AGENDA
REGULAR MEETING
CITY COUNCIL, CITY OF ASHEBORO
THURSDAY, JANUARY 12, 2017, 7:00 PM

1. Call to order.

2. Silent prayer and pledge of allegiance.

3. Mayor Smith will lead the city council's recognition of the police officer and fire fighter awards for 2016.

4. Mr. Alan V. Pugh will present a request to install trees at the Asheboro Public Library fountain.

5. Consent agenda:

   (a) Approval of the meeting minutes prepared for the special city council meeting held on December 3, 2016.

   (b) Approval of the meeting minutes prepared for the regular city council meeting held on December 8, 2016.

   (c) Acknowledgement of the receipt from the Asheboro ABC Board of the board's meeting minutes for meetings held on November 7, 2016, and December 5, 2016.

   (d) Acknowledgement and announcement of the 15-day notice of a construction project to install clean-outs on sewer service lines along the following street locations:

      (i) North Tremont Drive;
      (ii) Barber Street;
      (iii) Shady Drive;
      (iv) Kennelwood Drive;
      (v) James Street; and
      (vi) McLaurin Drive.

   (e) Approval of the appointment of Lynette Garner to a new 5-year term of office (January 1, 2017 to January 1, 2022) on the Asheboro Planning Board.

   (f) Approval of an ordinance to amend the General Fund, Fiscal Year 2016-2017.

   (g) Approval of an ordinance to amend the Airport Improvement Fund (#66).

(h) Approval of a resolution authorizing the cancellation of a demolition costs lien filed against the parcel of land located at 811 Brewer Street.

6. Community Development Director Trevor Nuttall will introduce the following items:

   (a) Application (Case No. CUP-17-01) for a conditional use permit allowing manufacturing, processing, and assembly-light on property located along the north side of East Dorsett Avenue (Randolph County Parcel Identification Number 7750973085) that is in a Conditional Use General Commercial (CU-B2) zoning district.

   (b) Overview of the Community Development Department's application for inclusion in the North Carolina Housing Finance Agency's 2017 Urgent Repair Program.

7. Public comment period.

8. The City Manager will provide updates on the following:

   (a) Current City Capital Improvement Projects.

   (b) Randolph County Strategic Plan.

9. Mayor Smith will lead a discussion of upcoming events and items not on the agenda.

10. Mayor Smith will open the floor for a motion to go into closed session, pursuant to Section 143-318.11(a)(4) of the North Carolina General Statutes, in order to discuss matters relating to the location or expansion of industries or other businesses in the area served by the City of Asheboro, including agreement on a tentative list of economic development incentives that may be offered by the city in negotiations.

11. Adjournment.

NOTICE OF A SPECIAL MEETING OF THE ASHEBORO CITY COUNCIL

DATE: **SATURDAY, DECEMBER 3, 2016**

TIME: **11:00 A.M.**

LOCATION: **ASHEBORO REGIONAL AIRPORT**
2222 PILOTS VIEW ROAD
ASHEBORO, NORTH CAROLINA 27205

A special meeting of the Asheboro City Council will be held at the Asheboro Regional Airport on Saturday, December 3, 2016, at 11:00 a.m., in conjunction with a special meeting of the Asheboro Airport Authority. The purpose of this special meeting is to provide the city's elected officials with an opportunity to attend, along with members of the airport authority, a ribbon cutting and open house ceremony for the recently remodeled terminal building at the Asheboro Regional Airport.

No formal action will be taken by the governing board during this meeting. This notice has been issued for the purpose of ensuring compliance with all applicable laws, specifically including the open meetings law.

Members of the press and the general public are invited to attend the ribbon cutting and open house at the remodeled terminal building.

This special meeting notice is issued on the 17th day of November, 2016.

/s/ David H. Smith
David H. Smith, Mayor
City of Asheboro, North Carolina

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SPECIAL MEETING
ASHEBORO CITY COUNCIL
ASHEBORO REGIONAL AIRPORT
SATURDAY, DECEMBER 3, 2016
11:00 a.m.

This being the time and place for a special 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)
Walker B. Moffitt) – Council Members Present
Jane H. Redding)
Katie L. Snuggs)
Charles A. Swiers)

John N. Ogburn, III, City Manager
Michael L. Leonard, P.E., City Engineer
Thomas Scaramastra, PLS, Engineering Surveyor III
Jeffrey C. Sugg, City Attorney/Legal and City Clerk Department

Due to the focus of this meeting pertaining to facilities at the Asheboro Regional Airport, the following members of the Asheboro Airport Authority were present: Chairman Steve Knight, Bob Crumley, Murray Marsh, Jr., Dr. James M. Rich, Jr., and Curtis Williams. Karen McCraw, who is the Manager of the airport's fixed base operator, Cardinal Air, LLC, was also present.

A number of special guests were present for the ribbon cutting and open house. The following dignitaries were some of the guests at the event: Representative Pat B. Hurley, who is a member of the North Carolina House of Representatives, Randolph County Commissioner David L. Allen, Randolph County Commissioner L. Stanley (Stan) Haywood, Randolph County Commissioner-Elect Maxton McDowell, Randolph County Manager Hal Johnson, and Randolph County Sheriff Robert Graves.

At 11:00 a.m., Mayor Smith welcomed everyone to the Asheboro Regional Airport and discussed the remodeling work that has transformed the airport's terminal building. Asheboro Airport Authority Chair Steve Knight joined Mayor Smith in welcoming everyone to the airport and in commenting on the success of the terminal renovation project.

Then, Mayor Smith and Airport Authority Chair Knight jointly performed the ribbon cutting for the remodeled airport terminal building. After the ribbon cutting, which was concluded at approximately 11:15 a.m., guests and attendees were invited to enjoy refreshments and to take a self-guided walking tour of the renovated terminal building.

No other formal activities were conducted. The event was not called to order or adjourned as a formal meeting. Neither the city council nor the airport authority engaged in deliberations.

The ribbon cutting and open house event ended when individuals concluded, at their own pace, walk-throughs of the remodeled terminal building. No action was taken by any public body during this event.

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Holly H. Doerr, CMC, NCCMC, City Clerk David H. Smith, Mayor

REGULAR MEETING
ASHEBORO CITY COUNCIL
CITY COUNCIL CHAMBER, MUNICIPAL BUILDING
THURSDAY, DECEMBER 8, 2016
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)
Walker B. Moffitt) – Council Members Present
Jane H. Redding)
Katie L. Snuggs)
Charles A. Swiers)

John N. Ogburn, III, City Manager
Timothy Edward Cockman, Assistant Fire Chief
Holly H. Doerr, CMC, NCCMC, City Clerk/Paralegal
Stacy R. Griffin, Human Resources Director
Trevor L. Nuttall, Community Development Director
Deborah P. Reaves, Finance Director
Michael D. Rhoney, P.E., Water Resources Director
Jonathan M. Sermon, Recreation Services Superintendent
James O. Smith, Assistant Chief of Police
Jeffrey C. Sugg, City Attorney
Roy C. Wright, Fire Chief

1. Call to order.

A quorum thus 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 say the pledge of allegiance.

3. Recognition of the public service provided by Randolph County Commissioner Phil Kemp and Randolph County Commissioner Arnold Lanier.

After years of service as elected officials, the terms of office for Commissioners Kemp and Lanier are concluding. Mayor Smith presented a plaque along with a key to the City of Asheboro to Commissioner Phil Kemp for his loyal service on behalf of the citizens of Asheboro and Randolph County.

Mr. Kemp expressed his love for the community and thanked the citizens for allowing him to serve.

Commissioner Arnold Lanier was unable to attend the meeting, but a plaque along with a key to the City of Asheboro will be delivered to him in recognition of the honorable service that he rendered to the citizens of Asheboro and Randolph County.

4. Consideration of revised employee policies and procedures.

Ms. Griffin presented and recommended adoption, by reference, of a resolution expressing the city council's concurrence with the newly revised City of Asheboro Employee Policies and Procedures Manual.

Upon motion by Mr. Bell and seconded by Mr. Burks, Council voted unanimously to adopt the following resolution by reference.

RESOLUTION NUMBER 39 RES 12-16

CITY COUNCIL OF THE CITY OF ASHEBORO, NORTH CAROLINA

A RESOLUTION EXPRESSING THE CITY COUNCIL'S CONCURRENCE WITH THE NEWLY REVISED CITY OF ASHEBORO 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 "Manual") was originally promulgated by the city manager and approved by resolution of the Asheboro City Council on March 4, 2004; and

WHEREAS, the city manager periodically receives recommendations from the human resources director to update the Manual by eliminating areas of ambiguity and integrating current best practices in the field of human resources management; and

WHEREAS, subsequent to August 1, 2016, which was the effective date of the last revision of the Manual, the human resources director forwarded to the city manager recommendations to revise certain provisions in the Manual as part of the continuing effort to implement best practices for the management of the city's workforce; and

WHEREAS, the revisions proposed to the city manager are contained in EXHIBITS 1 through 11 that are attached to this Resolution and are hereby incorporated into this Resolution by reference as if copied fully herein; and

WHEREAS, the city manager agrees with these recommendations and has decided to incorporate the attached revisions into the Manual with an effective date of January 1, 2017; and

WHEREAS, the Asheboro City Council has concluded that the city manager's decision to update the Manual by adopting the attached revisions will be supportive of the governing board's adopted mission statement "to provide the citizens of Asheboro with excellence in leadership, fiscal management, and municipal services and to create meaningful and appropriate opportunities for citizen participation to improve the quality of life for all;"

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Asheboro, North Carolina that the governing board hereby concurs with the decision by the city manager to incorporate, with an effective date of January 1, 2017, the revisions to the City of Asheboro Employee Policies and Procedures Manual that are attached to this Resolution as EXHIBITS 1 through 11.

This Resolution was adopted by the Asheboro City Council in open session during a regular meeting held on the 8th day of December, 2016.

/s/David H. Smith
David H. Smith, Mayor
City of Asheboro, North Carolina

ATTEST:

/s/Holly H. Doerr
Holly H. Doerr, CMC, NCCMC, City Clerk
City of Asheboro, North Carolina

EXHIBIT 1

ARTICLE I. UNIFIED HUMAN RESOURCES SYSTEM

SECTION 8. SUBSTANCE ABUSE PREVENTION POLICY

8.01 The following rules represent the City of Asheboro's policy concerning the prevention of substance abuse. These rules will be enforced uniformly for all employees. The purposes of the policy are as follows:

(A) The establishment and maintenance of a safe and healthy working environment for all employees;

(B) Compliance with United States and North Carolina Department of Transportation regulations pertaining to holders of a Commercial Driver's License ("CDL");

(C) The establishment and maintenance of a drug-free workplace for the City of Asheboro;

(D) The establishment and maintenance of a positive, good government reputation for the City of Asheboro and its employees within the community so as to foster confidence in the ability of the municipal corporation to safely and effectively deliver public services;

(E) The reduction and prevention of accidental injuries, absenteeism, tardiness, and other work-related problems that negatively impact the city's employees and the public that it serves; and

(F) The creation and facilitation of an opportunity for rehabilitative assistance to be made available for employees who seek such help.

8.02 Employees with substance abuse problems are encouraged to seek help from counselors and other medical professionals and, where appropriate, in treatment facilities. Participation in a treatment or rehabilitation program for substance abuse will not be grounds for dismissal provided the employee voluntarily enters such a program prior to identification as a substance abuser by means of the implementation of one of the regulations/testing procedures established by this policy.

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 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.

(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.

(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 reasonable suspicion 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 other designee of the human resources director, must evaluate the totality of the evidence, including whether the hazards associated with the work being performed create a heightened concern as to whether drug or alcohol use was involved, and whether a reasonable suspicion 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 reasonable suspicion exists to indicate that the testing of one or more employees is warranted, 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 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 hazards associated with 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 basis or 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. In order to focus on testing for 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 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.

EXHIBIT 2

ARTICLE II. RECRUITMENT AND EMPLOYMENT

SECTION 2. INITIAL SELECTION OF A CANDIDATE TO FILL A VACANCY

(A) Upon learning of a future vacancy, the division/department head should **immediately** notify the human resources department of the pertinent information concerning the vacancy.

(B) The human resources department, with guidance from the department head or division director, will complete a Request to Fill Vacancy Form.

(C) The human resources department, with guidance from the department head or division director, will determine whether or not the vacancy should be advertised externally and proceed accordingly. If external advertisement is deemed necessary, timelines for the closing of the announcement will then be established.

(D) The following guidelines are applicable to the posting of job vacancies:

(1) **Internal Postings.** Positions are to be posted internally for a minimum of 5 working days for promotional considerations. The human resources department will generate the internal posting for distribution upon notification of the vacancy. When a vacancy for a position occurs within a department, employees who meet the minimum qualifications may apply for that position. Internal postings may be department specific or city-wide.

(2) **External Postings.** Positions which are advertised externally shall be advertised (open to recruitment) for a minimum of 5 working days. When circumstances warrant, the 5-working day internal and external vacancy announcements may be posted concurrently. All positions advertised externally will be posted on the city's website and with the local office of the division of employment security and, as determined to be appropriate, advertised through media and other professional sources.

(E) The human resources department will receive and screen applications. All applications must be channeled through the human resources department in order for the application to be given consideration for employment. Applications will only be accepted for advertised openings. All persons expressing interest in employment with the city shall be given the opportunity to file an application for employment if a current vacancy exists. A person may apply for up to 3 current vacancies using the same application form.

(F) The human resources department will conduct a screening interview for the best qualified candidates.

(G) A final list of pre-screened candidates will then be referred to the division/department head and/or designee.

(H) The division/department head and/or designee will interview candidates from the individuals suggested. If after interviewing from the pre-screened list, none of the candidates match the skills and qualifications desired by the division/department head, the division/department head may request that the search process for a candidate be continued.

(I) Notwithstanding any other provision, the following exceptions to the procedures specified herein are hereby recognized and accepted as valid exceptions to the posting and selection procedures specified within this manual:

(a) The city manager may, at any time, fill a vacancy without an internal or external posting process when such an action is deemed by the city manager, in his sole discretion, to be in the best interest of the city; and

(b) Divisions or departments of the city, in consultation with the human resources director and with the approval of the city manager, may utilize a modified screening and selection procedure when such a modification is necessary to comply with occupational licensing board requirements applicable to the position that the division director or department head is attempting to fill.

EXHIBIT 3

ARTICLE II. RECRUITMENT AND EMPLOYMENT

SECTION 5. PROBATIONARY PERIOD OF EMPLOYMENT

New employees, promoted employees, or any employee transferred to another position shall serve a probationary period of six (6) months. New employees may be dismissed during the probationary period at any time. A new probationary employee dismissed may not appeal such action. The new employee will be given notice of dismissal in writing.

Promoted or transferred employees may be reassigned at any time during the probationary period to their former position or a comparable position if the department head or division director concludes that the

promoted or transferred employee is not satisfactorily progressing in the new assignment. Such reassignments are not subject to appeal.

While both vacation and sick leave are accrued during the probationary period, no vacation leave may be taken by a new probationary employee. Should a new probationary employee terminate employment prior to the completion of the probationary period, no accrued leave will be paid. However, if a probationary employee is injured on the job, they may use accrued leave time, in the order specified in Position Classification and Payroll Administration Article of this manual during the seven (7) day waiting period imposed by the Workers' Compensation Act.

New probationary full-time employees are eligible for salary increases or a cost of living allowance authorized by the city council. Upon the successful completion of an individual's ***initial*** probationary period of employment and the attainment of regular employee status, a salary increase may be granted provided the employee's starting salary is below job rate for his/her position.

EXHIBIT 4

ARTICLE II. RECRUITMENT AND EMPLOYMENT

SECTION 6. POLICE OFFICER TRAINEE PROGRAM

The Asheboro Police Department has implemented a trainee program focused on recruiting future officers who reflect the diversity of the population served by the department, specifically including the cultural and socio-economic composition of the City. The recruitment program enables the police department to pay qualified individuals to attend a properly credentialed basic law enforcement training ("BLET") program with the intent of providing an avenue for someone to pursue a career in law enforcement with the City of Asheboro. Due to the complex and evolving nature of the issues encountered when recruiting and retaining individuals who are working to become sworn law enforcement officers by means of a paid training period that is unique within the city's human resources system, the human resources director and the police chief are hereby authorized to jointly monitor the training program and implement changes, including exempting program participants on an as-needed basis from the coverage of the articles, sections, or provisions of this policies and procedures manual during the BLET period. The requirements/expectations, benefits, and provisions of the employee policies and procedures manual applicable to an individual will be specified in documentation provided to training program participants by the human resources department and the police department.

EXHIBIT 5

ARTICLE III. PAYROLL CLASSIFICATION AND PAYROLL ADMINISTRATION

SECTION 2. THE PAY PLAN

The pay plan includes the basic salary schedule adopted and amended by the City Council. The salary schedule shall consist of minimum and maximum rates of pay with developmental pay and performance based pay components for all classes of positions included in the position classification plan.

Definitions

Developmental Pay. The developmental pay period is the period where employees are on an accelerated learning curve to learn the duties of their job and the culture of the City. Developmental increases are pre-determined amounts added to based pay which stop when an employee reaches job rate. Developmental increases are automatic, unless there is a clear, documented trail of performance issues and corrective action has risen to the level of the employee file retained in the Human Resources office. Developmental increases occur on the anniversary date of the last pay action.

Job Rate. 12.5% above range minimum and the rate at which an employee has met their developmental pay period and becomes ***eligible*** for performance based pay.

Market/Pay Study. Salary market study of the compensation system to ensure the City's compensation is in line and competitive with other similarly situated organizations.

Market Pay Adjustments. The result of a market/pay study. This adjustment is based solely on the job, not the individual and has nothing to do with quality or quantity of work as is 100% market driven data.

Performance Based Pay (PBP). Pay reserved for the City's best performers. Longevity does not make someone a candidate for performance based pay. These increases may be in the form of a percentage increase to base pay, flat dollar amounts added to base pay, one-time bonus amounts– it depends on the economic situation at the time and the budget of the City. In what form they are dispersed will be the decision of the City Manager. An employee cannot receive a developmental increase and a performance based pay increase in the same fiscal year. Unlike Market Adjustments, PBP is based on the individual, not the job. These increases will occur at a set time(s) of the year.

Salary Grade. The salary grade is the actual number used to refer to the position such as "This position is in grade 64, 65, 106, etc."

Salary Range. The salary range is the total spread of potential pay for the position. For example, $25,000 minimum pay to $50,000 maximum pay means an employee in that position would be paid no less than $25,000 annually for performing the duties of the position and no more than $50,000 annually for performing the duties of the position.

Years of Service (Longevity) Increases. Years of Service (YOS) increases given at 5, 10, 15, 20 and 25 years of service at a value of 2.5% for each YOS anniversary. These increases shall be effective on the nearest payroll date to which the qualifying event occurs.

Maintenance of Pay Plan

The human resources department under the direction of the city manager shall be responsible for the maintenance and administration of the pay plan. The pay plan is intended to provide equitable compensation for all positions when considered in relation to each other, to general rates of pay for similar employment in the private sector and in other public jurisdictions in the area, to changes in cost of living, to financial conditions of the area and other factors. The human resources department will periodically make comparative studies of all factors affecting the level of salary ranges and will recommend to the city manager such changes in salary ranges as appear to be pertinent. Adjustments to the assigned salary level for the class of employees affected will be subject to approval by the city manager.

Transition to a New Pay Plan

The following provisions shall govern the transition to a new pay plan.

(a) No employee shall receive a salary reduction as a result of the transition to a new pay plan.

(b) An employee being paid at a rate lower than the minimum rate established for such employee's class shall be raised to a salary at or above the new minimum for the class.

(c) An employee being paid at a rate above the maximum rate established for such employee's class shall remain at such rate until their salary falls within the established salary range for the classification.

Use of Salary Ranges

Salary ranges are intended to furnish administrative flexibility in recognizing individual differences among positions allocated to the same class, in providing employee incentive and in rewarding employees for meritorious service. All employees covered by the pay plan shall be paid at a listed rate within the salary ranges established for their perspective job classes except for employees in a trainee status.

Hiring Rate/Starting Salaries

Hiring rates are determined using multiple factors, including, but not limited to, education and experience required for the position, market conditions, internal equity where applicable and budget constraints. When an applicant meets the minimum requirements, the hiring rate will be the minimum of the pay grade. When an applicant exceeds the minimum requirements and those requirements are needed for the position, concessions may be allowed to hire that applicant at a higher starting salary than range minimum. Above-the-minimum appointments will be based on such factors as the applicant's qualifications where they exceed the minimum experience requirements for the position and market recruitment conditions such as job market competitiveness, talent pool, etc. Department heads wishing to hire above range minimum must complete the *New Hire Worksheet for Hiring Managers* prior to consulting with the human resources director to determine hiring rates above the range minimum. The human resources director may approve hiring rates up to 15% above range minimum and will refer anything above that to the city manager for approval.

Promotion, Transfer or Demotion

Promotions

It shall be the policy of the city to seek qualified applicants for vacant positions giving first consideration to promoting from within and across departmental lines. In the absence of qualified candidates for promotion,

vacancies shall be filled by recruiting from the outside. Employees shall be considered for promotion on the basis of job-related experience, skill knowledge and ability; and on a review of the quality of past performance and general suitability for the higher level position. Factors shall not be considered in judging eligibility for promotion that are not job related, such as age, sex, race, color, religion, non-job related handicap, national origin or political affiliation. A department head's recommendation to promote an employee shall be reviewed by the human resources department and the city manager.

When a promotion occurs, if the employee's salary is below the new minimum, it shall be at least increased to the minimum rate of the salary range assigned to the class to which he is promoted. If an employee's current salary is already above the new minimum salary rate, his salary may be increased in accordance with the new responsibilities being assigned to and required of that employee.

(a) Employees receiving a one grade promotion will receive a one-time promotional 5% increase to base pay.

(b) Employees receiving a multi-grade promotion will receive a one-time promotional increase to base pay equal to two developmental pay increases in the employee's current range or will be placed at the range minimum of their new salary range, whichever is higher.

When an employee is promoted, all compensatory time accrued up to the date of promotion will be paid out at the current rate of pay and compensatory accruals will begin on the date of the promotion for the employee at his/her new rate of pay and compensatory accrual rate (exempt v. non-exempt).

Transfers

It is the policy of the city to transfer employees temporarily or permanently from one department to another when doing so will be in the best interest of the city. A transfer to an authorized vacancy may be arranged upon mutual agreement of all interested administrative officials and the employee.

(1) When an employee is transferred from the position of one class to the position of another class of the same level, the employee will continue to be paid at the same rate.

(2) Subject to the following requirements, the pay of an employee transferred to a position of lower classification shall be adjusted within the grade to which the employee is assigned:

(a) When the transfer is the result of a mutual decision by the employee and the city that such a transfer is in the best interest of both parties, the employee shall remain at the same rate of pay in the lower grade.

(b) When the transfer is at the sole request of the employee, the employee's pay will be adjusted to the appropriate level of pay within the lower grade. Such an adjustment may result in a decrease in pay.

Unlike when an employee is promoted, there is no accrued compensatory time payout when someone is transferred to another position.

Demotions

The pay of an employee demoted to a position of lower classification shall be adjusted to the new pay grade to which the employee is assigned. This action may result in a decrease in pay.

EXHIBIT 6

ARTICLE III. PAYROLL CLASSIFICATION AND PAYROLL ADMINISTRATION

SECTION 4. OVERTIME AND SPECIAL DUTY ASSIGNMENT

The FLSA (for the purposes of compensatory time and overtime pay) Standard Workweek for City employees is 12:01 am Sunday -12:00 Midnight Saturday. The FLSA standard workweek may not be altered by department heads without the permission of the human resources director and the city manager.

(A) The city abides by all applicable sections of the Fair Labor Standards Act, the Fair Labor Standards Amendments of 1986, and all subsequent amendments. On the basis of time sheets or time cards submitted by the employees, the city will properly record all applicable overtime accrued for each covered employee.

(B) With the exception of subsection (K), this overtime and special duty assignment policy is applicable only to employees of the City of Asheboro who are non-exempt under the Fair Labor Standards Act.

(C) Employees are expected to work during all assigned periods exclusive of breaks or mealtimes. Employees are not to perform work during any time that they are not scheduled to work unless they receive prior approval from their immediate supervisor, except in cases of emergency. An emergency exists if a condition arises that could reasonably result in injury or harm to a person, damage to property, or that requires the immediate attention of the employee. Employees who work excess hours because of an emergency shall advise their immediate supervisor of the unscheduled work as soon as practical following completion of the work.

(D) It is the policy of the city, in agreement with its employees, that non-exempt employees receive compensatory time-off at a rate of one-and-one-half (1-½) hours for each hour of overtime worked. Except for law enforcement officers and firefighters, non-exempt employees receive compensatory time-off at the rate of one-and-one-half (1-½) hours for every hour worked over forty (40) hours in a seven-day workweek. Non-exempt law enforcement officers are entitled to this overtime rate only for hours worked in excess of one hundred seventy-one (171) hours in a twenty-eight-day cycle, and firefighters are entitled to this overtime rate only for hours worked in excess of two hundred four (204) hours in a twenty-seven-day cycle.

(E) With the exception of holiday leave only, when an employee takes leave from work, the compensatory leave time bank must be exhausted prior to using any other applicable vacation or sick accrued leave. Because accrued holiday leave expires if not used within a designated timeframe, should an employee have accrued holiday leave, the employee may exhaust the holiday leave bank first, then any compensatory leave time prior to using vacation or sick time for time away from work. The only exception to using compensatory time before accrued vacation and/or sick leave applies to retiring employees leaving in good standing per Article VII's Resignation in Good Standing Policy. During the 12-month period immediately preceding retirement, a retiring employee may work with his or her supervisor to exhaust any accrued vacation leave over the 240 maximum prior to working his or her last day with the city.

(F) In situations where a non-exempt employee performs work that fails to qualify as overtime work because the employee will not actually work over forty (40) hours during the seven-day workweek, or for law enforcement officers and firefighters the threshold amount set for overtime work during the prescribed twenty-eight-day or twenty-seven-day cycle will not be satisfied, such an employee may accrue, as a bonus, one-and-one-half (1-½) hours of compensatory time-off for every hour worked in furtherance of the assigned task if the work is designated and explained as a special duty assignment by the employee's division director or department head on the employee's time sheet or time card. Alternatively, a non-exempt employee may receive, as a bonus, a monetary payment rather than compensatory time-off for work on an assigned task if such work, along with the request for the payment of a bonus, is designated and explained as a special duty assignment by the employee's division director or department head on the employee's time sheet or time card. Such a bonus monetary payment shall be one-and-one-half (1-½) times the employee's regular rate of pay for each hour worked as a special duty assignment.

(G) When a non-exempt employee is called back to work outside regularly scheduled working hours, the employee's division director or department head is to evaluate the totality of the circumstances and make a determination as to which of the following options will be utilized:

(a) The call-back event can be designated as a special duty assignment, including using the rate for calculating bonus compensation described above in subsection (F), with a guarantee that the employee will receive, under this option, credit for no less than two (2) hours of special duty assignment work, or

(b) The call-back event can be integrated into flexible, alternative scheduling of the employee's work time during the workweek or the twenty-eight-day/twenty-seven-day cycle in which the call-back event occurred.

(H) Non-exempt law enforcement officers and firefighters subject to the 7K exemption may accrue not more than four hundred eighty (480) hours of compensatory time-off. All other non-exempt employees may accrue not more than two hundred forty (240) hours of compensatory time-off. When the thresholds specified in this subsection are reached, the non-exempt employee will receive a monetary payment of one-and-one-half (1-½) times the employee's regular rate of pay for each hour in excess of the limits specified in this subsection.

(I) Employees wishing to use accrued compensatory time-off must make a written request to their immediate supervisor. Use of such time will be allowed within a reasonable period following the request as long as the use does not unduly disrupt the operations of the city. Additionally, in order to reduce the amount of accrued compensatory time-off, an employee who has not asked to use

accrued compensatory time-off may, nonetheless, be required by his or her supervisor to use that accrued time at the convenience of the city.

(J) Accrued compensatory time-off will be paid upon termination of employment and shall be calculated at the average regular rate of pay for the final three (3) years of employment, or the final regular rate received by the employee, whichever is higher.

(K) Subject to the conditions specified in this subsection, an exempt employee may be granted bonus compensatory time-off or pay to the same extent that such a bonus would be granted to a non-exempt employee for work designated and approved as special duty assignment work by the management official with approval authority for the exempt employee's time sheet or time card. The receipt of bonus compensatory time-off or pay by an exempt employee is subject to the following conditions:

(a) The amount of compensatory time-off or pay shall be calculated on an hour-for-hour basis, not at the rate used for non-exempt employees of one-and-one-half (1-½) hour for each hour of special duty assignment. The maximum amount of time that can be accrued and reflected on leave reports for exempt employees is dependent on whether the employee is subject to the Section 7K exemption. If the Section 7K exemption is not applicable, the maximum accrual of special duty compensatory time that is allowed by this policy and that can be reflected on a leave report is 240 hours. If the Section 7K exemption is applicable to the employee, the maximum accrual of special duty compensatory time that is allowed by this policy and that can be reflected on a leave report is 480 hours. Any special duty compensatory time listed on a time record that would cause a leave balance to exceed the above stated amounts shall be disregarded as non-approved special duty compensatory time.

(b) As with non-exempt employees, exempt employees wishing to use accrued compensatory time-off must make a written request to their immediate supervisor. Use of such time will be allowed within a reasonable period following the request as long as the use does not unduly disrupt the operations of the city. Additionally, in order to reduce the amount of accrued compensatory time-off, an employee who has not asked to use accrued compensatory time-off may, nonetheless, be required by his or her supervisor to use that accrued time at the convenience of the city. When compensatory time is needed within a week, the employee and the employee's supervisor should first make every effort to fluctuate the schedule to avoid compensatory time accrual.

(c) Exempt employees who have been allowed to accumulate compensatory time-off, rather than receiving payment for overtime work, will not be paid for any portion of the accumulated compensatory time-off until the exempt employee is promoted or terminates his or her employment with the city.

(d) In the event an exempt employee separating from employment with the city is to receive a payment for some or all of the accumulated compensatory time-off, such terminal pay is to be calculated at the employee's final regular rate of pay. While exempt employees can accrue up to 240 hours and those subject to the Section 7K exemption can accrue up to 480 hours, the maximum terminal pay cannot exceed 120 hours for exempt employees who do not qualify for the Section 7K exemption or 240 hours for fire and police employees qualifying for the 7K exemption. When an exempt employee terminates his or her employment with the city, the balance of any accumulated compensatory time-off that has not been used by the employee prior to the separation from employment or included in the employee's terminal pay in strict accordance with the limits set within this subsection shall be deemed to be forfeited by the employee.

EXHIBIT 7

ARTICLE IV. LEAVES OF ABSENCE

PART B. TYPES OF LEAVE

SECTION 1. HOLIDAYS

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

Regular holidays or unscheduled workdays which occur during a vacation, sick or other leave period of any officer or employee of the city shall not be considered as vacation, sick or other leave.

If any of the above-listed holidays occur during a previously approved leave period (e.g. vacation leave, sick leave, the use of accrued compensatory time-off, or otherwise), the available holiday leave will be used to the maximum extent permitted by this section in lieu of any other leave time authorized by this manual. By way of illustration, when calculating the use of accrued leave time, if holiday leave time is available for use by an employee, such holiday leave time shall be used in compliance with this section, as soon as the holiday leave time becomes available for use, in lieu of any other accrued leave time such as compensatory time-off, vacation leave, or sick leave.

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.

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.

EXHIBIT 8

ARTICLE V. BENEFITS

SECTION 4. GROUP HEALTH AND HOSPITALIZATION INSURANCE FOR RETIRING EMPLOYEES

The only change to this section of the manual is **the deletion of the section's last paragraph that stated as follows**:

> Notwithstanding any other provisions found in the City of Asheboro Employee Policies and Procedures Manual, all employee benefits outlined in these policies and procedures, specifically including but not limited to group health and hospitalization insurance for retiring employees, are contingent on the financial condition of the city and the provision for such funding in each annual budget. This notification is effective March 1, 2016.

Otherwise, the section is unchanged and continues to provide as follows:

Employees who retire under the North Carolina Local Government Employee Retirement System may be entitled to a continuation of Group Health and Hospitalization Insurance at the city's expense under the following circumstances:

(1) 30 years of service with the North Carolina Local Governmental Employees' Retirement System and 15 years continuous service with the City of Asheboro.

(2) Any other qualification for retirement with the North Carolina Local Governmental Employees' Retirement System and 20 years of service with the City of Asheboro.

(3) An employee who qualifies for disability retirement with the North Carolina Local Governmental Employees' Retirement System.

The city will provide this employee only coverage for the retiree only until the retiree reaches age 65. If at any time prior to age 65, a covered retiree and/or covered dependent becomes eligible for Medicare, he/she must change his/her medical coverage to the Medicare Supplement Plan if coverage is to continue with the City of Asheboro. If applicable the dependent(s) shall be offered coverage under the COBRA plan.

Retirees not qualifying for health insurance coverage paid for by the City of Asheboro may elect to continue this coverage for themselves and their dependents at their own expense, until the retiree reaches age 65. If at any time prior to age 65, a covered retiree and/or dependent becomes eligible for Medicare, he/she must change his/her medical coverage to the Medicare Supplement Plan if coverage is to continue with the City of Asheboro.

All individuals retiring prior to the effective date of this policy (May 6, 1999) shall not be affected by these guidelines. Benefits bestowed upon those individuals will remain in effect as stated in the Employee Policy which was in effect at the time of their retirement.

Other group benefits may be available to retiring employees at their expense under provisions provided by the group benefits package.

EXHIBIT 9

ARTICLE V. BENEFITS

SECTION 8. EMPLOYEE ASSISTANCE PROGRAM

The city has an Employee Assistance Program (EAP) to help employees address a wide range of personal issues. This confidential counseling service is available to employees and their family members. City employees are encouraged to use the EAP when they are experiencing problems that impact their ability to be productive at work. Employees may choose to go to the EAP on their own, or they may be encouraged to use the EAP by their supervisor. Referral to or participation in the EAP does not pre-empt the utilization of any other provision in this manual.

The city will not have access to EAP records without written permission from the employee. All individual rights to confidentiality will be assured in the same manner as any other health records. Using the EAP services will not jeopardize an employee's employment status or promotion possibilities. With approval of the supervisor, employees may use accrued leave for a scheduled EAP appointment. The initial three EAP visits are provided to the employee without charge. After the initial visits, the EAP may recommend additional assistance, the cost of which will be the responsibility of the employee. These costs may be covered by medical insurance or available through a community-funded or self-help organization.

Notwithstanding any provision to the contrary, the EAP shall be deemed to be supplemental to the city's Substance Abuse Policy found in this manual. If a conflict arises between the provisions found in the description of the EAP and the adopted Substance Abuse Policy, the provisions found in the Substance Abuse Policy shall be the controlling authority.

Note: The only change to this section is to renumber the Employment Assistance Program section as Section 8 because the former Section 8 pertaining to increases in pay upon completing certain years of service has been incorporated into the revised Article III (Payroll Classification and Payroll Administration) in EXHIBIT 5 of this Resolution.

EXHIBIT 10

ARTICLE V. BENEFITS

SECTION 9. BRIDGING OF BENEFITS POLICY

Effective January 1, 2017 and not retroactively, the City is implementing the following bridging of benefits policy for rehired employees.

Purpose

Where business needs dictate, it is the policy of the city to rehire former employees who: (a) voluntarily left city employment in good standing as defined by city policy or (b) were laid off due to business need(s).

This policy sets forth the city's philosophy governing eligibility for reemployment and associated bridging of service (service recognition) and benefits.

Service Restoration Rules for Eligible Employees

If a former employee with less than one year's prior service is rehired, the employee will be considered a new employee and this policy will not be applicable.

If a former employee with more than one year's prior service is rehired within three years, the employee's waiting period for certain benefits will be waived and the employee's years of service for the purpose of vacation leave accrual only will be reinstated. This policy does not apply to the calculation of Years of Service (Longevity) Increases under the city's pay plan.

EXHIBIT 11

ARTICLE VI. GENERAL WORKPLACE POLICIES / CONDITIONS OF EMPLOYMENT

SECTION 7. WORK-RELATED INJURIES AND ACCIDENTS POLICY

The City of Asheboro places the highest priority on creating and maintaining a safe work environment. The establishment of a consistently safe workplace is essential to the city's operations and to the city's commitment to comply with all applicable laws pertaining to safety in the workplace. In furtherance of the commitment to create a safe work environment, employees are expected to assist the city in maintaining safe working conditions. The provisions found in this section apply to all employees while at work or engaged in work-related activities.

Employees are expected to follow common-sense safety practices and to correct or report any unsafe condition to their supervisors. As soon as one or more employees realizes that a work-related accident, injury, or illness has occurred, any and all employees with knowledge of the incident are required to report the occurrence to their supervisors as quickly as is practicable. The detailed reporting procedures and safety policies for varying subject areas with which employees are required to comply are stated in the City of Asheboro Safety Policy Manual (the "Safety Manual").

The Safety Manual shall be available for review by employees upon request. Any difficulty encountered by an employee in accessing the Safety Manual shall be reported immediately to the employee's supervisor. With respect to any safety related concern, an employee is authorized to communicate with the Safety Coordinator, Human Resources Director, and/or City Manager without fear of facing disciplinary action for violating the "chain of command."

Employees are expected to report to work during each scheduled workday able to safely and competently perform their job duties. If employees are unable to safely or competently perform their job duties for any reason, they are required to inform their supervisors without any unnecessary delay. Additionally, employees who observe or experience unsafe working conditions have the right, and are required, to report the unsafe working condition(s) to their supervisors as quickly as possible.

All work-related accidents, injuries, and illnesses, even those that may not initially be deemed to be serious, must be reported as soon as is practicable to supervisors. Employees who experience a work-related accident, injury, or illness are to use their best efforts to complete the appropriate forms and to cooperate to the best of their ability with the city's efforts to comply with the applicable recording, reporting, and investigation obligations.

The city can only become a safer and healthier place for everyone to work by gaining full knowledge of every workplace accident, injury, or illness. Employees' notification to the city of unsafe work conditions or of workplace injuries or illnesses is essential.

Employees are hereby assured that they will not be penalized in any way for reporting unsafe working conditions or for reporting work-related injuries or illnesses. All employees have the right to report unsafe working conditions or to report a work-related injury or illness.

All employees have the right to address any questions about this policy to the Safety Coordinator, Human Resources Director, and/or the City Manager.

5. 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.

(a) The meeting minutes of the city council's regular meeting on November 10, 2016.

Copies of the approved minutes are on file in the city clerk's office and are posted on the city's website.

(b) Acknowledgement of the receipt from the Asheboro ABC Board of its meeting minutes for October 3, 2016.

Copies of the Asheboro ABC Board's meeting minutes are on file in the city clerk's office.

(c) An ordinance setting the dates of the regular city council meetings during the 2017 calendar year.

ORDINANCE NUMBER 27 ORD 12-16

CITY COUNCIL OF THE CITY OF ASHEBORO, NORTH CAROLINA

AN ORDINANCE SETTING THE DATES FOR REGULAR MEETINGS OF THE ASHEBORO CITY COUNCIL DURING THE 2017 CALENDAR YEAR

WHEREAS, Section 31.04(A) of the Code of Asheboro provides that the "City Council shall hold a regular meeting on Thursday after the first Monday of each month;" and

WHEREAS, in an effort to avoid reasonably foreseeable scheduling conflicts with the New Year's Day, Independence Day, and Labor Day holidays, the Asheboro City Council has decided to reschedule its regular meetings in January, July, and September of the 2017 calendar year;

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Asheboro, North Carolina as follows:

Section 1. The regular meeting of the Asheboro City Council in January 2017 shall be held in the Council Chamber at Asheboro City Hall, with a beginning time of 7:00 p.m., on the 12th day of January, 2017.

Section 2. The regular meeting of the Asheboro City Council in July 2017 shall be held in the Council Chamber at Asheboro City Hall, with a beginning time of 7:00 p.m., on the 13th day of July, 2017.

Section 3. The regular meeting of the Asheboro City Council in September 2017 shall be held in the Council Chamber at Asheboro City Hall, with a beginning time of 7:00 p.m., on the 14th day of September, 2017.

Section 4. For purposes of clarity, the schedule is as follows for regular meetings of the Asheboro City Council during the 2017 calendar year:

Month	Meeting Date
January	12th
February	9th
March	9th
April	6th
May	4th
June	8th
July	13th
August	10th
September	14th

October	5th
November	9th
December	7th

Section 5. All ordinances and clauses of ordinances in conflict with this Ordinance are hereby repealed to the extent that such ordinances conflict with the intent of the Asheboro City Council to hold its regular meetings in accordance with the schedule found in Section 4 of this Ordinance. With the exception of rescheduling the Asheboro City Council's regular meetings in January, July, and September of 2017, the provisions of Section 31.04 of the Code of Asheboro remain in full force and effect.

Section 6. This Ordinance shall become effective upon adoption and shall sunset at midnight on December 31, 2017.

This Ordinance was adopted in open session during a regular meeting of the Asheboro City Council held on the 8th day of December, 2016.

/s/David H. Smith
David H. Smith, Mayor
City of Asheboro, North Carolina

ATTEST:

/s/Holly H. Doerr
Holly H. Doerr, CMC, NCCMC, City Clerk
City of Asheboro, North Carolina

(d) Approval to schedule a public hearing for January 12, 2017, and to advertise this quasi-judicial hearing, concerning an application for a Conditional Use Permit authorizing a modification of the previously approved Manufacturing, Processing, and Assembly-Light land use on property located on the north side of East Dorsett Avenue.

With the above-stated approval of the consent agenda, the scheduling and advertisement of the quasi-judicial hearing on the Conditional Use Permit application was approved.

(e) A resolution awarding to retired Deputy Fire Chief Max Hooker his fire helmet.

RESOLUTION NUMBER 40 RES 12-16

CITY COUNCIL OF THE CITY OF ASHEBORO, NORTH CAROLINA

A RESOLUTION AWARDING A FIRE HELMET TO A RETIRING OFFICER OF THE ASHEBORO FIRE DEPARTMENT

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 September 1, 1993, Deputy Fire Chief Max S. Hooker began his retirement from employment with the City of Asheboro on December 1, 2016; 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 Deputy Fire Chief Hooker for his dedicated service to the city by awarding to him, at a minimal monetary cost, the fire helmet assigned to the deputy fire chief for use in the performance of his duties;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Asheboro, North Carolina that, in consideration and recognition of his dedicated service to the City of Asheboro, Max S. Hooker is to be awarded ownership of the fire helmet issued to him for the performance of his duties; and

BE IT FURTHER RESOLVED by the City Council of the City of Asheboro, North Carolina that, as part of its recognition of the dedicated public service rendered over the course of his career by retired Deputy Fire Chief Hooker, the council is exercising its statutory authority to set a price for the retired deputy fire chief's helmet at less than fair market value and hereby directs city staff to convey the helmet to Max S. Hooker 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 December, 2016.

/s/David H. Smith
David H. Smith, Mayor
City of Asheboro, North Carolina

ATTEST:

/s/Holly H. Doerr
Holly H. Doerr, CMC, NCCMC, City Clerk
City of Asheboro, North Carolina

6. Recognition of retired Deputy Fire Chief Max Hooker for his service to the City of Asheboro.

On behalf of the Fire Department and the firefighters that Max Hooker led, Chief Wright presented Deputy Fire Chief Hooker with his fire helmet that he used during the performance of his duties. The fire helmet was presented as a token of gratitude for Deputy Chief Hooker's loyal service as a first responder.

Additionally, on behalf of the city council and the city as a whole, Mr. Ogburn presented Deputy Fire Chief Hooker with a retirement plaque that recognized Max Hooker's dedicated service to the municipal corporation and its citizens.

7. Community Development items:

(a) Public hearing on an application (Case No. RZ-16-14) to rezone property located at 153 and 175 N.C. Highway 49 South from R10 (Medium-Density Residential) to B2 (General Commercial).

Mayor Smith opened the public hearing, which was legislative in nature, on the following request.

The requested rezoning pertains to approximately 0.95 of an acre out of 2.78 acres of land located at 153 and 175 N.C. Highway 49 South that is owned by Select Homes, Inc. Randolph County Parcel Identification Numbers 7750151017 and 7750152180 identify the parcels of land that contain the 0.95 of an acre of land, more or less, that is not already zoned B2 and for which rezoning into a B2 district is requested.

Mr. Nuttall utilized a visual presentation to summarize the planning staff's analysis of the request by Mr. Billy E. Loflin to rezone the above-described land to B2 (General Commercial) zoning.

The staff report noted the following:

1. The property is inside the city limits, and all city services are available.
2. N.C. Highway 49 South is a state-maintained major thoroughfare at this location. Mack Road is considered a minor thoroughfare at this location.
3. Mack Road is being extended from N.C. Highway 49 to U.S. Highway 64 West. Along with this extension, a traffic signal has been installed at the intersection of Mack Road and N.C. Highway 49 South and driveway locations near the intersection are being realigned for improved safety and mobility. This work is currently being finalized.
4. A portion of the properties are currently zoned B2 (General Commercial).
5. The current use of the property for a mobile home sales lot, including modular homes, is accompanied by a display home (mobile home (which also includes modular homes) sales lot) was also permitted for a display home. At the time the zoning compliance permit was issued in 1995 for this use, the display home was permitted on the portion of the property zoned R10.
6. The B2 district is characterized by the Zoning Ordinance Statement of Intent 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."

The Planning Board recommended approval of the requested rezoning after concurring with the following analysis from the Community Development staff that evaluated the consistency of the requested rezoning with the adopted comprehensive plans, the reasonableness of the request, and whether the requested rezoning was in the public interest:

"Along with the commercial designation of the property by the Land Development Plan (LDP) and the commercial history of the property and adjoining properties at this key intersection, this request is consistent with the Land Development Plan's Southwest Small area plan. The small area plan identifies the need to accommodate existing and some limited commercial development along N.C. Highway 49 South. Along with access to city services (water, sewer) intersection improvements that are currently being completed to improve traffic flow in the area further make the intersection more feasible for commercial use.

The zoning ordinance statement of intent describing where B2 zoning should be designated also fits the specific context of this property being located at the intersection of a major and minor thoroughfare.

The property's location outside of flood hazard, watershed, or areas of steep slopes also help make the B2 Commercial B2 designation suitable.

Given these factors, staff believes that the request 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 Mr. Moffitt, Council voted unanimously to approve the requested rezoning by adopting a multi-part motion that included the following actions:

1. Approval and adoption as its own by the Council 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. In light of the Council's above-stated determinations/analysis, the application for the requested zoning amendment was approved without any modifications.

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

(b) Public hearing on an application (Case No. RZ-16-15) to rezone property located at 133 and 139 South Church Street from I2 (General Industrial) to B3 (Central Commercial)

Mayor Smith opened the public hearing, which was legislative in nature, on the following request.

The requested rezoning pertains to approximately 1.12 acres out of 1.23 acres of land located at 133 and 139 South Church Street that is not already zoned B3. The total acreage of 1.23 acres, more or less, consists of land owned by either VSR, LLC or Table Bakery, LLC, the 1.23 acres of land are more specifically identified by Randolph County Parcel Identification Numbers 7751726479 and 7751725531.

Mr. Nuttall utilized a visual presentation to summarize the planning staff's analysis of the request by VSR, LLC, by and through Jerry Neal and Dustie Gregson, to rezone the above-described parcels of land to B3 (Central Commercial) zoning.

The staff report noted the following:

1. The property is inside the city limits, and all city services are available.
2. South Church Street is a state-maintained minor thoroughfare at this location.
3. The property is located within Tier 1 (Central Business Planning Area) of the Center City Planning Area. Tier 1 is described by the zoning ordinance as "established to strengthen Asheboro's Center City Planning Area by incorporating a mix of commercial, office, institutional, residential and public open space uses."
4. The previous use of 133 South Church Street was manufacturing, processing, and assembly-heavy and warehousing. This existing structure has been vacant since 1998.
5. The existing use of 139 South Church Street is an eating establishment. Additional property that was acquired and recombined with this parcel after the original tract was rezoned B3 in 2012 is part of this rezoning request. This additional property is currently zoned I2.
6. The B3 Central Commercial District is intended to be applied to the traditional commercial, governmental, administrative and service core of Asheboro, commonly known as the Central Business District (Zoning Ordinance, Sec. 210). It is also distinct from other commercial districts by requiring no off-street parking.
7. Both 133 South Church Street and 139 South Church Street are on the National Register of Historic Places.

8. Adaptive reuse of formerly industrial properties for commercial and residential uses has occurred in the area in recent years.

The Planning Board recommended approval of the requested rezoning after concurring with the following analysis from the Community Development staff that evaluated the consistency of the requested rezoning with the adopted comprehensive plans, the reasonableness of the request, and whether the requested rezoning was in the public interest:

> "The property is part of the City Activity Center, which is described by the Land Development Plan (LDP) as 'the historic core of community life in Asheboro.' This description further states that the City Activity Center 'incorporates a mix of commercial, office, institutional, residential, and public open spaces uses.' Uses permitted in the B3 district generally fit this description, and are likely more compatible with the City Activity Center designation than some uses permitted by the current I2 industrial zoning. The Central Small Area Plan also emphasizes the importance of the preservation/revitalization of the City Center as a key issue.
>
> The Land Development Plan and other efforts also encourage adaptive reuse of properties, and adaptive reuse of surrounding properties has changed the character of the immediate area from industrial in nature to a mix of uses described by the City Activity Center designation.
>
> These are also several transportation factors that support the B3 rezoning request. There is available on-street and off-street public parking in the vicinity. Recent improvements have also occurred which make South Church Street safer and more attractive for pedestrian and bicycle travel.
>
> Finally, the property's location outside of watershed, flood areas, or areas with steep topography help make the requested B3 district appropriate.
>
> These factors make the request consistent with the adopted LDP, and therefore reasonable and in the public interest.
>
> In light of the above-analysis, staff's recommendation is to approve the request."

Ms. Dusite Gregson 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 Ms. Carter, Council voted unanimously to approve the requested rezoning by adopting a multi-part motion that included the following actions:

1. Approval and adoption as its own by the Council 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. In light of the Council's above-stated determinations/analysis, the application for requested zoning amendment was approved without any modifications.

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

8. Public comment period.

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

In the absence of any comments, Mayor Smith closed the public comment period.

9. Public hearing on the request by Journey Church of the Piedmont, Inc. for the annexation of church property at 1801 and 1827 S. Fayetteville Street.

Mayor Smith opened the public hearing on the request by Journey Church of the Piedmont, Inc. for the annexation of its land located at 1801 and 1827 South Fayetteville Street.

After the comments from the city staff, there were no comments and no opposition from the public. Mayor Smith then closed the public hearing.

As part of his comments, Mr. Ogburn presented and recommended adoption, by reference, of an ordinance to extend the corporate limits of the City of Asheboro.

Upon motion by Ms. Carter and seconded by Mr. Burks, Council voted unanimously to adopt the following ordinance by reference.

ORDINANCE NO. 28 ORD 12-16

CITY COUNCIL OF THE CITY OF ASHEBORO, NORTH CAROLINA

AN ORDINANCE TO EXTEND THE ASHEBORO CITY LIMITS BY ANNEXING INTO THE CITY APPROXIMATELY 4.58 ACRES OF LAND THAT IS CONTIGUOUS WITH THE EXISTING PRIMARY CITY LIMITS AND IS LOCATED AT 1801 AND 1827 SOUTH FAYETTEVILLE STREET

WHEREAS, Journey Church of the Piedmont, Inc., a North Carolina non-profit corporation, has submitted a petition asking the city to annex the church's land at 1801 and 1827 South Fayetteville Street, this land is contiguous with the existing primary city limits; and

WHEREAS, the territory for which annexation has been requested is described by metes and bounds in Section 1 of this Ordinance; and

WHEREAS, this annexation petition, which was signed by officers of the non-profit corporation, was presented to the Asheboro City Council on November 10, 2016; and

WHEREAS, by means of a duly adopted resolution (Resolution Number 37 RES 11-16), the Asheboro City Council directed the city clerk to investigate the sufficiency of the petition, and the clerk has certified the sufficiency of the said petition; and

WHEREAS, pursuant to Asheboro City Council Resolution Number 38 RES 11-16, a legal notice was published on November 17, 2016, in *The Courier-Tribune*, a newspaper with general circulation in the City of Asheboro, announcing that a public hearing to consider the adoption of an ordinance annexing the described area into the City of Asheboro would be held during the Asheboro City Council's regular December meeting, which would begin at 7:00 o'clock p.m. on the 8th day of December, 2016, in the Council Chamber at Asheboro City Hall; and

WHEREAS, the said public hearing was held, as advertised, on the 8th day of December, 2016; and

WHEREAS, the Asheboro City Council has determined that the annexation petition meets the requirements of Section 160A-31 of the North Carolina General Statutes;

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Asheboro, North Carolina as follows:

Section 1. By virtue of the authority granted in Section 160A-31 of the North Carolina General Statutes, the following described area is hereby annexed and made part of the City of Asheboro, North Carolina:

Asheboro Township, Randolph County, North Carolina:

BEGINNING on the existing City of Asheboro primary city limits line at a new railroad spike flush with the ground at the intersection of the eastern margin of the 70-foot public right-of-way for South Fayetteville Street with the southern margin of the 40-foot public right-of-way for Foster Street; thence from the said beginning point following the existing primary city limits line South 70 degrees 01 minute 10 seconds East 416.45 feet along the northern boundary line for the Journey Church of the Piedmont, Inc. property shown as New Tract 1 on a plat of survey recorded in Plat Book 148, Page 70, Randolph County Registry (this tract of land for which annexation into the City of Asheboro is sought by Journey Church of the Piedmont, Inc. shall be hereinafter referred to as the "Annexation Tract") to a 3/4" existing iron pipe 12" tall at the northeast corner of the Annexation Tract; thence departing from the existing primary city limits line and the northern boundary line of the Annexation Tract by proceeding along the eastern boundary line of the Annexation Tract, which is also the proposed new City of Asheboro primary city limits line, the following courses and distances: South 03 degrees 19 minutes 07 seconds East 149.99 feet to a 3/4" existing iron pipe flush with the ground; thence South 03 degrees 16 minutes 11 seconds East 85.85 feet to a 3/4" existing iron pipe 3" tall; thence South 03 degrees 16 minutes 11 seconds East 64.14 feet to a 3/4" existing iron pipe control corner flush with the ground at the southeast corner of the Annexation Tract; thence departing from the eastern boundary line for the Annexation Tract and continuing along the proposed new City of Asheboro primary city limits line North 84 degrees 41 minutes 56 seconds West 560.39 feet along the southern boundary line for the Annexation Tract to a 3/4" existing iron pipe control corner 4" deep in the eastern margin of the public right-of-way for South Fayetteville Street; thence continuing to follow the proposed new primary city limits line and entering the 70-foot public right-of-way for South Fayetteville Street by proceeding North 84 degrees 41 minutes 56 seconds West 11.40 feet to a 1/2" existing iron rod 2" deep at the southwest corner of the Annexation Tract and within the public right-of-way; thence departing from the southern boundary line for the Annexation Tract and continuing along the proposed new primary

city limits line North 69 degrees 02 minutes 33 seconds West 59.02 feet to a computed point in the western margin of the public right-of-way for South Fayetteville Street, which is also the location of the existing City of Asheboro primary city limits line; thence departing from the proposed new primary city limits line and following the existing primary city limits line North 20 degrees 57 minutes 27 seconds East 420.53 feet along the western margin of the public right-of-way for South Fayetteville Street to a computed point; thence departing from the western margin of the said public right-of-way and following the existing primary city limits line South 69 degrees 02 minutes 33 seconds East 58.55 feet to a new mag nail within the public right-of-way for South Fayetteville Street and at the northwest corner of the Annexation Tract; thence continuing along the existing primary city limits line by following the northern boundary line of the Annexation Tract South 70 degrees 01 minute 10 seconds East 11.45 feet to the point and place of BEGINNING, and containing 4.58 acres of land, more or less, to be annexed.

The above-stated description is in accordance with a plat of survey identified as job number 160020 and titled "ANNEXATION PLAT FOR: JOURNEY CHURCH OF THE PIEDMONT, INC. TRACT 1." The said plat was drawn under the supervision of John W. Willis, Jr., Professional Land Surveyor with Registration Number L-4522.

Section 2. Upon and after December 8, 2016, the above-described territory and its citizens and property shall be subject to all debts, laws, ordinances, and regulations in force in the City of Asheboro and shall be entitled to the same privileges and benefits as other parts of the City of Asheboro. Said territory shall be subject to municipal taxes according to Section 160A-58.10 of the North Carolina General Statutes.

Section 3. The Mayor of the City of Asheboro shall cause to be recorded in the office of the Register of Deeds of Randolph County, North Carolina, and in the office of the Secretary of State of North Carolina at Raleigh, North Carolina, an accurate map of the annexed territory, described in Section 1 above, together with a duly certified copy of this Ordinance. Such a map shall also be delivered to the Randolph County Board of Elections, as required by Section 163-288.1 of the North Carolina General Statutes.

Section 4. All ordinances and clauses of ordinances in conflict with this Ordinance are hereby repealed.

Section 5. This Ordinance shall be in full force and effect upon and after the 8th day of December, 2016.

This Ordinance was adopted by the Asheboro City Council in open session during a regular meeting held on the 8th day of December, 2016.

/s/David H. Smith
David H. Smith, Mayor
City of Asheboro, North Carolina

ATTEST:

/s/Holly H. Doerr
Holly H. Doerr, CMC, NCCMC, City Clerk
City of Asheboro, North Carolina

Approved as to form:

/s/Jeffrey C. Sugg
Jeffrey C. Sugg, City Attorney
City of Asheboro, North Carolina

10. Water Resources Division items:

(a) Bid award for the Roof Replacements Project.

Mr. Rhoney reported that four (4) bids were received on November 29, 2016 for the roof replacements at the City of Asheboro's Water and Wastewater Treatment Plants. The following bids were received:

Bidder	Bid Amount	Alternate 1
Allied Roofing Company, Inc. 744 Park Centre Drive Kernersville, NC 27284	$229,500.00	$13,500.00
BIRS, Inc. 207 Robbins Street Greensboro, NC 27406	$241,200.00	$16,100.00
McRae Roofing, Inc. 2147 N. Fayetteville Street Asheboro, NC 27203	$178,429.00	$6,654.00

Triad Roofing Company, Inc. 3920 N. Liberty Street Winston-Salem, NC 27105	$219,560.00	$5,250.00

The budget for this project was $257,025.00. Mr. Rhoney recommended that the contract, including Alternate 1, be awarded to the apparent low, responsive bidder, McRae Roofing, Inc. for a total amount of $185,083.00. Upon motion by Mr. Bell and seconded by Mr. Swiers, Council voted unanimously to award the contract to McRae Roofing, Inc. as recommended by Mr. Rhoney.

A copy of the bid summary presented by Mr. Rhoney is on file in the city clerk's office.

(b) Consideration of Change Order No. 3 – Final for the Water Treatment Plant Filter Replacement Project.

Mr. Rhoney presented Change Order No. 3 for the City of Asheboro Water Treatment Plant Filter Replacement Project. This change order will decrease the current contract price by $80,816.88 for a new contract price of $1,068,846.53. There will be no change in the contract time. The date for completion of all work will be February 10, 2017.

Upon motion by Mr. Bell and seconded by Mr. Swiers, Council voted unanimously to approve Change Order No. 3 for the City of Asheboro Water Treatment Plant Filter Replacement Project.

A copy of the change order is on file in the city clerk's office along with a copy of the visual presentation utilized by Mr. Rhoney during his presentation.

11. Upcoming events:

Mayor Smith announced the following upcoming events:

- Friday, December 9, 2016 from 11:30 a.m. until 2:00 p.m. – Randolph County Clerk of Superior Court Christmas Luncheon.
- Friday, December 9, 2016 from 6:00 p.m. until 9:00 p.m. – Christmas on Sunset.
- Tuesday, December 13, 2016 at 6:00 p.m. – Eastside Neighborhood Community Watch dinner at Wesley Chapel AME Zion Church on Brewer Street.
- Thursday, December 15, 2016 – Chamber of Commerce Christmas Party at the Exchange.
- Thursday, December 15, 2016 from 6:00 p.m. until 9:00 p.m. – Asheboro Fire Department Annual Christmas Party at Fire Station 1.
- Friday, December 16, 2016 at 6:00 p.m. – Asheboro Police Department Annual Christmas Party at Sunset Avenue Church of God.
- Saturday, December 17, 2016 from 12:00 p.m. until 3:00 p.m. – Our Daily Bread Soup Kitchen Open House.

There being no further business, the meeting was adjourned at 8:13 p.m.

_____ _____

Holly H. Doerr, CMC, NCCMC, City Clerk David H. Smith, Mayor

Minutes of the meeting of the Asheboro Alcoholic Beverage Control Board held on November 7, 2016

The Asheboro ABC Board met on November 7, 2016, at 5:30 PM, in the Board office, 700 South Fayetteville Street, Asheboro, NC.

Present were Chair Brooke Schmidly, Board Member Steve Knight, Board Member Bob Morrison and General Manager Rodney Johnson (GM). A quorum being present, the Chair called the meeting to order for the transaction of business and business transacted as follows:

The Chair inquired as to any known conflict of interest, appearance of a conflict of interest, or objections concerning agenda items before the Board; after the Chair and Board member voiced having no conflict, and there being no objection, the agenda was adopted.

The Board reviewed and there being no objection, approved the Minutes of the October 3, 2016, Board meeting.

Steve Knight and the GM reviewed Board finances and reported all finances remain consistent (sales and expenses).

Asheboro ABC Policy Section 33 provides the Board may grant bonus pay at such times as it deems appropriate. After discussion, the Chair moved to approve payment of a Christmas bonus equal to 3% of an employee's salary during the period beginning December 1, 2015, and ending November 30, 2016, with a minimum payment of $100. The motion was approved by the Board.

The Board heard reports from the General Manager concerning the following issues:

1. During January, 2017, the GM will undergo mandatory education training required for General Managers and Finance Officers. The training will be conducted by the ABC Commission.

2. Asheboro ABC sales statistics comparing:

   - October 2016 sales with the previous month indicate:
     - An overall +6.5% change (all sales and tax collections)

   - October 2016 sales with sales from the same month last year indicate:
     - Retail Sales -3.2% ($249,989.80)
     - Mixed Beverage Sales: +2.4% ($30,301.23)
     - Sales Tax Collections: -2.7% ($17,517.81)
     - Overall Collections: -2.68% ($297,808.84)

   - October 2016 bottle sales with bottle sales from the same month last year indicate:

- Retail Bottle Sales: -1.7%
- Mixed Beverage Bottle Sales: same
- Overall Bottle Sales: -1.7%

The next regular Asheboro ABC Board meeting will be held Monday, December 5, 2016, at 5:30 p.m.

There being no further business, the meeting was adjourned.

Prepared by Rodney Johnson, GM, and Approved by the Board 12-5-16 GM

Minutes of the meeting of the Asheboro Alcoholic Beverage Control Board held on December 5, 2016

The Asheboro ABC Board met on December 5, 2016, at 5:30 PM, in the Board office, 700 South Fayetteville Street, Asheboro, NC.

Present were Chair Brooke Schmidly, Board Member Steve Knight, Board Member Bob Morrison and General Manager Rodney Johnson (GM). A quorum being present, the Chair called the meeting to order for the transaction of business and business transacted as follows:

The Chair inquired as to any known conflict of interest, appearance of a conflict of interest, or objections concerning agenda items before the Board; after the Chair and Board member(s) voiced having no conflict, and there being no objection, the agenda was adopted.

The Board reviewed and there being no objection, approved the Minutes of the November 7, 2016, Board meeting.

Steve Knight and the GM reviewed Board finances and reported all finances remain consistent (sales and expenses).

An existing waiver from the ABC Commission allowing the GM to also serve as the Finance Officer is set to expire February 28, 2017. Upon motion by Bob Morrison, the Board approved requesting the ABC Commission to continue the waiver for an additional 36 months as permitted by 18B-702(j). The Chair signed the request to be forwarded to the ABC Commission.

The Board heard reports from the General Manager concerning the following issues:

1. Asheboro ABC sales statistics comparing:

    - November 2016 sales with the previous month indicate:
        - An overall +5.2% change (all sales and tax collections)

    - November 2016 sales with sales from the same month last year indicate:
        - Retail Sales +9.7% ($268,245.50)
        - Mixed Beverage Sales: -2.4% ($26,375.31)
        - Sales Tax Collections: +9.7% ($18,796.55)
        - Overall Collections: +8.6% ($313,417.36)

    - November 2016 bottle sales with bottle sales from the same month last year indicate:

        - Retail Bottle Sales: +10.7%
        - Mixed Beverage Bottle Sales: -6.7%
        - Overall Bottle Sales: +9.7%

The next regular Asheboro ABC Board meeting will be held Monday, January 2, 2017, at 5:30 p.m.

There being no further business, the meeting was adjourned.

Prepared by Rodney Johnson, GM, and Approved by the Board 1-2-17 GM

Robert E Hammer

Stephen R Knight

Item 5 (f)

ORDINANCE TO AMEND THE GENERAL FUND FY 2016-2017

WHEREAS, the City Council approved Resolution 36 RES 11-16 on November 10, 2016 utilizing the negotiated offer, advertisement and upset bid process for the sale of standing timber on City owned land near the Asheboro Regional Airport, and;

WHEREAS, the City of Asheboro received a favorable bid of $384,936 from Uwharrie Lumber Company for the timber, and;

WHEREAS, the professional services and closing fees associated with this sale total $38,668.60 ($38,493.60 to Tugwell Consulting Forestry P.A. and $175.00 to Hollers & Atkinson for document preparation) providing net proceeds of $346,268 and;

WHEREAS, the City Council of the City of Asheboro desires to use some of these proceeds be utilized for improvements at the current Asheboro Regional Airport terminal and the remainder to be transferred to the Airport project fund, and;

WHEREAS, the City Council of the City of Asheboro desires to amend the budget as required by law to adjust for changes in revenues and expenditures in comparison to the current fiscal year adopted budget, and;

WHEREAS, the City Council of the City of Asheboro wants to be in compliance with all generally accepted accounting principles, and;

THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ASHEBORO, NORTH CAROLINA:

That the following revenue line items be increased:

Account #	Expense Description	Amount
10-383-0001	Net Sale Proceeds	346,268

That the following expenditure line items be increased:

Account #	Expense Description	Amount
10-650-1500	Maintenance & Repair Buildings	5,000
10-650-1501	Building Renovation Furniture	9,500
10-650-1600	Maintenance & Repair- Equipment	13,000
10-650-6600	Transfer to Airport Project	318,768
	Total	346,268

Adopted this 12th day of January, 2017

David H. Smith, Mayor

ATTEST:

Holly H. Doerr, CMC, NCCMC, City Clerk

Item 5 (g)

ORDINANCE TO AMEND
THE AIRPORT IMPROVEMENTS FUND (#66)
FY 2016-2017

WHEREAS, the City Council approved Resolution 36 RES 11-16 on November 10, 2016 utilizing the negotiated offer, advertisement and upset bid process for the sale of standing timber on City owned land near the Asheboro Regional Airport, and;

WHEREAS, the City of Asheboro received a favorable bid of $384,936 from Uwharrie Lumber Company for the timber, and;

WHEREAS, the City Council desires that $318,748 of the net proceeds from this sale are utilized for a) clean up of old projects where expenses changed from budget, b) timber reforestation estimated at $14,000, c) parking lot repaving around the old airport terminal estimated at $35,000 and d) other improvements under consideration at the Asheboro Regional Airport that will be accounted for in the Airport Improvements fund, and;

WHEREAS, the City Council of the City of Asheboro desires amend the budget as required by law to adjust for changes in revenues and expenditures in comparison to the current adopted budget, and;

THEREFORE, BE IT ORDAINED by the City Council of the City of Asheboro, North Carolina

Section 1: That the following revenue line items are increased:

Account	Description	Increase / (Decrease)
66-367-1025	GF Contribution (16-17) (Net Timber proceeds)	318,768
	Total Increase	318,768

Section 1: That the following expense line items are increased:

Account	Description	Increase / (Decrease)
66-660-6100	State Sales Tax	8,589
66-660-6200	Randolph County Tax	4,782
66-660-6300	Guilford Sales Tax	125
66-660-6400	Cumberland County Sales Tax	454
66-890-4503	Pmt to Contractor- T. Tucker	255
66-950-4500	Grant 6.1 payment to contractor	5,521
66-981-4500	NEW-Improvements- reforestation	14,000
66-981-4501	NEW-Paving- Parking at old terminal building	35,000
66-981-4502	NEW-Contracted Services- other improvements TBD	250,042
	Total Increase	318,768

Adopted this the 12th day of January 2017.

_____
David H. Smith, Mayor

ATTEST:

_____
Holly H. Doerr, CMC, City Clerk

RESOLUTION NUMBER _____

CITY COUNCIL OF THE CITY OF ASHEBORO, NORTH CAROLINA

A RESOLUTION AUTHORIZING THE CANCELLATION OF A DEMOLITION COSTS LIEN FILED AGAINST THE PARCEL OF LAND LOCATED AT 811 BREWER STREET

WHEREAS, on September 19, 2013, the City of Asheboro (the "City") filed a claim of lien in the amount of $7,255.16 against the parcel of land located at 811 Brewer Street and more specifically identified by Randolph County Parcel Identification Number 7761243861; and

WHEREAS, the said lien was filed against the parcel of land identified in the immediately preceding paragraph (the "Demolition Site") in order to recover costs incurred by the City in order to properly demolish and remove an unsafe structure formerly located on the tract or parcel of land; and

WHEREAS, subsequent to the demolition work and the filing of the lien for demolition costs, the Randolph County Tax Department conducted a tax sale because of unpaid property taxes; and

WHEREAS, the tax sale was conducted on September 18, 2014, and the Demolition Site was sold for $250.00; and

WHEREAS, pursuant to the statutory provisions applicable to the foreclosure of tax liens, property sold at foreclosure is deeded to the purchaser free and clear of all liens that could have been included in the judgment, and the only tax lien that can remain on real property after a tax foreclosure sale is the lien for taxes that cannot be determined at the time of the judgment because the tax rate has not yet been set; and

WHEREAS, in light of the above-stated recitals, the Asheboro City Council has decided to clarify the land records to reflect that the Demolition Site is no longer subject to any lien for the City's demolition costs;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Asheboro that the lien claimed by the City of Asheboro for demolition costs associated with the unsafe structure formerly located on the Demolition Site is hereby formally released by the City, and, furthermore, the City hereby explicitly and unconditionally remises and releases any interest the municipal corporation may have previously claimed in the Demolition Site; and

BE IT FURTHER RESOLVED by the City Council of the City of Asheboro that any and all city officials needed for the successful implementation of the release of the said lien are hereby authorized and directed to immediately take the actions needed to update the public land records to reflect the release of the said lien for demolition costs.

This Resolution was adopted by the Asheboro City Council in open session during a regular meeting held on the 12th day of January, 2017.

_____
David H. Smith, Mayor

ATTEST:

_____
Holly H. Doerr, CMC, NCCMC, City Clerk

CUP-17-01 Request for Conditional Use Permit for Manufacturing, Processing, and Assembly (Light) within a Conditional Use General Commercial (CU-B2) zoning district

(East Dorsett Avenue)

Staff Report

Conditional Use Permit Staff Report

CUP Case No. CUP-17-01 1/12/2016

General Information

Name Bob Crumley (CF Properties, LLC)

Address 1157 South Cox Street
Asheboro NC 27203

Phone 336-953-2009

Pin # 7750973085

Location north side of East Dorsett Avenue

RequestedAction: Conditional Use Permit for Light Manufacturing in a CU-B2 (Conditional Use General Commercial) zoning district.

Existing Zone CU-B2/R7.5 (See Analysis #3) **Existing Land Use** Parking Lot (gravel)

Size 23,674 square feet +/-

Applicant's Reason as stated on application

(1) Flip building resulting in building being closer than previous plan
(2) Increase size from 5,200 ft. to 6,287 ft.

Surrounding Land Use

North Single-family residential **East** Single-family residential

South Commercial **West** Commercial

Zoning History RZ-88-24: R7.5 to B2 (denied) (1988); RZ-88-29: R7.5 to CU-B2 (approved-included subject property, plus uses on adjoining 1157, 1207, 1213 South Cox St.) (1988); RZ-91-03 (Modification to CUP- allowing subdivision of property and review of CUP for individual lots to be reviewed as each lot develops. CUP-16-12: See below

Growth Strategy Map Primary Growth **Proposed L D P Map** Neighborhood Residential

Legal Description

The property of CF Properties, LLC, located on the north side of East Dorsett Ave., totaling approximately 23,674 sq. ft. (0.543 acres) +/-, & more specifically identified by Randolph County Parcel Identification No. 7750973085

Analysis

1. The request is for a Conditional Use Permit authorizing "Manufacturing, Processing, and Assembly- Light" within a CU-B2 (Conditional Use General Commercial District) zoning district.
2. A Conditional Use Permit was previously approved for this use (CUP-16-12: Findings of Fact, Conclusions of Law and Order Issuing Permit approved 11-10-2016).
3. A small portion of property along the parcel's eastern boundary is identified on GIS as R7.5 (Medium-Density Residential) zoning. However, staff cannot find supporting documentation in the public record to confirm this area of residential zoning. This issue is not a concern for the CUP as the zoning ordinance (Section 103.3) states that when a zoning boundary divides a parcel, the least restrictive zoning (in this case CU-B2) applies to the entire parcel since the R7.5 zoning extends less than fifty (50) feet beyond the zoning boundary.
4. The applicant wishes to increase the square footage from 5,200 sq. ft. to 6,287 sq. ft., which is considered a modification of the permit due to exceeding 1,000 square feet and 10 percent of the originally approved floor area.
5. The proposal also includes changes to the parking and driveway locations (moving the parking further from the adjoining property to the north and east and bringing the building closer to these residential properties) and increasing the building height from 16' to 22' on the building front.

LDP Conformity Issues Buffering/screening should use special care in the context of adjoining residential land uses.

Conditional Use Permit Staff Report

NOTE: Applicant shall certify to Council mailings to all adjoining property owners.

Staff Comments

Suggested Conditions

Draft Conditions as of 12/19/16.

(A) Consistent with Section 628.5, the specific "manufacturing, processing, and assembly, light" use approved shall include lawful processes involving agricultural and food products of a similar intensity to the specific products the applicant identifies as occurring with this use.

(B) The site plan notes a 10' Type C screen on the northern and eastern boundaries of the property adjacent to residentially zoned property. This "Type C" Screen indicates one (1) evergreen shrub at five (5) feet on centers and one (1) evergreen tree at twenty (20) feet on centers or an equivalent combination of vegetation and other screening that meets or exceeds the requirements of a "Type C" Screen. Existing vegetation may also count towards meeting screening/buffering requirements. However, should any deficiency in meeting the landscaping requirements occur, additional buffering or screening measures consistent with Section 304A of the Asheboro Zoning Ordinance shall be required.

(C) The site plan indicates that no outdoor lighting is proposed at this time. If the applicant proposes outdoor lighting at a later date, it shall not be considered a modification requiring a new Conditional Use Permit. Information shall be submitted to City staff demonstrating compliance with Section 317A.1 of the Zoning Ordinance (Performance Standards for all Commercial Zoning Districts- Light) for inclusion into the file without further review by City Council.

(D) The site plan shows a "Screen C" located on the east side of the property adjacent to the Darren R. Thornburg and Shannon R. Thornburg property identified by Deed Book 2404, Page 1492. This screening may be changed to screening (if any) required by the Asheboro Zoning Ordinance, Section 304A to reflect future land use and zoning classifications of that adjoining property. Consequently, if the screening on this portion of the subject property changes, this change shall not be considered a modification of the Conditional Use Permit (CUP) requiring a new CUP. In this case, a revised site plan shall be submitted to City staff for review and inclusion into the file without further review by City Council.

(E) Prior to the issuance of a Zoning Compliance Permit for the proposed land use, the owner(s) of the Zoning Lot. shall properly execute, and deliver to the Zoning Administrator for recordation in the office of the Randolph County Register of Deeds a Memorandum of Land Use Restrictions prepared by the City Attorney for the purpose of placing notice of the conditions attached to this Conditional Use Permit in the chain of title for the Zoning Lot.

For Conditional Use Permit Hearings:

The following tests shall be found in favor of the applicant by the City Council.

1. That the use will not materially endanger the public health or safety if located where proposed and developed according to the plan as submitted an approved.
2. That the use meets all required conditions and specifications of the Asheboro Zoning Ordinance.
3. That the use will not substantially injure the value of adjoining or abuting property, or that the use is a public necessity,
4. That the location and character of the use if developed according to the plan as submitted and approved is in harmony with the area in which it is to be located and in general conformity with the plan of development of Asheboro and its environs.

If any Conditional Use Permit is discontinued for a period of 180 days; or the permit is not initiated within 180 days; or replaced by a use otherwise permitted in the zoning district, it shall be deemed abandoned and the Conditional Use Permit shall be null and void and of no effect.

Asheboro Zoning Ordinance Section 628- Manufacturing, Processing and Assembly, Light*
Light manufacturing activities may be permitted in B2 districts subject to the following standards:

628.1 Off-street parking and loading spaces provided in accordance with Article 400.

628.2 The applicant shall have adequate utilities (water, sewerage, etc.,) so that the proposed operation shall meet the requirements of the City Fire, Building Inspection, and Engineering Departments.

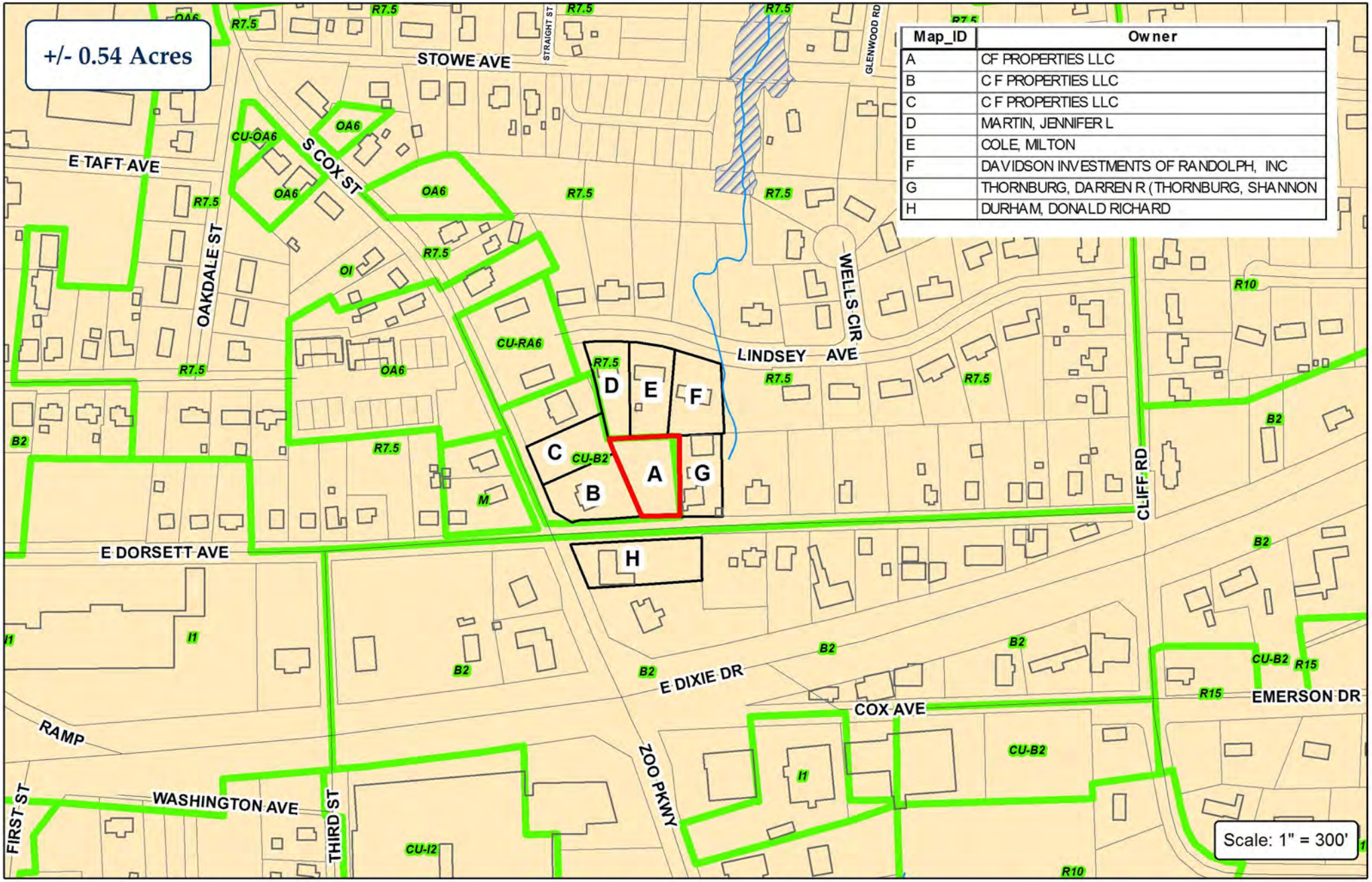
628.3 The activity shall not endanger, damage, or have any other undesirable effects upon nearby non-industrial development by reason of its existence and operation.

628.4 Buffering and screening shall be required as set forth in Article 304A.

628.5 Approvals granted under this section shall be for one specific use, to be identified by the applicant at the time of application, and shall not be transferable to other light industrial uses. Requests for such changes in use shall be covered by the submission of a separate Special Use Permit Application.

628.6 Light Manufacturing, Processing and Assembly as permitted by this SUP shall mean activities which are conducted within a fully enclosed structure, require no outdoor storage, utilizes no boilers or other equipment in excess of 25 HP individually, and employ a total of 10 or fewer employees.

*Article 1100 Definitions concerning Manufacturing, Processing, and Assembly
Manufacturing, Processing and Assembling, Light- Activities described in Manufacturing, Processing and Assembling, Heavy conducted wholly within an enclosed structure and not employing more than 10 persons and utilizing no more than a total of 25 horsepower in power driven machines and material handling equipment.
Manufacturing, Processing and Assembling, Heavy- The mechanical or chemical transformation of materials or substances into new products. The land uses engaged in these activities are usually described as plants, factories, or mills and characteristically use power-driven machines and materials handling equipment. Establishments engaged in assembling component parts of manufactured products are also considered under this definition, if the new product is neither a fixed structure nor other fixed improvement. Also included is the blending of materials such as lubricating oils, plastics, resins or liquors.



Map_ID	Owner
A	CF PROPERTIES LLC
B	C F PROPERTIES LLC
C	C F PROPERTIES LLC
D	MARTIN, JENNIFER L
E	COLE, MILTON
F	DAVIDSON INVESTMENTS OF RANDOLPH, INC
G	THORNBURG, DARREN R (THORNBURG, SHANNON
H	DURHAM, DONALD RICHARD

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NORTH CAROLINA
Exactly where you want to be.

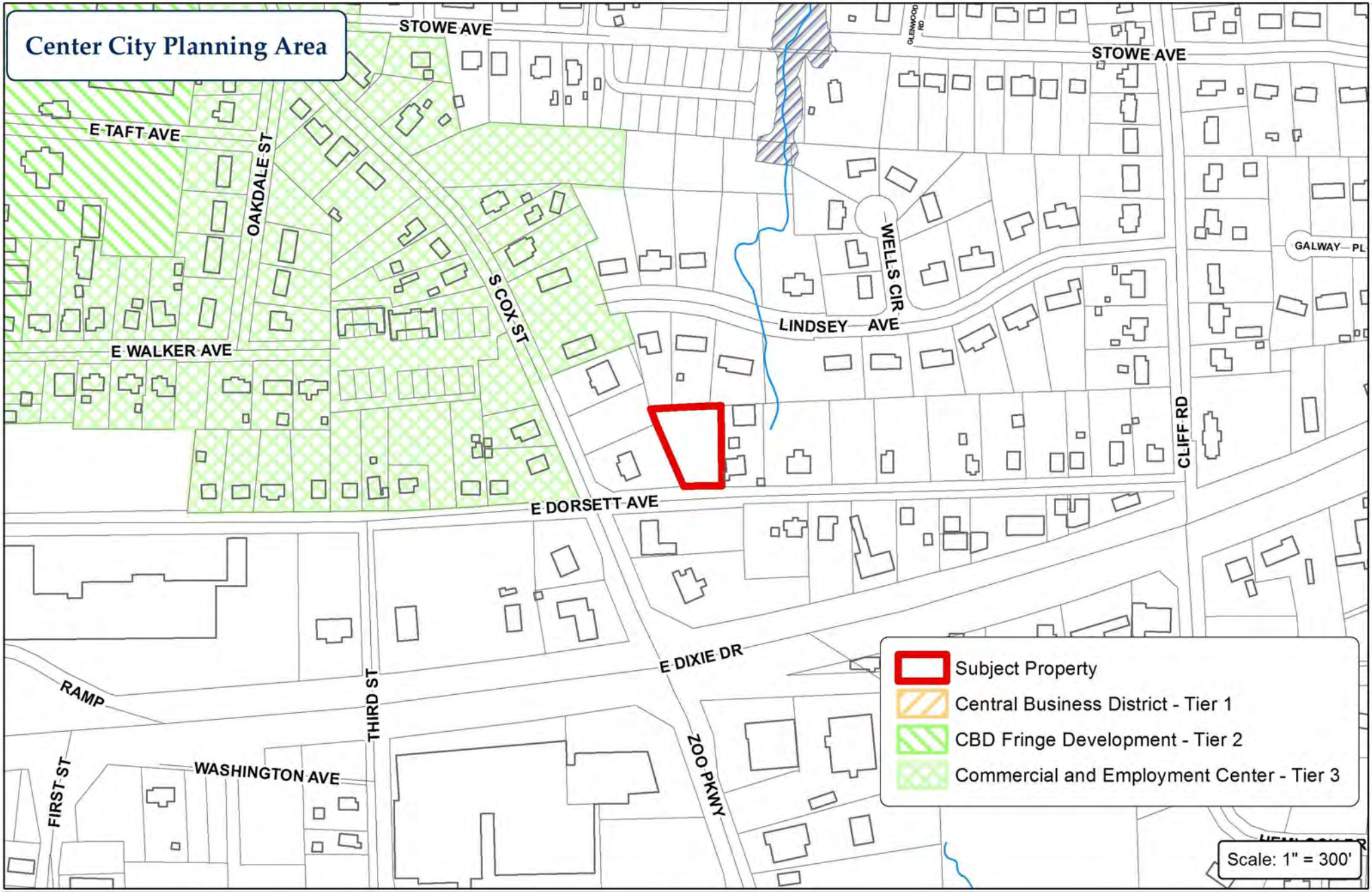
City of Asheboro
Planning & Zoning Department

Conditional Use Permit: CUP-17-01

Parcel: 7750973085

Subject Property
Adjoining Properties
Zoning
City Limits

N
W
E
S



City of Asheboro
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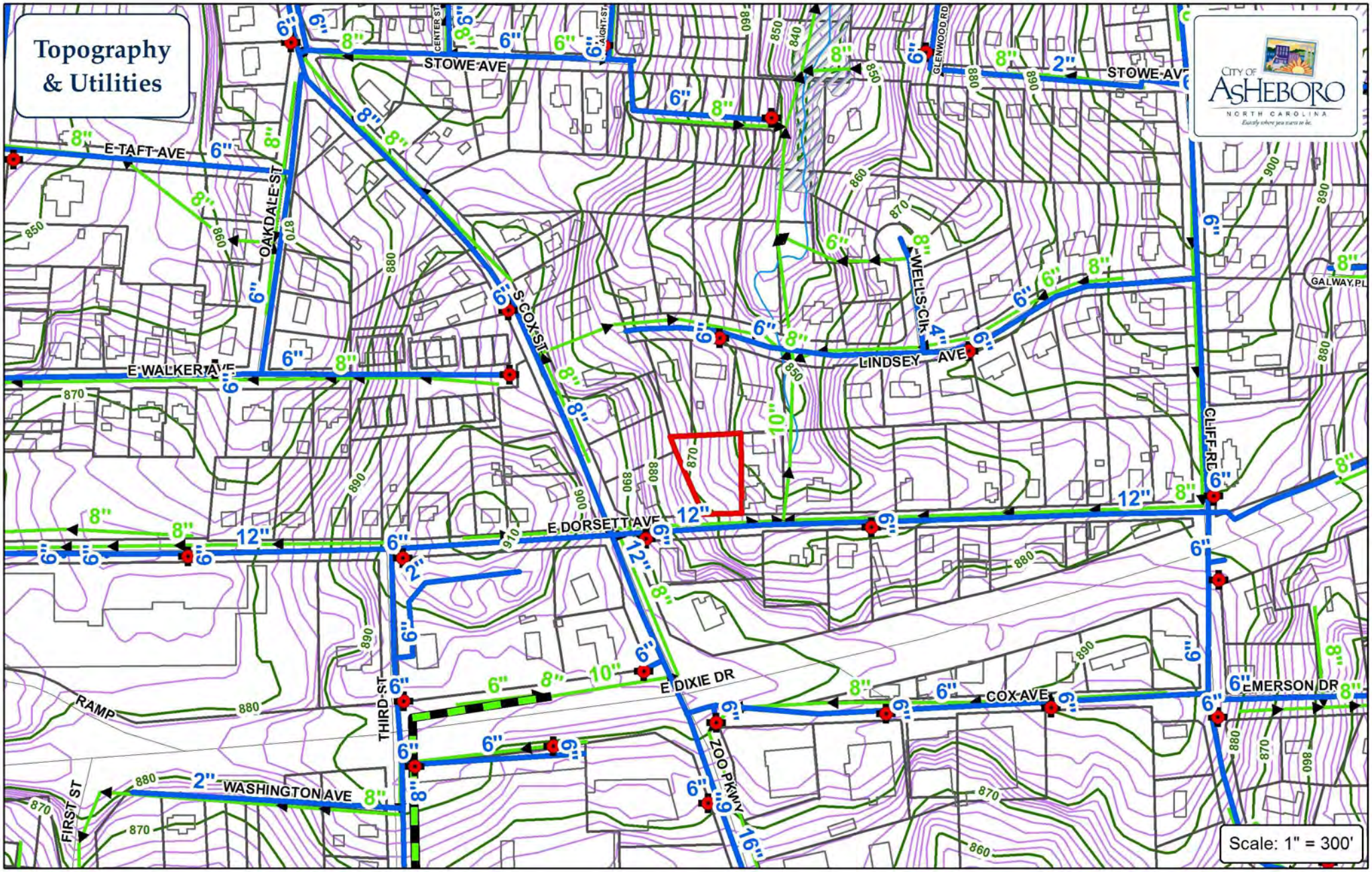


Water Main
Sewer Main
Force Main
Fire Hydrant
PS Pump Station

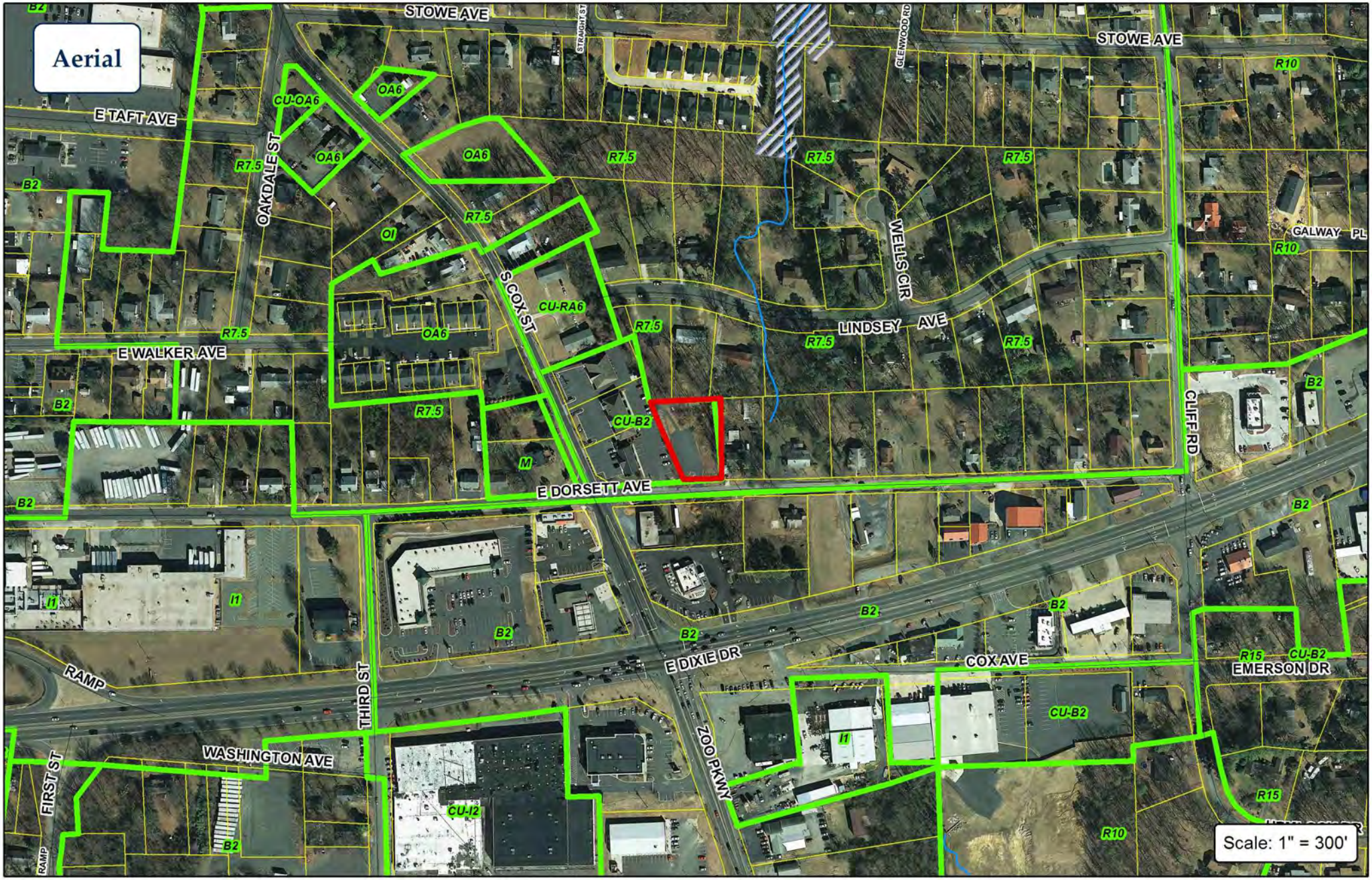
City of Asheboro
Planning & Zoning Department

Conditional Use Permit: CUP-17-01

Parcel: 7750973085

Subject Property

N W E S



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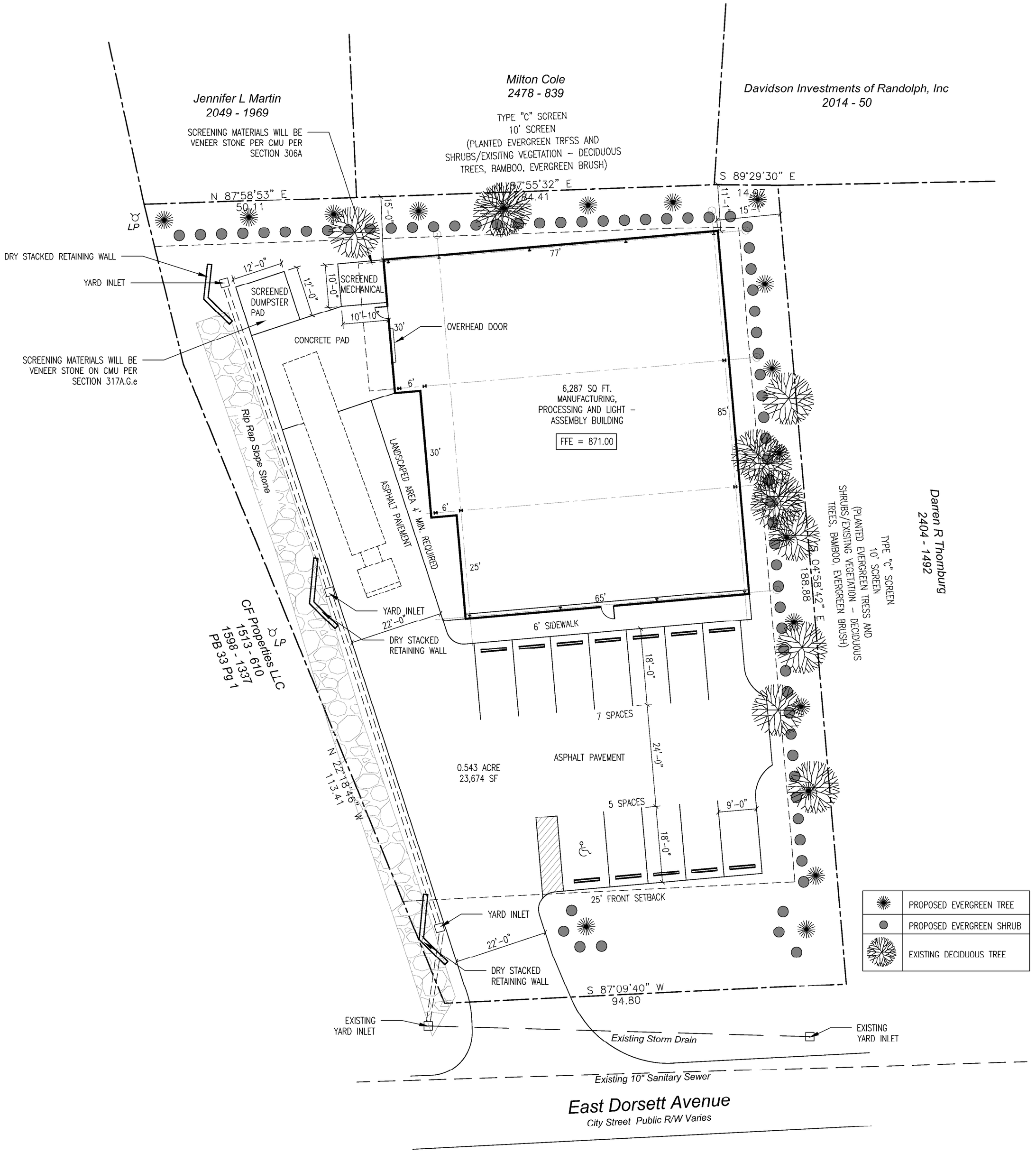
Parcel: 7750973085

Subject Property
Zoning

N
W
E
S

CF PROPERTIES LLC - HEMP PROCESSING FACILITY

EAST DORSETT AVE, ASHEBORO NC



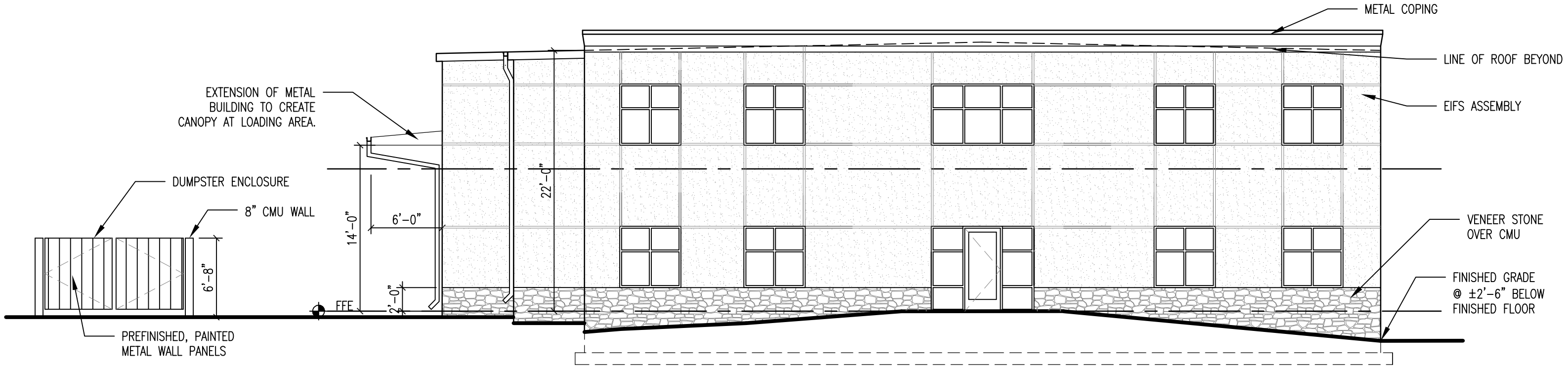
MOSER MAYER PHOENIX ASSOCIATES, PA

SITE PLAN

1/16"=1'-0"

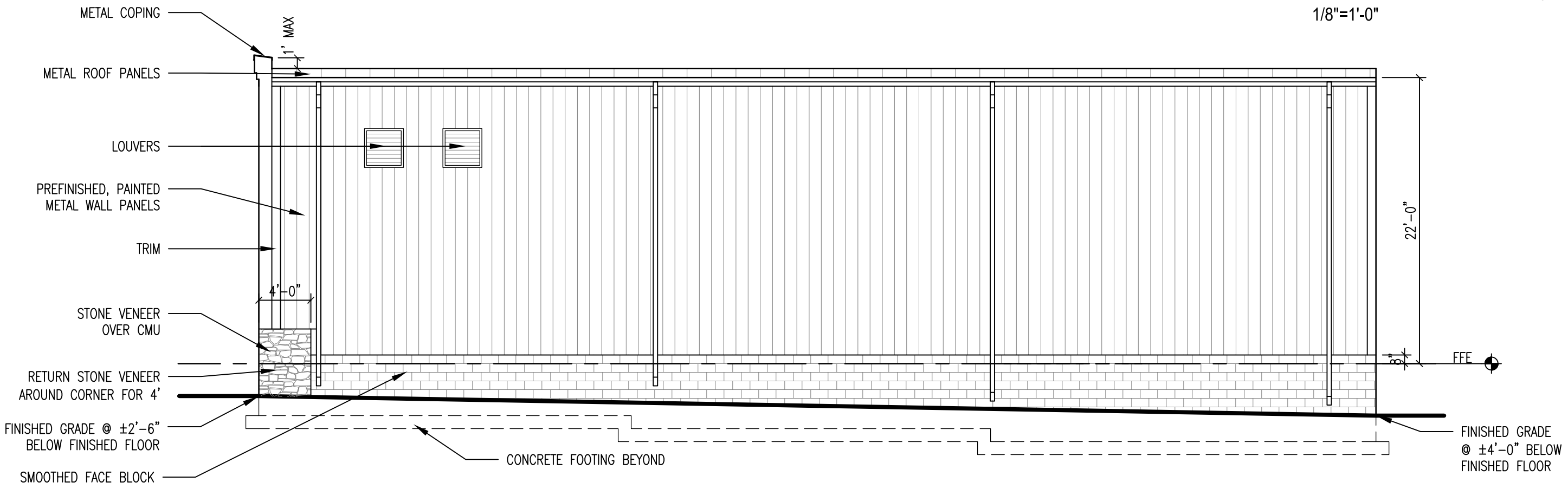
CF PROPERTIES LLC - HEMP PROCESSING FACILITY

EAST DORSETT AVE, ASHEBORO NC



SOUTH ELEVATION (FRONT)

1/8"=1'-0"



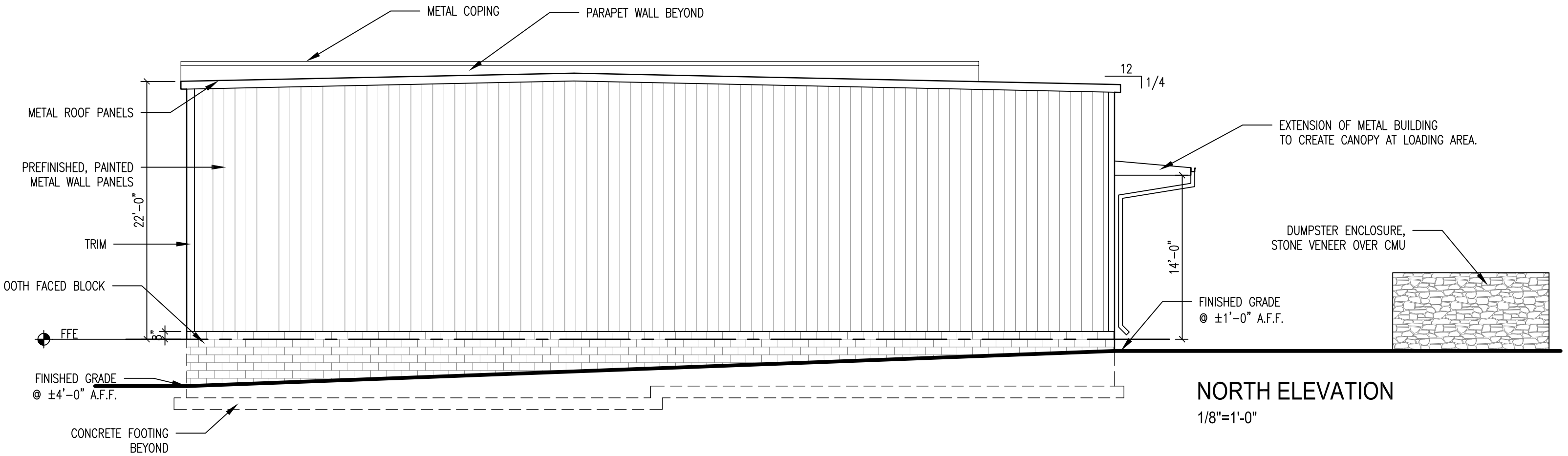
EAST ELEVATION

1/8"=1'-0"

MOSER MAYER PHOENIX ASSOCIATES, PA

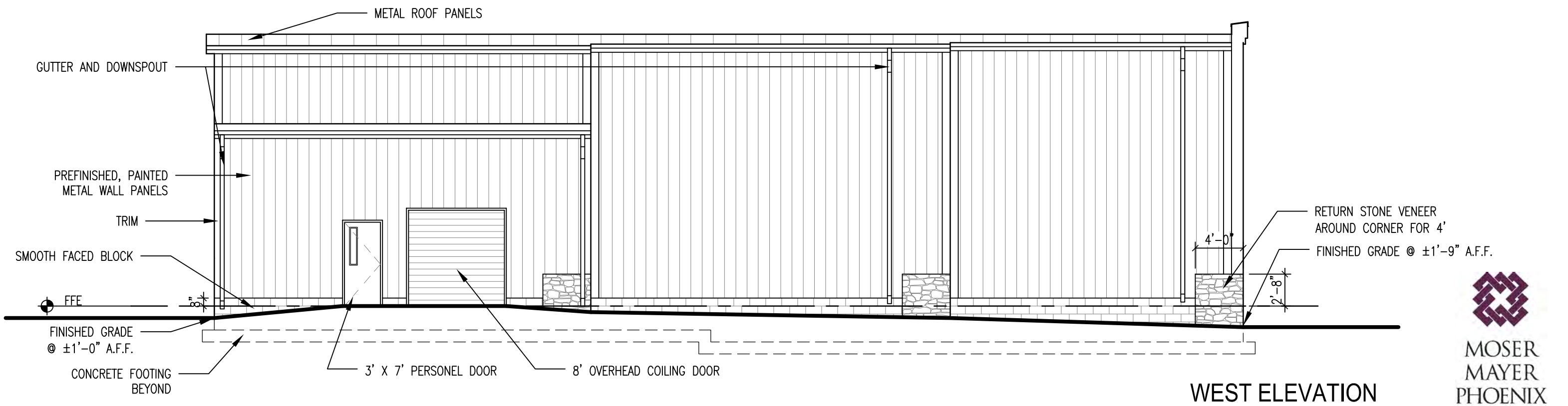
CF PROPERTIES LLC - HEMP PROCESSING FACILITY

EAST DORSETT AVE, ASHEBORO NC



NORTH ELEVATION

1/8"=1'-0"



WEST ELEVATION

1/8"=1'-0"

MOSER
MAYER
PHOENIX
ASSOCIATES, PA