



TOWN COUNCIL MEETING
SEDALIA TOWN HALL
6121 Burlington Road
March 4th
7PM

Minutes

- **CALL TO ORDER:** The regular scheduled meeting for the Town of Sedalia was called to order at 7:00 pm at the Sedalia Town Hall by Mayor Morgan.
- **PRAYER & MEDITATION:** Time was allotted for silent prayer and meditation.
- **PLEDGE OF ALLEGIANCE:** Time was allotted for pledge to the U.S. flag.
- **ROLL CALL:** Mayor Morgan, Mayor Pro Tem Faison, Councilwoman Jones, Councilwoman Wrenwick, and Councilman Sharpe.

A. MOTION to approve the agenda with request to move the Presentation of the Town Audit to the top of the agenda was made by Councilwoman Wrenwick and seconded by Councilwoman Jones. Motion carried.

B. B. MOTION to approve the minutes, with adjustments, from the January 8th Town Council meeting was made by Councilwoman Jones and seconded by Mayor Pro Tem Faison. Motion carried.

C. REPORTS/DISCUSSIONS

I. Code Enforcement Report

Jeff Pointdexter provided the monthly code enforcement report for February 2024.

- **204 Simmons Lake Drive** – Final notice was issued on 2/12/24. Progress is being made; some brush has been removed and equipment is on-site to remove the rest of the brush.
- **609 Morgan Summers Road** – A hearing was held on 2/12/24. We met with the owner at the property to show him what needed to be done and issued a finding of fact. Reinspection on 2/26/24 showed progress has been made.
- **6137 Blue Lantern Road** – Final notice was issued on 2/12/24. Tires have been inflated, and the vehicle has been covered with a vehicle cover. The case is closed.
- **6146 Blue Lantern Road** – Several junk vehicles remain on the property. Reinspection on 2/26/24 showed no change. Notice of hearing has been prepared and mailed.
- **6020 Blue Lantern Road** – A case has been opened on this property for minimum housing and a junk pile. Windows are missing or broken, window trim is deteriorating, and the structure appears unsecured. Junk is beside the structure.

The Town Council stated that they have seen people standing around this property, and even saw a porta-potty located around the property at one point. Mr. Pointdexter agreed to check if the property is abandoned or not.

- **6270 Burlington Road** – A hearing was held on 2/12/24. No one showed, but the owner called and stated she has hired a contractor to demolish the house. A finding of fact was issued on 2/12/24.
- **1111 Palmer Farm Road** – A hearing was held on 2/12/24. No one showed, but the owner called and stated he would make repairs to secure the house and plans to demolish it. Upon reinspection on 2/26/24, the owners have erected a gate to block the road, preventing illegal dumping and inspections. The case is closed per Cam.
- **1119 Palmer Farm Road** – Reinspected on 02/26/24, junk pile removed. Case closed.
- **6133 Burlington Road** – A case was opened for minimum housing. Fascia board is rotting and deteriorating, missing in some places. Garage door is deteriorating. Notice of violation was mailed out.
- **6047 Burlington Road** – A case was opened after a complaint regarding trash around the property. Notice of violation was mailed out. Reinspection on 2/26/24 showed the trash has been removed. Case closed.
- **6124 Burlington Road** – A hearing was held, but no one showed up. Finding of fact was mailed out. Efforts are underway to locate the real owner's address since the original letter came back.

The Town seems to be having trouble finding the owner of this property

- **336 Sedalia Road** – Finding of fact issued on 1/22/24. As of 2/26/24, there has been no change. Final notice prepared and mailed out.
- **6307 Jennie Drive** – Finding of fact issued on 1/22/24. Reinspection on 2/26/24 showed no change. Final notice prepared and mailed.
- **6212 Burlington Road** – Notice of hearing mailed out on 2/12/24. Reinspection before the hearing revealed the trash had been removed. Case closed.
- **6062 Burlington Road** – Reinspection on 2/26/24 showed the vehicle has been removed. Case closed.
- **809 Rockhurst Drive** – Notice of hearing mailed out on 2/12/24. Reinspection on 2/26/24 before the hearing showed the junk pile had been removed. Case closed.
- **800 Rockhurst Drive** – Hearing notice mailed out on 2/12/24. Reinspection on 2/26/24 before the hearing showed the junk pile had been removed. Case closed.
- **903 Rockhurst Drive** – Inspected after a complaint and put in violation for trash, debris, junk, and open storage. Reinspection on 2/26/24 showed no change. Notice of hearing prepared and mailed. As of 3/4/2024, the resident is removing some of the trash.
- **313 Martingale Drive** – Case opened for a junk pile behind the house. Reinspection on 2/26/24 showed no change. Notice of hearing prepared and mailed.

II. Appointment of Jay Riehle to the Planning Board

Mayor Pro Tem Faison discussed and voted on the recommendation from the Planning Board members to change Jay Riehle's status from alternate member to regular member.

Councilwoman Wrenwick made a motion to approve Jay Riehle's appointment, which was seconded by Mayor Pro Tem Faison.

Planning Board member Riehle recited the Planning Board oath and has officially become a member of the Planning Board.

III. Flood Ordinance Prevention Ordinance Review

Councilman Sharpe presented the next steps regarding the Floodplain Ordinance Amendment.

Guilford County reached out to the communities within Guilford County that have an interlocal agreement for Floodplain Management, urging us to adopt the new maps, ordinance amendment, and the Appeals and Comment period.

The Town of Sedalia will need to update the Flood Damage Prevention section of our Development Ordinance to adopt the new maps once they become effective. According to Guilford County's Watershed Stormwater Engineer, FEMA has not made the new maps effective, and they plan to issue the Letter of Final Determination. A 6-month compliance period will start, indicating that the new maps are final.

Failure to comply will result in the community being kicked out of NFIP, meaning that our residents will not be able to purchase flood insurance, nor will they be able to apply for or receive hazard mitigation grants if there is a presidential declared disaster.

The Sedalia Planning Board has already auto-adopted language from the State Model Ordinance; however, there is additional language that needs to be added as well. Once the draft is complete, it has been suggested that the Town send it to NCFMP for review prior to scheduling a hearing for its adoption. We do need to make sure certain sections match up with developmental definitions and regulations.

Schedule for Preliminary Flood Map Update:

October 28th, 2022 – Preliminary Flood Maps released by NCFMP to the Communities of Guilford County.

February 14, 2023 – Local Government Community Officials Outreach Meeting with NCFMP to discuss the Preliminary Flood Map adoption process.

July 25, 2023 – 5:30-7:30pm – Public Open House: Community Outreach Meeting at the NC Cooperative Extension Guilford County Center, 3309 Burlington Rd, Greensboro, NC.

TBD – 90-day Appeal & Comment Period begins (date determined by FEMA)

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TBD - Resolution of Appeals & Comments

TBD – FEMA issues Letter of Final Determination after reviewing all appeals & comments. This starts the 6-month Compliance Period for each local government in Guilford County to adopt the new Flood Maps and update Local Flood Damage Prevention Ordinance.

TBD – New Flood Maps Adopted by Guilford County (each local community must adopt the new maps and may have different adoption dates compared to the date adopted for the unincorporated area of Guilford County)

IV. Synergy Recycling Update

Councilwoman Jones presented the Synergy Recycling update to the Town.

After the resolution was adopted to recycle the Town’s surplus electronics, the items were taken to Synergy Recycling. We recently received the Certificate of Destruction for the Town’s data-bearing material. Within 30 days, the Certificate of Recycling for all the other items, such as the old office phones, chargers, tape recorder, etc., will come with the settlement. The settlement will show the weight of material that was received, and it will come with a statement that the full weight received was destroyed and recycled in their certified facility in accordance with various laws for recycling electronics.

V. Review of Personnel Policy

Mayor Morgan led the review of Article 4 and 5 of the Town of Sedalia Personnel Policy.

ARTICLE IV. RECRUITMENT AND EMPLOYMENT

Section 1. Equal Employment Opportunity Policy

No Questions/Expected Changes

Section 2. Implementation of Equal Employment Opportunity Policy

No Questions/Expected Changes

Section 3. Recruitment, Selection and Appointment

No Questions/Expected Changes

Section 4. Probationary Period

The Town Council decided to make changes to the following passage:

“An employee appointed or promoted to a permanent position shall serve a probationary period. Employees shall serve a [three-to-six-month] probationary period. Employees hired as ‘trainees’ shall remain on probation until the provisions of their traineeship are satisfied.”

- The Council would like to keep the ordinance probationary period consistent with other documentation, making the probationary period a standard 3-months.

Section 5. Promotion

No Questions/Expected Changes

Section 6. Demotion

The Town Council decided to make changes to the following passage:

“An employee who is demoted shall have [his] salary reduced to a rate not to exceed the maximum of the new class.”

- The Council noticed an error with the use of a male pronoun instead of a gender-neutral pronoun.

Section 7. Transfer

The Town Council decided to make changes to the following passage:

"If the Town Administrator wishes to transfer using the usual application process, [he/she make] a recommendation to the Town Council."

- The Council noticed a grammar error in this statement, recommending that the Town change the wording to "...he/she **will** make..."

ARTICLE V. CONDITIONS OF EMPLOYMENT

Section 1. Work Schedule and Attendance

The Council was worried about the process for weather-related transportation issues, asking if an employee would need to take off in this instance. Administrator Dungee answered that, depending on the position, the worker will be able to work from home. She also added that North Carolina usually shuts down government buildings due to inclement weather, so chances are the Town Hall will be closed either way.

Section 2. Political Activity

The Council would like to confirm whether this section implies that Town Council Members are not allowed to work for the town. This is counterproductive to past discussions of potential part-time work for current Council member(s).

Administrator Cam stated that the Town might need to make some changes but believes that the approval to work for the Town would be based on the type of work done by a Council member. They do not see a problem with a Council member working in unbiased roles. However, the Town needs to make sure that there are no general statutes on this issue before they make a final decision.

Section 3. Outside Employment

No Questions/Expected Changes

Section 4. Dual Employment

No Questions/Expected Changes

Section 5. Employment of Relatives

The Town Council decided to make changes to the following passage:

"For the purpose of this Article, immediate family shall be defined as spouse, child, parent, sibling, grandparent, grandchild, [aunt and uncle] to include in-law, step and half relationships."

- The Council argued that a person's "aunt and uncle" is not a part of their immediate family, and should not be included in this section of the ordinance.

Section 6. Harassment Prohibited

No Questions/Expected Changes

Section 7. Expectation of Ethical Conduct

The Town Council decided to make changes to the following passage:

"No official or employee of the Town shall solicit or accept any gift, favor, or thing of value that may tend to influence such employer in the discharge of duty an improper favor, service, or thing of value."

- After much discussion about whether or not there should be a dollar amount set for this section, the Town Council has decided to skip this section and come back and further discuss this issue later. Councilman Sharpe requested that the issue be added to the retreat, scheduled for April 19th and 20th.

Section 8. Performance Evaluation

No Questions/Expected Changes

Section 9. Safety

No Questions/Expected Changes

Section 10. Use of Town Property and Equipment

Administrator Cam discussed how Town workers have been able to take work property off of Town Hall grounds; however, those who utilize these privileges will have to repay the Town as a result of any damages that occur. The Town Council agrees that they may need to implement a form for such provisions, as the Town is growing.

Section 11. Electronic Communications

No Questions/Expected Changes

Section 12. Substance Abuse Policy

No Questions/Expected Changes

Section 13. Dress Code

Clerk Dodd asked for a reevaluation of sub-section E of the expectations section:

"Jewelry is allowed, but the Town urges staff to please [remove] body piercings during work hours. Staff is also urged to cover visible tattoos when possible and practical during work hours."

After much discussion on the 'changing of the times' as the Town grows, along with the biased nature of what is appropriate regarding piercings and tattoo placement, the town has decided to change the language of this section of the ordinance. Instead of calling for the removal of piercings during office hours, the Town is instead changing the language to "...the Town urges staff to please **use discretion with** visible body piercings..."

Section 14. Eligibility

No Questions/Expected Changes

Section 15. Employee Group Health, Dental and Vision Insurance

The Town Council skipped this portion, as it doesn't necessarily apply to the council at this moment. However, as the Town grows, the Town Council is planning to include insurance in their employment package.

Section 16. Supplemental Retirement Benefits

The Town Council skipped this portion, as it doesn't necessarily apply to the council at this moment

Section 17. Social Security

No Questions/Expected Changes

Section 18. Worker's Compensation

No Questions/Expected Changes

Section 19. Unemployment Compensation

No Questions/Expected Changes

The Town Council will continue going through the Draft Personnel Policy at the next meeting.

VI. Update on Republic Services

An update was reported by Councilwoman Wrenwick on the review and renewal of Sedalia's business with Republic Services.

The Town received an invoice from Republic Services for the month of January that was \$1,820.78 higher than normal. Upon inspection, it was later learned that the monthly billing was increased due to the number of customers showing up as active. It was explained that this was the most recent audit showing the total number of Sedalia customers. A spreadsheet of the active residents on their list was provided so the town could review and adjust as needed.

It was found that there were approximately 17 addresses that needed to be added to Republic's list, and approximately 109 addresses that needed to be removed.

Additionally, the Town Hall office received complaints on a weekly basis about damaged carts or missed collections. With the often-poor service, and the annual cost increase, this may mean the town should begin considering no longer providing this service or searching to see if any other options have become available for the east side of the county.

Republic Services staff are usually great to work with, but at times the town has had to deal with a service that is often unacceptable. The town signed off in 2023 on a one-year extension agreement, and that expires June 30, 2024. This may be the best time to have some conversations about needed improvements by the company.

Administrator Cam reminded the Council that they have been here before, which is why they know that there is a lack of options for trash service in North Carolina, but is hopeful that this may have changed over time.

VII. 2024 Spring Litter Sweep Event

Councilwoman Jones provided an update on the Spring Litter Sweep event.

The Town of Sedalia is hosting a Spring Litter Sweep on April 27th, 2024, at 9 am, located at 6121 Burlington Road, Sedalia, NC 27342.

A designated dumpster will be available in the Town Hall parking lot until 5 pm, exclusively for Sedalia residents. This allows residents a complimentary disposal service. Paint, electronics, household chemicals, hazardous, or flammable materials are not allowed.

D. CITIZENS COMMENTS

Robert Jones (6508 Rolling Acres Drive) stated that he has recently encountered many community members who feel as if the Town Council is not building/maintaining a good enough relationship with the residents of Sedalia. He says that the most continuous issues that he's heard about were that: 1) The Town Council does not send out enough letters telling the residents of things going on in Sedalia, 2) The Town Council looks at the problem, instead of looking at the symptoms/reasoning for the Towns issues, 3) Even though many residents have known the Town Council since they were young, they still feel as if the town is divided, and don't want to participate in agenda and Town Council meeting, for fear of being rebuked by the masses.

Mr. Jones pointed out that only 10% of Sedalia residents participated in the last local election, and even though the town is growing, involvement is still very low.

He suggests that the Town have a conversation about customer service during the retreat scheduled for late April, stating that the Town might get more involvement if there was an incentive. Resident Al Rucker agrees, stating that "some of us have a different outlook [on the Town Council] now that we are coming."

Councilwomen Wrenwick agrees that the Town is interested in the goings-on of the Town Hall because she gets questioned about Town Council discussions/events by her neighbors and at her church. She states that she uses these situations to stay involved with the residents and invite them to come out to events and meetings.

Administrator Cam noticed that new people who come out are usually really impressed by the Town Council meetings. To which Mr. Rucker agrees.

Mayor Morgan added that the Town Hall sends emails and zoom links for all meetings, and the Town puts on events like founders' day, and our Christmas program, and even their event numbers are constantly dwindling. Adding that "The redeeming thing is that we had a good Christmas program [in 2023]."

Overall, the residents who came to the Town Council meeting seems to agree that the Town Council should work on its community involvement.

E. ANNOUNCEMENTS

All regular scheduled meetings are held at the Sedalia Town Hall at 7:00 pm.

- The Planning Board meeting will be held on March 21st.
- The next Town Council Agenda meeting will be held on March 25th.
- The next Town Council meeting will be held on April 1st.

Meeting adjourned.

Submitted By:

Approved By:

Kayla Dodd, Town Clerk

Howard Morgan, Mayor

Date

(SEAL)