nuttall is on file in the city clerk's office.

(b) Case No. RZ-18-02: A legislative hearing on an application to apply City of Asheboro zoning (R10 Medium-Density Residential) to the property located at 200 Foster Street.

Mayor Smith opened the public hearing, which was legislative in nature, on the request by the City of Asheboro to rezone approximately 15,454 square feet of land from Randolph County Zoning (RE-Residential Exclusive) to City of Asheboro zoning (R10 Medium-Density Residential). The land to be rezoned is owned by A Town Investments, LLC and is identified by Randolph County Parcel Identification Number 7750736791.

Mr. Nuttall utilized a visual presentation to summarize the planning staff's analysis of the request. The staff report noted the following:

1. The property was recently annexed into the city limits (effective 12-7-2017).
2. Foster Street is a state-maintained road.
3. In January 2013, the property, along with adjacent properties to the north, south, and east, were released from the city's zoning jurisdiction. Randolph County's zoning designation is RE (Residential-Exclusive) that allows primarily single-family dwellings.
4. The property owner requested annexation of the property. State law requires that zoning be applied to the property within 60 days of the date of annexation.
5. Properties immediately to the west along South Fayetteville Street include a mix of institutional, commercial, and industrial uses. Properties to the north, south, and east consist primarily of single-family uses, with some two-family and multi-family uses north of the property.
6. The current Land Development Plan does not map this property due to its removal from the city's extraterritorial planning jurisdiction in 2013. The small area plan and the designations of the property ("Neighborhood Residential" for the Proposed Land Use Map designation and "Adjacent Developed" for the Growth Strategy Map designation) are from the 1999 LDP.
7. The proposed R10 district allows a single-family dwelling on a property with at least 10,000 square feet and a two-family dwelling on a property with at least 15,000 square feet.

The Planning Board recommended approval of the request. This recommendation was based on the Planning Board's concurrence with the following analysis from the Community Development Division staff that evaluated the consistency of the requested rezoning with the adopted comprehensive plans as well as the reasonableness of the request and whether the requested rezoning is in the public interest:

Recent annexation of the subject property compels the city to place an appropriate zoning designation on the property. Prior to 2013, the property was designated with an R10 (Medium-Density Residential) zoning designation. The previous "neighborhood residential" LDP designation of the property is described as intended for "single-family & limited multi-family residential uses." The Central Small Area plan reiterates this intent by emphasizing preservation of existing residential neighborhoods at similar density to adjacent residential properties. The R10 zoning district applies to the majority of the residential neighborhood within the City's ETJ north of Foster Street, making the proposed R10 district conducive to this property.

Finally, there are no known environmental factors that are negative towards the request.

Considering these factors, staff believes the requested R10 district is consistent with the adopted LDP and is therefore reasonable and in the public interest.

There being no comments and no opposition from the public, Mayor Smith transitioned to the deliberative phase of the hearing.

Upon motion by Mr. Bell and seconded by Ms. Carter, Council voted unanimously to follow the staff and Planning Board recommendations to approve the requested rezoning and adopted a multi-part motion that included the following actions:

1. Approval and adoption by the Council as its own of the above-stated consistency, reasonableness, and public interest analysis in support and explanation of the council's decision to grant the requested rezoning; and
2. The application for the requested zoning amendment was approved, without any modifications, due to the above-described analysis and the consistency of the requested rezoning with the adopted plans.

Council Members Bell, Burks, Carter, Redding, Snuggs, and Swiers voted in favor of the above-stated 2-part motion.

A copy of the visual presentation utilized by Mr. Nuttall is on file in the city clerk's office.

(c) Case No. RZ-18-03: A legislative hearing on an application to rezone the property at 1994 United States Highway 64 East from CU-B2 (Conditional Use General Commercial) to B2 (General Commercial).

Mayor Smith opened the public hearing, which was legislative in nature, on the request by William Smith to rezone approximately 5.37 acres of land from CU-B2 (Conditional Use General Commercial) to B2 (General Commercial). The land to be rezoned is owned by William Smith and is identified by Randolph County Parcel Identification Number 7771043085.

Mr. Nuttall utilized a visual presentation to summarize the planning staff's analysis of the request. The staff report noted the following:

1. The property is currently outside the city limits.
2. U.S. Highway 64 East is a state-maintained boulevard at this location. The property is approximately 0.8 miles west of the interchange with the U.S. 64 Bypass currently under construction.
3. The requested B2 district is described by the zoning ordinance as "intended to serve the convenience goods, shoppers goods retail, and service needs of the motoring public, both local and transient. This district should always be located with access directly to minor thoroughfares or higher classification streets, but never local residential streets."
4. An existing Conditional Use Permit applies to a portion of the property. The undeveloped portion of the property has a CU-B2 designation without a corresponding permitted use.
5. The area, including properties adjacent to the subject property, have seen a transition to primarily commercial uses, including a rezoning for an industrial use of the property immediately south of the subject property.
6. Along with other zoning requirements (including but not limited to paving of required parking, landscaping, etc.), new commercial construction requiring a Building Permit and located on a street with curb and gutter generally requires the owner or developer to install sidewalk along the property's public street frontage.

The Planning Board recommended approval of the request. This recommendation was based on the Planning Board's concurrence with the following analysis from the Community Development Division staff that evaluated the consistency of the requested rezoning with the adopted comprehensive plans as well as the reasonableness of the request and whether the requested rezoning is in the public interest:

The property's designation for "commercial" use by the LDP Proposed Land Use Map, along with the East Small Area plan's acknowledgment of the need to accommodate some expansion of commercial uses, are consistent with a B2 zoning designation.

Although the CU-B2 district may have been necessary to ensure commercial uses were in harmony with the area at the time it was designated, staff notes conditions have changed since that time to make the property more conducive to a general B2 zoning designation. The U.S. 64 East corridor has also seen decreased residential uses in recent years, and the only residential uses currently adjoining the property are separated by U.S. Highway 64 East (a five lane boulevard/major thoroughfare). In addition to the increase in commercial uses occurring in the area, a manufacturing, processing, and assembly use is now contiguous to the property's southern boundary.

Furthermore, the property is designated by the Growth Strategy Map as part of an economic development area, which is also generally supportive of a B2 district.

Considering these factors, staff believes the requested B2 district is consistent with the adopted LDP and is therefore reasonable and in the public interest.

Mr. Bill Smith presented comments in support of the request.

There being no further comments and no opposition from the public, Mayor Smith transitioned to the deliberative phase of the hearing.

Upon motion by Mr. Bell and seconded by Mr. Swiers, Council voted unanimously to follow the staff and Planning Board recommendations to approve the requested rezoning and adopted a multi-part motion that included the following actions:

1. Approval and adoption by the Council as its own of the above-stated consistency, reasonableness, and public interest analysis in support and explanation of the council's decision to grant the requested rezoning; and
2. The application for the requested zoning amendment was approved, without any modifications, due to the above-described analysis and the consistency of the requested rezoning with the adopted plans.

Council Members Bell, Burks, Carter, Redding, Snuggs, and Swiers voted in favor of the above-stated 2-part motion.

A copy of the visual presentation utilized by Mr. Nuttall is on file in the city clerk's office.

11. Public comment period.

Mayor Smith opened the floor for public comments, and none were offered. Mayor Smith closed the public comment period.

12. Update on winter storm clean-up operations.

Public Works Director David Hutchins utilized a visual presentation to summarize the city's winter storm clean-up operations. He highlighted that approximately 3,700 gallons of salt brine and 112 tons of salt were used during the January 2018 winter storms.

A copy of the visual presentation utilized by Mr. Hutchins is on file in the city clerk's office.

13. Building Inspections Department annual report.

Chief Building Inspector Randy Purvis presented an overview of the Building Inspection Department's activities during 2017. The department's report reflected a total of 1,151 permits issued with a total of \$142,277.84 in revenue received.

A copy of the written report submitted to the council is on file in the city clerk's office.

14. Code Enforcement annual report.

Code Enforcement Officer Ed Brown utilized a visual presentation in order to provide an overview of the code enforcement office's activities during the preceding year. Mr. Brown's report reflected a total of 473 recorded violations for 2017. These violations included, but were not limited to, nuisance violations, non-permitted signs, minimum housing code violations, and zoning violations.

A copy of the visual presentation utilized by Mr. Brown is on file in the city clerk's office.

15. A request for the council's concurrence with revisions to the City of Asheboro Employee Policies and Procedures Manual.

Human Resources Director Doug Kemp presented and recommended adoption, by reference, of a resolution expressing concurrence with revisions to the City of Asheboro Employee Policies and Procedures Manual.

Upon motion by Mr. Bell and seconded by Ms. Snuggs, Council voted unanimously to adopt the following resolution by reference. Council Members Bell, Burks, Carter, Redding, Snuggs, and Swiers voted in favor of the motion.

RESOLUTION NUMBER _____ 06 RES 2-18 _____

CITY COUNCIL OF THE CITY OF ASHEBORO, NORTH CAROLINA

**A RESOLUTION EXPRESSING CONCURRENCE WITH REVISIONS TO
THE EMPLOYEE POLICIES AND PROCEDURES MANUAL**

WHEREAS, the City of Asheboro Employee Policies and Procedures Manual (formerly known as the City of Asheboro Personnel Policies and Procedures Manual and hereinafter referred to as the

8.03 For the purpose of interpreting and implementing the substance abuse prevention policy, the following bold and italicized words or terms shall be defined **and implemented** as specified in this subsection.

(A) An ***alcohol test*** means a test for the presence of alcohol in the body. This presence must be determined by the use of a breath alcohol test or other device approved by the United States Department of Transportation. **Alcohol testing shall be conducted in compliance with 49 CFR Part 40 (hereinafter referred to as "Part 40"). By way of illustration and not limitation, such compliance shall include strict adherence to Part 40 as to how alcohol testing is conducted, who is authorized to participate in the alcohol testing program, and what employees must do before they may return-to-duty following an alcohol violation.**

(B) A ***drug test*** means a test for the presence of the following drugs and/or drug metabolite(s) in the urine or blood of an employee:

- (1) Marijuana metabolites / THC;
- (2) Cocaine metabolites;
- (3) Phencyclidine (PCP);
- (4) Amphetamines, Methamphetamine, and Methylenedioxymethamphetamine (MDMA);
- (5) Opiate metabolites [Codeine, Morphine, and Heroin]; and
- (6) Other drugs may also be included as directed by federal law.

A drug test means a test for the presence of drugs listed in the drug testing panel established by the United States Department of Transportation. Drug testing shall be conducted in compliance with Part 40. By way of illustration and not limitation, such compliance shall include strict adherence to Part 40 as to how drug testing is conducted, who is authorized to participate in the drug testing program, and what employees must do before they may return-to-duty following a drug violation.

(C) A ***negative drug test*** means a drug test that does not show the presence of drugs and/or drug metabolite(s) at a level specified to be a positive test.

(D) A ***positive drug test*** means a drug test that does indicate the presence of a drug and/or drug metabolite(s) in the urine or blood at the level specified to be positive by the Substance Abuse and Mental Health Services Administration ("SAMHSA"). All positive test results will be confirmed using a different technology than the first test, such as the Gas Chromatography Mass Spectrometry ("GC-MS") process.

(E) A ***negative alcohol test*** means an alcohol test that indicates a breath alcohol concentration of less than 0.02.

(F) A ***positive alcohol test*** means an alcohol test that indicates a breath alcohol concentration of 0.04 or greater.

(G) The term ***refusal to submit*** means an occurrence when an employee does any one of the following:

- (1) Fails to provide an adequate amount of urine for a drug test without a valid medical explanation after he/she has received notice of the test;
- (2) Fails to provide an adequate amount of breath for an alcohol test without a valid medical explanation after he/she has received notice of the test; or
- (3) Engages in conduct that clearly indicates he/she is failing to follow through with the testing process or engages in conduct that interferes with the ability to obtain an adequate specimen.

(H) With the exception of fire department employees who operate emergency equipment and are therefore exempt from the CDL requirement, the term ***employees required to have a CDL*** means employees who perform one or more of the following functions:

- (1) Drivers of commercial motor vehicles with a gross vehicle weight rating of 26,001 pounds or more;
- (2) Drivers of commercial motor vehicles with a gross combination weight rating of 26,001 pounds or more, including a towed vehicle with a gross vehicle weight rating of 10,000 pounds or more;
- (3) Drivers of motor vehicles designed to transport 16 or more passengers, including the driver; and
- (4) Drivers of motor vehicles of any size transporting hazardous materials in amounts that require placarding.

(I) Based on definitions utilized by the United States Department of Transportation, and with the explicit notation that the following definition is not meant to serve as an exhaustive or

exclusive listing of safety-sensitive functions because other job activities/requirements may also be considered safety-sensitive, the term **safety-sensitive function** shall be deemed to include the following activities:

- (1) Driving a commercial motor vehicle;
- (2) Inspecting, servicing, or conditioning any commercial motor vehicle;
- (3) All time at a city facility or other public property waiting to operate a commercial motor vehicle;
- (4) Performing all or other functions in or upon any commercial motor vehicle except resting in a sleeper berth;
- (5) Loading or unloading a commercial motor vehicle, supervising or assisting in the loading or unloading of a commercial motor vehicle, attending a commercial motor vehicle being loaded or unloaded, or remaining in readiness to operate the commercial motor vehicle;
- (6) All time spent performing the driver requirements associated with an accident involving a commercial motor vehicle; and
- (7) Repairing, obtaining assistance, or remaining in attendance with a disabled commercial motor vehicle.

8.04 The substance abuse prevention policy is applicable to all of the types/categories of city employees listed in this subsection.

- (A) All full-time, part-time, temporary, and seasonal employees.
- (B) All employees required as part of their job duties to obtain and maintain a CDL.
- (C) All applicants for employment with the City of Asheboro.

8.05 Under the city's substance abuse prevention policy, the drug and alcohol testing practices described in this subsection will be implemented in a manner that conforms to all applicable federal and state laws and administrative regulations.

(A) Pre-Employment Testing

Drug testing shall be conducted prior to employment. This testing must be conducted on external applicants as well as current employees transferring into jobs that require a CDL. The test results must indicate a negative drug test in order to enter into employment with the city or to transfer to a job that requires a CDL.

(B) Post-Accident Testing

A drug test and/or an alcohol test may be used by the city as a tool, in appropriate circumstances, to evaluate the root causes of incidents that result in work-related injuries or illnesses requiring medical treatment other than first aid for city employees or others. When evaluating whether to utilize post-accident testing of one or more employees, the central inquiry will be whether a reasonable basis exists to believe that drug or alcohol use by one or more employees could have contributed to the injury or illness. The highest ranking supervisor of the employee(s) involved in an incident that results in injury or illness, in consultation with the city's safety coordinator or any other designee of the human resources director, must evaluate the totality of the evidence, including whether the hazardousness of the work being performed creates a heightened concern as to whether drug or alcohol use was involved, and decide whether a reasonable basis exists to order drug and/or alcohol testing because of the potential role these substances could have played in the work-related illness or injury. If a reasonable basis is found to exist for testing one or more employees, then the drug and/or alcohol test(s) indicated by the facts surrounding the work-related injury or illness shall be conducted as soon as practicable.

(C) Post-Accident Testing for Employees Required to Have a CDL

For employees required to have a CDL, post-accident testing for drugs and alcohol must be conducted on any surviving driver who was performing safety-sensitive functions with respect to the vehicle if:

- (1) The accident involved a fatality; or
- (2) The driver received a citation under state or local law for a moving traffic violation arising from the accident and either the vehicle is towed from the scene or someone is medically evacuated from the scene.

Testing for drugs and alcohol in employees required to have a CDL is to occur, if at all practicable, within 2 hours of the accident. If the employee is unable to be tested within 2 hours, the reasons for the delay must be documented. If an alcohol test required by this division of subsection 8.05 is not administered within 8 hours of the accident, attempts to

conduct the alcohol test shall cease and the reason for the inability to conduct the test shall be documented. If a drug test required by this division of subsection 8.05 is not administered within 32 hours of the accident, attempts to conduct the drug test shall cease and the reason for the inability to conduct the drug test shall be documented.

(D) Random Testing

This type of testing must be conducted on a random, unannounced basis throughout the year on all employees required to have a CDL. Random testing for drugs and alcohol in all employees required to have a CDL shall be conducted in a manner and at a rate that is fully compliant with all of the applicable federal and state laws and administrative regulations.

(E) For Cause Testing

This type of testing can occur in two types of situations that are described as follows:

- (1) This testing, whether the testing consists of a drug test and/or an alcohol test will depend on the facts of each case, is required of any employee who has been arrested or has had his/her driver's license suspended for any alcohol or drug related charge prior to the employee's return to work. Such an employee must notify his/her supervisor prior to returning to work after the said arrest and/or suspension has occurred. An employee's failure to report this information to a supervisor in a timely manner serves as a stand-alone basis for dismissing the employee from his/her position of employment with the city.
- (2) In appropriate circumstances and in consultation with the human resources department, specifically including the safety coordinator or any other official designated by the human resources director, a supervisor may order "for cause" testing of an employee as a tool to determine why actions are occurring that have the potential to be injurious to the employee himself or herself, other city employees, or third parties. The final decision as to whether "for cause" testing is to be ordered will be based on a case-by-case evaluation of the totality of the evidence to determine whether observations of the employee and his/her actions during the relevant time period lead to a reasonable suspicion that impairment due to drug and/or alcohol use is creating the potential for injury. An additional factor to be weighed as part of the decision making process is whether the degree of hazardousness of the work being performed and the potential for harmful consequences heightens the city's interest in quickly determining whether drug or alcohol use is impairing the ability of an employee to safely perform his/her duties. If the responsible city officials conclude that a reasonable suspicion exists to believe that alcohol or drug use by one or more employees is creating an unsafe situation, then the drug and/or alcohol test indicated by the observable facts shall be conducted as soon as practicable.

(F) Return-to-Duty Testing

In cases where an employee is seeking to return to work after a positive drug test and/or a positive alcohol test, return-to-duty testing focused on the same type of testing that previously produced a positive test result must be successfully completed by the employee before approval can be granted for the employee to return to work. More specifically, an employee who has had a positive drug test and/or a positive alcohol test will not be allowed to return to work until he or she has been evaluated by a substance abuse professional and has tested negative on the designated return-to-duty test.

(G) Follow-Up Testing

After an employee has successfully completed the above-described return-to-duty testing, the employee will be subject to follow-up testing during the 12-calendar month time period immediately following the date of the employee's return to duty. During the said 12-month time period, a minimum of 6 follow-up tests will be administered without advance notice of the date and time when testing will occur. Due to regulatory concerns pertaining to measuring impairment at a relevant point in time, a follow-up drug test may be administered any time the employee is at work, but a follow-up alcohol test will only be administered immediately before, during, or immediately after the performance of a safety-sensitive function. The type of test to be administered will depend on which type of positive test result necessitated the return-to-duty testing and the subsequent follow-up testing. No sentence or clause within this division of subsection 8.05 shall be construed or interpreted in any manner that precludes the administration of a drug or alcohol test that would otherwise be authorized by a separate division of subsection 8.05.

8.06 The following list of prohibitions, inclusive of the corresponding consequences for acting in contravention of the stated prohibitions, is hereby adopted as a component of the city's substance abuse prevention policy.

- (A) No employee shall report for duty or remain on duty while having alcohol and/or drug concentrations in his or her system in amounts that would constitute a positive test for either substance. An employee who produces a confirmed positive test result will be removed from duty without regular pay; provided, however, such an employee may use accrued leave time while relieved of his or her duties so long as such leave is used in a manner that is compliant with all other sections of the City of Asheboro Employee Policies and Procedures Manual. The employee must immediately schedule an evaluation with a substance abuse professional and must cooperate with any and all recommendations made by the substance abuse professional. Refusal to cooperate with the substance abuse professional will subject the employee to dismissal from his or her employment with the city. The employee must have a negative test result before he or she will be allowed to return to duty.
- (B) The City of Asheboro expressly prohibits the possession, use, sale, distribution, dispensation, manufacture, purchase, or storage of controlled substances (i.e. illegal drugs) and related paraphernalia as well as alcoholic beverages by city employees while at the workplace or while performing work duties. By way of illustration and not limitation, no employee shall be on-duty while in the possession of one or more alcoholic beverages and/or controlled substances. Any action taken in violation of this prohibition will subject the offending employee to dismissal from his or her employment with the city. Notwithstanding the foregoing prohibition, the following actions by city employees will not be deemed to be a violation of a workplace rule:
- (1) The possession and use of medication(s) in strict compliance with prescriptions and instructions, include work limitations, issued by a properly licensed health care provider;
 - (2) The inadvertent discovery and subsequent securing of abandoned controlled substances and associated paraphernalia as well as alcoholic beverages during the course of performing an employee's job duties so long as such abandoned items are immediately surrendered to a law enforcement officer or destroyed in a manner consistent with instructions received from the Asheboro Police Department; and
 - (3) The interaction of sworn law enforcement officers with controlled substances and paraphernalia as well as alcoholic beverages so long as such interaction is conducted in furtherance of assigned job duties and is conducted in a manner that is compliant with all applicable laws, ordinances, administrative regulations, and agency policies and procedures.
- (C) No employee who is required to take a post-accident alcohol test shall use alcohol until the earlier of either of the following events: 8 hours following the accident, or until he or she fully completes the required post-accident alcohol test. A violation of this requirement will subject the non-compliant employee to dismissal from his or her employment with the city.
- (D) A refusal by an employee to submit to and fully cooperate with an alcohol test and/or drug test required by this policy shall be deemed to be a direct and intentional act of insubordination that will result in the termination of the non-compliant employee's employment with the city.
- (E) Except when the use is pursuant to the instructions of a properly licensed health care professional who has informed the employee that the prescribed use of the controlled substance will not adversely affect the employee's ability to safely perform assigned work duties, employees are prohibited from reporting for duty or remaining on duty while the employee is subject to the effects of any controlled substance.
- (F) A second occurrence of a positive drug test and/or alcohol test will result in the dismissal of an individual from his or her employment with the city.
- (G) An employee who has a confirmed breath alcohol test result of 0.02 – 0.039 will not be allowed to continue to perform any safety-sensitive functions. In furtherance of this prohibition, such an employee will be relieved of his or her job duties for 24 hours subsequent to the confirmed test result. During this 24-hour period, the employee will not be paid by the city; provided, however, the employee may use accrued leave time while relieved of his or her duties so long as such leave is used in a manner that is compliant with all other sections of the City of Asheboro Employee Policies and Procedures Manual. The occurrence of this confirmed breath alcohol test result will be documented, and the employee will be counseled about the importance of reporting to work without the presence of alcohol in his or her system. Such an employee will be subject to a return-to-duty alcohol test prior to returning to a job position that requires the performance of a safety-sensitive function.

- (H) No applicant will be offered employment if a confirmed positive pre-employment drug test result is produced.
- 8.07 This subsection lists supplemental provisions/requirements that are hereby incorporated into the city's substance abuse prevention policy.
- (A) The Omnibus Transportation Employee Testing Act of 1991 (final rules implemented February 15, 1994) requires, in part, that any commercial motor vehicle operator who is subject to the CDL requirements in the State of North Carolina shall be tested for alcohol and controlled substances.
- (B) Compliance with the Department of Health and Human Services mandatory guidelines for controlled substances testing shall be maintained by only using a laboratory certified by the Substance Abuse and Mental Health Services Administration.
- (C) Federally mandated alcohol testing must be conducted by a Breath Alcohol Technician ("BAT") trained to a level of proficiency that is demonstrated by successful completion of a generally recognized and accepted course of instruction. Alcohol testing shall be conducted using an Evidential Breath Testing ("EBT") device.
- (D) Consistent with the federal Drug-Free Workplace Act, if an employee is convicted of a violation of a criminal drug statute and the violation occurred while the employee was at work, the employee must notify his or her department head of the conviction within 5 days after the conviction. An employee's failure to comply with this requirement will subject the employee to dismissal from his or her employment with the city.
- (E) All drug test results shall be reviewed and interpreted by a Medical Review Officer ("MRO"). The MRO must be a licensed physician with specific training in substance abuse. If the laboratory reports a positive test result, the MRO or the MRO's designee will contact the employee, typically by telephone, and discuss the results with the employee. The MRO will then attempt to determine if there is a verifiable medical explanation for the employee to have the detected drug in his or her system. If there is none, the test result is to be reported as positive. If there is a verifiable medical explanation for the use of the drug, the result is to be reported as negative.
- (F) An employee who does not pass a drug and/or alcohol test and is terminated, or an applicant who does not pass the pre-employment drug test, will not be considered for re-employment for a 2-year period following the date of the failed test and then will be considered only when he or she provides documentation suitable to management that he or she has successfully completed an alcohol and/or drug rehabilitation program and passes a pre-employment drug and/or alcohol test.
- (G) Any questions regarding this policy should be directed to the Human Resources Director at (336) 629-2037.**

EXHIBIT 2

ARTICLE IV. LEAVES OF ABSENCE

PART B. TYPES OF LEAVE

Section 1. Holidays

[The following text will be effective until midnight on December 31, 2018; provided, however, the prescribed 6-month window of opportunity for the use of holiday leave accrued prior to midnight on December 31, 2018 shall survive until this provision expires in accordance with its stated terms.]

The following holidays with pay are authorized for all full-time employees, based on one (1) regular work day per holiday.

New Year's Day
Martin Luther King, Jr. Day
Good Friday
Memorial Day
Independence Day
Labor Day
Thanksgiving - 2 days
Christmas - 3 days

Due to the obligation of the city to provide municipal services on a 24-hour basis, some employees will be required to adhere to a city work schedule that prevents the use of holiday leave on the actual date of a

city-recognized holiday. When the city work schedule prevents an employee from availing himself or herself of holiday leave on the actual date of a city-recognized holiday, such an employee may utilize, and the division/department head is to facilitate the employee's use of, the holiday leave time authorized by this section during a 6-month window of opportunity that shall begin to run on the date of the holiday that is the basis of the accrual of the holiday leave time and shall run through the end of the pay period in which the 6-month timeframe concludes. If an employee fails, for any reason, to avail himself or herself of the holiday leave time privilege during the 6-month window of opportunity, the holiday leave time shall be forfeited by the employee.

Unless an employee wishes to use holiday leave on a different date that is otherwise compliant with the adopted holiday leave policy, regular holidays or unscheduled workdays that occur during an employee's vacation, sick, or other designated leave period shall not be considered as vacation, sick, or other leave.

When any of the aforementioned holidays fall on a Saturday or a Sunday, the day(s) observed will be at the discretion of the city manager.

Notwithstanding any other provision in this section, the city manager may suspend any previously approved holiday leave when, in the discretion of the city manager, the city is confronting events or circumstances that require the utilization of extraordinary measures and operations by city forces in order to provide the level of service expected of the city. This authority to suspend holiday leave shall not be construed as placing any employee "on-call." Unless an employee is subject to an on-call policy implemented in the regular course of business by a division or department of the city, the city manager's authority to suspend holiday leave does not require employees to remain on the city's premises or in close proximity to city facilities. Under this provision, an employee's obligation is to have accurate contact information on file with the human resources department so that he or she can be reached when not working and advised to return to work as soon as is practicable. This authority to suspend holiday leave is inapplicable to employees who are using holiday leave as part of an approved FMLA leave or during the 7-day waiting period prescribed by the North Carolina Workers' Compensation Act.

[The following text will be effective on and after January 1, 2019.]

The following holidays with pay are authorized for all full-time employees, based on one (1) regular work day per holiday.

New Year's Day
Martin Luther King, Jr. Day
Good Friday
Memorial Day
Independence Day
Labor Day
Thanksgiving - 2 days
Christmas - 3 days

When any of the aforementioned holidays fall on a Saturday or a Sunday, the day(s) observed will be at the discretion of the city manager. Holidays or unscheduled workdays that occur during an employee's vacation, sick, or other designated leave period shall not be considered as vacation, sick, or other leave.

Due to the obligation of the city to provide municipal services on a 24-hour basis, certain jobs within the city workforce are subject to work schedules that do not permit the halting of operations even for holidays otherwise observed by the city. In the case of an employee who performs a job that, as a matter of routine scheduling, does not permit the halting of operations for the above-listed holidays, the following subsections (A) and (B) are applicable to such an employee:

- (A) If a holiday recognized by the city occurs when the employee does not actually work, the employee shall receive, as soon as practicable after the occurrence of the holiday, a supplemental cash payment for each day of the city-recognized holiday in lieu of receiving accrued leave time. The amount of each supplemental cash payment substituted for what would otherwise be an accrued day of holiday leave shall be a monetary sum equivalent to the employee's calculated wages for a normal/regularly scheduled work shift as of the date of the holiday in question.
- (B) If an employee actually works a scheduled shift on the date(s) of a city-recognized holiday, the employee shall receive, as soon as practicable after the occurrence of the holiday, a supplemental cash payment for each day of the city-recognized holiday in lieu of receiving accrued holiday leave time. The amount of each supplemental cash payment substituted for the accrual of holiday leave time on each day of the holiday that the employee actually works a scheduled shift shall be the product of the employee's calculated wages for a normal/regularly scheduled work shift, as of the date of the holiday in question, multiplied by a factor of 1.5.

