

A Regular Meeting of the City Council of the City of Hickory was held in the Council Chamber of the Municipal Building on Tuesday, December 4, 2018 at 7:00 p.m., with the following members present:

Brad Lail	Hank Guess	David L. Williams
Charlotte C. Williams	Aldermen	David P. Zagaroli
Danny Seaver		Jill Patton

A quorum was present.

Also present were: City Manager Warren Wood, Assistant City Manager Rick Beasley, Assistant City Manager Rodney Miller, City Attorney John W. Crone, III, Executive Assistant to the City Manager Deisy Zavala Vazquez and City Clerk Debbie D. Miller

- I. Mayor Guess called the meeting to order. All Council members were present.
- II. Invocation by Rev. Vince Ross, Christ United Methodist Church
- III. Pledge of Allegiance
- IV. Election and Oath of Office of Mayor Pro Tempore for Calendar Year 2019 Pursuant to NC General Statute §160A-70 and Section 2-54 of the Hickory City Code.

Mayor Guess thanked Alderman Seaver for serving as Mayor Pro Tempore for 2018. He also wished him a Happy Birthday. Mayor Guess nominated Alderman Williams as Mayor Pro Tempore for Calendar Year 2019, seconded by Alderwoman Patton. The motion carried unanimously.

Mayor Guess administered the Oath of Office to Alderman Williams as Mayor Pro Tempore for Calendar Year 2019.

- V. Appointment and Oath of Office of City Attorney for Calendar Year 2019 Pursuant to the Hickory City Code, Section 4.151 of the Charter.

Mayor Guess nominated Attorney John Crone as City Attorney for Calendar Year 2019, seconded by Alderwoman Williams. The motion carried unanimously.

Mayor Guess administered the Oath of Office to Attorney John Crone as City Attorney for Calendar Year 2019.

- VI. Special Presentations

- A. Audit Presentation – Kari Dunlap, Martin Starnes & Associates

City Manager Warren Wood asked Kari Dunlap with Martin Starnes & Associates to the podium for the audit presentation for fiscal year 2017/2018.

Ms. Kari Dunlap, Martin Starnes & Associates, presented a PowerPoint presentation. She discussed some of the audit highlights. Ms. Dunlap commented it was a pleasure to present the financials for the City of Hickory and she and Martin Starnes & Associates really appreciated being the City's auditors for the past several years now. They love having local client, so it's great for them. She knew the City had a resource that was very close, and she knew that was a wealth of information for the finance office and she knew they appreciated that as well. She advised there was an unmodified opinion on the financial statements, which was the goal. That means it was a clean opinion. There was no reason to think the numbers were materially misstated for any reason. The staff was very cooperative. She mentioned that they have lots of request throughout the audit process, and they really appreciated finance getting those to them as quickly as they could. They implemented Governmental Accounting Standards Board (GASB) number 75 this year, which was the other postemployment benefits, which was something they had to implement with all the governments this year. She noted the biggest thing was the general fund unassigned fund balance increased almost \$2 million dollars this year. One of the main increases was due to last year there was a million dollar transfer out for the sinkhole, so that was not as significant this year it was only \$550,000 this year, that was three of four payments, so there was still going to be one more payment for that next year. She advised that the revenues were also up.

Ms. Dunlap referred to the PowerPoint which showed the general fund summary. The expenditures included transfers out and the revenues included any transfers in. This year there was about \$51 million dollars in revenues, and \$49 million dollars in expenditures. Revenues increased \$1.2 million dollars, or about three percent, and there was a growth in the sales tax base this year. Expenditures increased \$2.3 million dollars. She discussed in more detail the fund balance and advised in 2018 the City's fund balance was almost \$37.8 million dollars and of that amount of fund balance, \$17.9 was unassigned. Included in the \$37.8 million dollars was the capital reserve fund, but the unassigned fund balance was all for the general fund. Fund balance increased \$1.7 million dollars over last year. The unassigned fund balance increased \$2 million dollars, and that was due to the incremental growth in the economy. She mentioned that Council's goal was 25 percent of the adoptive budget, so this goal was met this year.

Ms. Dunlap discussed the top three revenues. She advised that ad valorem taxes were about \$27 million dollars this year, and that was a \$491,000 increase over last year, and there was \$120 million dollar tax base growth this year. She referred to the PowerPoint and pointed out that number. In other taxes there was a \$322,000 increase this year. Included in these other taxes were the local option sales tax, franchise tax and occupancy tax. Those were the main three drivers behind this number.

Ms. Dunlap discussed the third revenue which was the restricted intergovernmental. This revenue increased about \$288,000 this year, to almost \$2.6 million dollars. She advised this included the Powell Bill street maintenance funds and also included the rural fire tax. She advised there was a three cent increase this year, which paid for the fire truck. She mentioned Council would see that as well when they look at the public safety expenditures. She referred to the PowerPoint and discussed the top three expenditures. Public safety was almost \$22.9 million dollars this year, which was a \$1.3 million dollar increase over last year. The main driver behind those were the fire truck engine pumper purchase and there was also the radio system purchase. She mentioned this is the largest functional expense of the City. Police and fire make up roughly 300 of the 650 employees, so that's the biggest bulk of the City's expenditures. She advised this number will be high again next year for fiscal year 2019, because a million dollars had been appropriated for the ladder truck purchase.

Ms. Dunlap discussed culture and recreation, which was the next largest expense at almost \$7.7 million dollars. This increased \$1.6 million dollars over last year, and this was due to various capital expenditures. She noted that the citizens were definitely happy about this. They like to see all the improvements around the City. The biggest ones this year were the Hickory City Park and also the L. P. Frans Stadium. Those were the two largest drivers behind that increase. She discussed the last largest expenditure, general government. There was a \$385,000 increase this year which was due to operating expenditures. She discussed the major enterprise funds which showed the City's water, sewer, transportation, and solid waste. It showed the City's current assets, current liabilities, and working capital. She advised for the water and sewer fund, it was about \$31 million dollars which was unrestricted cash. It decreased approximately \$802,000 over last year. That was due to capital project expenditures in the water and sewer fund. She discussed the transportation fund. The working capital was \$1.5 million dollars and \$1.4 million dollars of that was unrestricted. This increased \$367,000 this year, but there was a \$300,000 State grant which was received specifically for the transportation fund. That was the main indicator behind that increase.

Ms. Dunlap discussed the last enterprise fund which was the solid waste fund. The working capital was right at \$2.9 million dollars for working capital and the same for unrestricted cash. She advised the biggest thing to note about this fund this year was there were no transfers and it was self-sufficient in the current year. That was the goal of this fund to be self-sufficient and self-operating. It did have a very small increase in cash of \$139,000. She asked Council for any questions.

Mayor Guess asked if there were any questions from Councilmembers. He thanked Ms. Dunlap and the entire staff. He advised that Martin Starnes had been the City's auditor for many years. He mentioned that he and Alderman Lail serve on the Audit Committee for Council. Martin Starnes had done a tremendous job, and they had always done that for the City. It was very much appreciated. He advised the reports were available to the public at the libraries, City Hall, and probably online as well. He advised it was a rather thick document, but was extremely thorough. The citizens could look at it and all Councilmembers were available if they had questions.

Ms. Dunlap suggested they read the management discussion for a lot of the information.

Mayor Guess thanked Ms. Dunlap.

Ms. Dunlap advised if Council had any questions they were always available. Finance Officer Melissa Miller had their contact information. She thanked City Council.

City Manager Warren Wood asked Council to accept the audit report.

Alderman Seaver moved, seconded by Alderman Zagaroli acceptance of the audit report. The motion carried unanimously.

- B. Proclamation for Human Rights Day, December 10, 2018 and Bill of Rights Day, December 15, 2018 – Presented to Catawba Valley Interfaith Council, President, Rabbi Dennis Jones.

Mayor Guess asked the President of the Catawba Valley Interfaith Council, Rabbi Dennis Jones and any others with him to the podium. Mayor Guess read and presented the Proclamation for Human Rights Day and Bill of Rights Day to Rabbi Jones and Mr. Cliff Moone.

Rabbi Dennis Jones commented how blessed he felt to live in the City of Hickory. He couldn't say enough good things about the City's servant hearted Mayor, who is such a humble and good person. We are blessed to have you Mayor Guess. He was appreciative of all of the members of Council. God has blessed our City in so many ways. He felt privileged to live here, particularly after the killings at the synagogue in Pittsburgh in late October. It made him realize just how our Jewish community, and our entire religious community in this area, is given freedom and support and allowed to thrive. That is priceless. He thanked Council for the declaration and for all that they do. God bless you.

VII. Persons Requesting to Be Heard

- A. Mr. Cliff Moone, 2925 8th Street Court NE, Hickory asked Mayor Guess and Councilmembers for a moment of silence for the 41st President of the United States George H.W. Bush. A man of great decency, courage, a good man, a man who was a patriot, who stood for his country in everything that he did. He commented it may seem odd that he was the person asking for that, but he admired him so much. He asked if it would be appropriate for Council, if they could take just a moment of silence.

A moment of silence was taken.

Mr. Moone thanked Council for the moment of silence. He commented Thomas Jefferson wrote that some men look at constitutions with sanctimonious reverence and deemed them like the Ark of the Covenant, too sacred to be touched. I am, Jefferson said, certainly not an advocate for frequent and untried changes in laws and constitutions, but I know also that laws and institutions must go hand in hand with the progress of the human mind. We might as well require a man to wear still the coat which filled him when a boy as to require a civilized society to remain even under the regiment of their barbarous ancestors, Thomas Jefferson 1916. He thought that City Attorney John Crone would know which part of the Oath of Office that he thought was the most important of all. All Councilmembers had taken that oath at some time. He wanted to remind everybody who takes that oath what his favorite part was. He asked City Attorney John Crone if he knew what his favorite part was.

City Attorney John Crone replied he thought his favorite part was all of the Bill of Rights.

Mr. Moone thought that was such a good answer. He replied but actually, it is the part where you said Mr. Crone and Alderman Williams, not inconsistent therewith. Meaning, for all who would like to know, that means that our constitution and the Bill of Rights and all of the amendments to the constitution are the supreme law of this land and for us even here. Under any other circumstances, even if we pass laws at the level of our ordinances here, or at the State level, or wherever they must come in line with our constitution. He thought that was one of the reasons it keeps us in our government and in this country that free people can say a Pledge of Allegiance every time we meet as well. He commented it is always a privilege to stand here in a free country with Council and to listen to, as you think about, as you consider and are given wisdom to keep this country, keep this city, and on all of them who are servants of the public within the constitution and the Bill of Rights. He thanked Council again for the proclamation that noted that.

Mayor Guess asked if anyone else wished to speak. No one else appeared.

VIII. Approval of Minutes

- A. Regular Meeting of November 20, 2018.

Alderman Seaver moved, seconded by Alderwoman Patton approval of the Regular Meeting Minutes of November 20, 2018. The motion carried unanimously.

- IX. Reaffirmation and Ratification of Second Readings. Votes recorded on first reading will be reaffirmed and ratified on second reading unless Council Members change their votes and so indicate on second reading.

Alderman Zagaroli moved, seconded by Alderwoman Patton that the following be reaffirmed and ratified on second reading. The motion carried unanimously.

- A. Budget Revision Number 7. (First Reading Vote: Unanimous)
- B. Consideration of Closing a Portion of "E" Avenue SE as Petitioned by Catawba County. (First Reading Vote: Unanimous)

- X. Consent Agenda: All items below are considered to be routine by the City Council and will be enacted by one motion. There will be no separate discussion of these items unless a Council Member so requests. In which event, the item will be removed from the Consent Agenda and considered under Item IX.

Alderwoman Patton moved, seconded by Alderwoman Williams approval of the Consent Agenda. The motion carried unanimously.

- A. Approved of a Grant Agreement and Resolution for Project 36237.66.6.1 from North Carolina Department of Transportation for the Rehabilitation of the North Ramp at Hickory Regional Airport.

On October 23, 2017 the Hickory Regional Airport was hit with a tornado which destroyed two of its hangars located on the North Ramp. The City filed a Request for Aid with North Carolina Department of Transportation (NCDOT) to assist in the rehabilitation of the pavement of said ramp where the hangars once stood, which consists of a 32,000 square foot footprint. By letter dated November 7, 2018 NCDOT approved the City's Request for Aid and now requires approval of the Grant Agreement. The grant has a State share of 90 percent equal to \$74,979 and a local share of 10 percent equal to \$8,331 for the design-bid phase of this project. This grant will assist in the rehabilitation of the North Ramp pavement and continuation of the airfield improvement program as recommended by the Airport's Task Force. The design-bid phase is the first step in moving forward with rehabilitation of the North Ramp. Staff recommends Council's approval of the Grant Agreement and Resolution for Project 36237.66.6.1 from the North Carolina Department of Transportation.

RESOLUTION NO. 18-50

WHEREAS, a Grant in the amount of \$74,979 has been approved by the Department based on total estimated cost of \$83,310; and

WHEREAS, an amount equal to or greater than ten percent (10%) of the total estimated project cost has been appropriated by the Sponsor for this Project.

NOW THEREFORE, BE AND IT IS RESOLVED THAT THE Mayor of the Sponsor be and he hereby is authorized and empowered to enter into a Grant Agreement with the Department, thereby binding the Sponsor to the fulfillment of its obligation incurred under this Grant Agreement or any mutually agreed upon modification thereof.

- B. Approved a Work Authorization with Talbert, Bright & Ellington, Inc. in an Amount not to exceed \$83,309.61 for Engineering Consulting Services for the Design through Bidding Phase of the North Ramp Rehabilitation Project.

This Work Authorization will provide engineering services for the design-bidding phase of this project using FAA Non-Primary Entitlement (NPE) funds in an amount not to exceed \$83,309.61. This portion of the project is part of the ongoing pavement rehabilitation for the airfield pavement, but is not part of another specific project. The scope of work will include bid documents for the removal of the existing failed pavement followed by subgrade stabilization and construction of a new asphalt surface and stabilized base course pavement located within the footprint of destroyed Hangars N1 & N2 on the North Ramp. The North Carolina Department of Transportation – Division of Aviation (NCDOT-DOA) has approved grant 36237.66.6.1 in the amount of \$83,310, the State share is 90 percent in the amount of \$74,979 and the Local share is 10 percent in the amount of \$8,331. To prepare for possible new hangar construction on the North Ramp, or convert this area to new heavy aircraft parking, the geotechnical testing and design plans need to be performed so the City is ready for whatever direction its decides to take. Staff recommends approval of the Work Authorization with Talbert, Bright & Ellington, Inc. regarding Grant 36237.66.6.1 in the amount of \$83,309.61.

- C. Called for a Public Hearing for Consideration of a Voluntary Contiguous Annexation of Property Owned by City of Hickory Located at 9th Avenue NW South of Goat Farm Road, in Burke County, Containing Approximately 39.97 Acres. (Authorize Public Hearing for December 18, 2018, at 7:00 p.m. in Council Chambers of the Julian G. Whitener Municipal Building).

RESOLUTION NO. 18-51

RESOLUTION DIRECTING THE CLERK TO INVESTIGATE A PETITION RECEIVED UNDER G.S. 160A-31 AND/OR 160A-58.1, AS AMENDED

WHEREAS, a petition from the City of Hickory requesting annexation of areas described in a petition were received on November 19, 2018 by the City Council of the City of Hickory; and

WHEREAS, G.S. 160A-31 and G.S. 160A-58.1 provide that the sufficiency of the petition shall be investigated by the Clerk before further annexation proceedings may take place; and

WHEREAS, the City Council of the City of Hickory deems it advisable to proceed in response to this request for annexation.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HICKORY:

THAT, the Clerk is hereby directed to investigate the sufficiency of the above-described petition and to certify as soon as possible to the City Council the result of her investigation.

CERTIFICATE OF SUFFICIENCY

TO THE CITY COUNCIL OF THE CITY OF HICKORY, NORTH CAROLINA:

I, Debbie D. Miller, City Clerk, do hereby certify that I have investigated the petition attached hereto and have found as a fact that said petition is signed by all owners of real property lying in the areas described therein, in accordance with G.S. 160A-31 and/or G.S. 160A-58.1, as amended:

Located at 9th Avenue NW South of Goat Farm Road, also identified as PIN 2793-15-7865 and PIN 2793-16-8620 and containing 39.97 acres more or less.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the City of Hickory this 19th day of November, 2018.

/s/ Debbie D. Miller, City Clerk

RESOLUTION FIXING DATE OF PUBLIC HEARING ON QUESTION OF ANNEXATION, PURSUANT TO G.S. 160A-31 OR G.S. 160A-58.1, AS AMENDED

WHEREAS, a petition requesting annexation of the areas described herein has been received; and

WHEREAS, the City Council of the City of Hickory has, by Resolution, directed the clerk to investigate the sufficiency thereof; and

WHEREAS, certification by the Clerk as to the sufficiency of said petitions has been made.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HICKORY:

Section 1: That a public hearing on the question of annexation of the areas described herein will be held at 7:00 p.m. on December 18, 2018, in the Council Chambers of the Julian G. Whitener Municipal Building, located at 76 North Center Street, Hickory, North Carolina.

Section 2: The areas proposed for annexation are described as follows:

Property of City of Hickory located at 9th Avenue NW South of Goat Farm Road, also identified as PIN 2793-15-7865 and PIN 2793-16-8620 and containing 39.97 acres more or less

Section 3: Notice of said public hearing shall be published in The Hickory Daily Record, a newspaper having general circulation in the City of Hickory, at least ten (10) days prior to the date of said public hearing.

RESOLUTION NO. 18-52

A RESOLUTION DETERMINING THE INTENT TO ANNEX INTO THE CORPORATE LIMITS OF THE CITY OF HICKORY CERTAIN PROPERTY OWNED BY THE CITY OF HICKORY AND CALLING FOR A PUBLIC HEARING ON THE SAME

WHEREAS, the City of Hickory is the owner of certain real property as described herein, which property is located at 9th Avenue NW South of Goat Farm Road, also identified as Burke County PIN 2793-15-7865 and PIN 2793-16-8620 and containing 39.97 acres more or less; and

WHEREAS, such property is immediately adjacent to the existing corporate limits of the City of Hickory; and

WHEREAS, it is in the best interest of the health, safety and well-being of the residents of the City of Hickory to annex such property into the corporate limits of the City of Hickory as authorized by N.C.G.S. Section 160A-31; and

NOW, THEREFORE BE IT RESOLVED by the Hickory City Council, sitting in open session this 4th day of December, 2018, at a regularly scheduled meeting of the governing body of

said Council, duly called and posted in accordance with the statutes of the State of North Carolina, as follows:

Section 1: That the Hickory City Council does determine that it is in the best interest of the health, safety and well-being of the residents of the City of Hickory to annex the property described hereinafter into the corporate limits of the City of Hickory.

Section 2: That a public hearing on the question of annexation of the area described herein will be held at 7:00 p.m. on December 18, 2018, in the Council Chamber of the Julian G. Whitener Municipal Building, located at 76 North Center Street, Hickory, North Carolina.

Section 3: The same being that property reflected on maps entitled City of Hickory, Voluntary Contiguous Annexation, property outlined in red;

Section 4: Notice of said public hearing shall be published in The Hickory Daily Record, a newspaper having general circulation in the City of Hickory, at least ten (10) days prior to the date of said public hearing.

- D. Called for a Public Hearing for Consideration of Amending the Bond Commission Ordinance. (Authorize Public Hearing for December 18, 2018, at 7:00 p.m. in Council Chambers of the Julian G. Whitener Municipal Building).
- E. Called for a Public Hearing for Consideration of Amending the Personnel Ordinance. (Authorize Public Hearing for December 18, 2018, at 7:00 p.m. in Council Chambers of the Julian G. Whitener Municipal Building).
- F. Approved an Agreement with Freese and Nichols, Inc. in the Amount of \$197,645 for the Evaluation and Design of a One Million Gallon Elevated Storage Tank.

Staff requests Council's approval of the agreement with Freese and Nichols, Inc., for the evaluation and design of a one million gallon elevated storage tank in the amount of \$197,645. The Public Utilities Department annually identifies infrastructure that is in need of replacement or rehabilitation, as appropriate, as a component of the Department's sustainability programs. Infrastructure to be upgraded is identified by reviewing records of maintenance calls to the area, reviewing annual inspection records from staff, age of infrastructure and overall size of project that needs to be performed. This project is the results of former studies and system observations by City staff. Currently the 9th Avenue tank supplies the bulk of the load for the greater northeast and northwest areas including Alexander County and Conover. The addition of this tank will greatly increase system redundancy, volumes of storage and increase fire flow scenarios in the general area. Staff prepared and disseminated a Request for Qualifications for engineering services to design a new one million gallon elevated water storage tank in the northeast Hickory area. Responses were received from: Freese and Nichols; Hulse, McCormick and Wallace; McGill and Associates; and Tank Industry Consultants. Freese and Nichols, Inc. was selected as the most qualified firm for this project based on past experience with other projects of this type and their familiarity with the City of Hickory's distribution system due to a water model they previously completed. The project consists of the preliminary engineering, design and bid of a one million elevated water storage tank including: hydraulic analysis, tank type evaluation, site and drainage evaluation and environmental review, renderings and shadow cast evaluation, 30 percent plans, PER and review meeting, final design, survey, geotechnical, permitting, and bidding assistance. The funds for this project are budgeted in the FY 18-19 Public Utilities Capital Budget. Staff recommends Council's acceptance and award of the agreement with Freese and Nichols, Inc., for the evaluation and design of the one million gallon elevated storage tank in the amount of \$197,645.

- G. Approved the Agreement for Engagement of Legal Counsel with the Firm of Young, Morphis, Bach & Taylor, LLP for Legal Services for City Attorney John Crone.
- H. Approved on First Reading Budget Revision Number 8.

ORDINANCE NO. 18-35
Budget Revision Number 8

BE IT ORDAINED by the Governing Board of the City of Hickory that, pursuant to N.C. General Statutes 159.15 and 159.13.2, the following revision be made to the annual budget ordinance for the fiscal year ending June 30, 2019.

SECTION 1. To amend the General Fund within the FY 2018-19 Budget Ordinance, the expenditures are to be changed as follows:

FUNCTIONAL AREA	INCREASE	DECREASE
Culture and Recreation	250	-
Economic and Community Development	307	-
TOTAL	557	-

To provide funding for the above, the General Fund revenues will be amended as follows:

FUNCTIONAL AREA	INCREASE	DECREASE
Miscellaneous Revenues	557	-
TOTAL	557	-

SECTION 2. To amend the Water and Sewer Fund within the FY2018-19 Budget Ordinance, the expenditures are to be changed as follows:

FUNCTIONAL AREA	INCREASE	DECREASE
Environmental Protection	12,803	-
TOTAL	12,803	-

To provide funding for the above, the Water and Sewer revenues will be amended as follows:

FUNCTIONAL AREA	INCREASE	DECREASE
Miscellaneous Revenues	12,803	-
TOTAL	12,803	-

SECTION 3. To amend the Consortium Home Program Fund, the expenditures are to be changed as follows:

FUNCTIONAL AREA	INCREASE	DECREASE
Economic and Community Development	29,017	-
TOTAL	29,017	-

To provide funding for the above, the Consortium Home Program revenues will be amended as follows:

FUNCTIONAL AREA	INCREASE	DECREASE
Miscellaneous Revenues	29,017	-
TOTAL	29,017	-

SECTION 4. To amend the NC Housing Finance Agency Fund, the expenditures are to be changed as follows:

FUNCTIONAL AREA	INCREASE	DECREASE
Economic and Community Development	78,219	-
TOTAL	78,219	-

To provide funding for the above, the NC Housing Finance Agency revenues will be amended as follows:

FUNCTIONAL AREA	INCREASE	DECREASE
Miscellaneous Revenues	78,219	-
TOTAL	78,219	-

SECTION 5. Copies of the budget revision shall be furnished to the Clerk of the Governing Board, and to the City Manager (Budget Officer) and the Finance Officer for their direction.

XI. Items Removed from Consent Agenda

XII. Informational Item

XIII. New Business:

A. Public Hearings

1. Approved a Voluntary Contiguous Annexation of Property Owned by Dennis Knecht, Located at the Northwest Corner of 6th Street Drive NW and 32nd Avenue Drive NW, Containing Approximately 6.485 Acres - Presentation by Planning Manager Cal Overby.

Dennis Knecht has submitted a petition for the voluntary contiguous annexation of 6.485 acres of property located at the northwest corner of 6th Street Drive NW and 32nd Avenue Drive NW. The subject property is currently vacant, but is intended to

be subdivided to create five single-family residential building lots. The current tax value of the property is \$195,200. If annexed with its present value, the property would immediately generate \$1,105 in additional tax revenues. The future tax revenues generated after the construction of the previously mentioned homes will be substantially greater. Existing residences in the vicinity range from \$250,000 to \$400,000. Upon analysis, staff has determined the petition meets the statutory requirements for voluntary contiguous annexation, and adequate public services are available. Staff finds the petition to be in conformity with applicable statutes, and recommends Council's approval of the annexation.

This public hearing was advertised in a newspaper having general circulation in the Hickory area on November 23, 2018.

City Manager Warren Wood asked the City's Planning Manager Cal Overby to the podium to present Council with a request for voluntary contiguous annexation of property owned by Dennis Knecht, located at the northwest corner of 6th Street Drive NW and 32nd Avenue Drive NW, containing approximately 6.485 acres.

Planning Manager Cal Overby presented a PowerPoint presentation. He advised the annexation request was a voluntary contiguous annexation by Mr. Dennis Knecht for property located at the corner of 6th Street Drive NW, and 32nd Avenue Drive NW. It was just shy of about six and a half acres of property. The closest ward was Ward 6, which would be Alderwoman Williams' ward. Currently the property was vacant. The owner was looking at developing the property into five lots into a family residential subdivision. He was requesting annexation in order to gain access to the City's sewer system. He referred to the PowerPoint and showed the location of the subject property. He pointed out property which was located within the City's extra territorial jurisdiction (ETJ). He pointed out the City limits. He noted the City's limits ran up on two sides of the property here. They were looking at a vacant tract of property, predominantly the use in the area was residential. He pointed out Hickory Christian Academy and Neill Clark Park. He commented it was basically residential in some form or fashion. He advised the entire area was pretty much single family residential. Most of this part of Hickory was zoned this way. Staff reviewed this in light of the requirements for annexation and found that it met all statutory requirements and the City could provide services necessary to annex the property. Staff recommended approval of the annexation. He asked Council for questions.

Mayor Guess asked Council if they had any questions.

Alderwoman Williams confirmed it was in Ward 2.

City Manager Warren Wood advised it was her ward.

Mr. Overby advised that was correct.

Mayor Guess explained the rules for conducting the public hearing. He declared the public hearing open and asked if there was anyone present to speak in opposition to the proposal. No one appeared. He asked if there was anyone present to speak in favor of the proposal. No one appeared. He closed the public hearing and asked for discussion or a motion from Council.

Alderman Lail moved, seconded by Alderwoman Patton approval of the voluntary contiguous annexation of the property owned by Dennis Knecht, located at the northwest corner of 6th Street Drive NW and 32nd Avenue Drive NW. The motion carried unanimously.

ANNEXATION ORDINANCE NO. 447
VOLUNTARY ANNEXATION ORDINANCE (CONTIGUOUS)
Dennis Knecht and wife, Joellen Knecht

AN ORDINANCE TO EXTEND THE CORPORATE LIMITS OF THE CITY OF HICKORY, NORTH CAROLINA, PURSUANT TO GENERAL STATUTES 160A-31, AS AMENDED (CONTIGUOUS)

WHEREAS, the City Council of the City of Hickory has been petitioned under G.S. 160A-31, as amended, to annex the area herein described; and

WHEREAS, the City Council has by resolution directed the City Clerk to investigate the sufficiency of said petition; and

WHEREAS, the City Clerk has certified the sufficiency of said petition and a public hearing on the question of this annexation was held in the Council Chambers of

the Julian G. Whitener Municipal Building at 7:00 p.m. on the 4th day of December, 2018, after due notice by publication on November 23, 2018; and

WHEREAS, the City Council does find as a fact that said petition meets the requirements of G.S. 160A-31, as amended.

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

Section 1. By virtue of the authority granted by G.S. 160A-31, as amended, the following-described territory is hereby annexed and made a part of the City of Hickory as of December 31, 2018.

CONTIGUOUS ANNEXATION DESCRIPTION FOR
DENNIS KNECHT AND WIFE, JOELLEN KNECHT

That certain parcel or tract of land lying and being about 3.2 miles north northwest of the center of the City of Hickory. Bounded on the north by the lands of David V. Deitz and Kathleen Deitz as described in Deed Book 2988 at Page 633 and Jeffrey L. McMahan and the Levi M. McMahan Trust as described in Deed Book 926 at Page 520; on the east by the 60' right-of-way of 6th Street Drive NW; on the south by the 60' right-of-way of 32nd Avenue Drive NW; on the west by the lands of Hurchel T. Langford and Margaret E. Langford as described in Deed Book 3234 at Page 564 and Charles H. Shuford, Jr. as described in Deed Book 2522 at Page 427 and more particularly described as follows, to/wit:

Beginning at a ½" rebar, the southeast corner of the Jeffrey L. McMahan and Levi M. McMahan Trust lands as described in Deed Book 926 at Page 520, on the west right-of-way of 6th Street Drive NW and the existing City of Hickory city limits as shown in Plat 43 at Page 15, said rebar being located South 07 degrees 33 minutes 01 seconds West 553.29 feet from NCGS Monument "Harvest 2013" and running thence, as existing City of Hickory city limits and with the west right-of-way of 6th Street Drive NW, South 01 degrees 05 minutes 06 seconds East 114.92 feet to ½" rebar on said right-of-way; thence South 04 degrees 10 minutes 59 seconds East 161.92 feet to a point on said right-of-way; thence, leaving the existing City of Hickory city limits and the west right-of-way of 6th Street Drive NW, with the north right-of-way of 32nd Avenue Drive NW and as new City of Hickory city limits, South 69 degrees 38 minutes 18 seconds West 416.35 feet to a ½" rebar on said right-of-way; thence South 61 degrees 33 minutes 12 seconds West 138.48 feet to a 5/8" rebar on said right-of-way, the southeast corner of the Hurchel T. Langford and Margaret E. Langford lands as described in Deed Book 3234 at Page 564; thence, leaving the right-of-way of 32nd Avenue Drive NW and with the east line of Langford, North 49 degrees 34 minutes 30 seconds West 303.28 feet to a ½" rebar; thence, the same bearing, 15.00 feet to a point, the southeast corner of the Charles H. Shuford, Jr. lands as described in Deed Book 2522 at Page 427; thence, with the east line of Shuford, North 49 degrees 36 minutes 00 seconds West 187.88 feet to a gear shaft, the southwest corner of David V. Deitz and Kathleen Deitz lands as described in Deed Book 2988 at Page 633; thence, as the south line of Deitz, North 61 degrees 00 minutes 40 seconds East 386.64 feet to a 5/8" rebar, the southwest corner of the aforementioned McMahan lands; thence, with the south line of McMahan, South 78 degrees 00 minutes 44 seconds East 295.59 feet to a gear shaft; thence, continuing with the line of McMahan, North 82 degrees 38 minutes 38 seconds East 258.27 feet to the beginning. Containing 6.485 acres more or less.

Section 2. Upon and after the 31st day of December, 2018, 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 Hickory. Said territory shall be subject to municipal taxes according to G.S. 160A-31 (e), as amended.

Section 3. That the newly annexed territory described hereinabove shall become a part of Ward No. 2 of the City of Hickory.

Section 4. The Mayor of the City of Hickory shall cause to be recorded in the Office of the Register of Deeds of Catawba County, and in the office of the Secretary of State at Raleigh, North Carolina, an accurate map of the annexed territory, described in Section 1 hereof, together with a duly certified copy of this Ordinance.

Section 5. That all ordinances and clauses of ordinances in conflict with this Ordinance are hereby repealed.

Section 6. This Ordinance shall be in full force and effect from and after the 31st day of December, 2018.

2. Approved a Voluntary Contiguous Annexation of Property Owned by REC Group, LLC, Elizabeth Campbell, Norma Jean S. Tsumas, Connie S. Kirby, and Patsy Smith, Located at 1900, 1995, and 2019 Startown Road, Containing Approximately 4.3 Acres - Presentation by Planning Manager Cal Overby.

REC Group, Elizabeth Campbell, and Patsy Smith have submitted petitions for the voluntary contiguous annexation of 4.3 acres of property located at 1900, 1995, and 2019 Startown Road. The subject properties are either vacant, or occupied by single-family residences. The properties owned by the REC Group and Patsy Smith are intended to be added to an approved mixed-use planned development consisting of several hundred apartments and approximately 50,000 square feet of commercial space. The properties owned by Elizabeth Campbell are not being immediately developed, but will serve as an area for future commercial growth along Startown Road. The current tax value of the properties is \$321,100. If annexed with its present value, the property would immediately generate \$1,819 in additional tax revenues. The future tax revenues generated after the development of the properties is currently unknown, but is expected to increase substantially once development commences. Upon analysis, staff has determined the petition meets the statutory requirements for voluntary contiguous annexation, and adequate public services are available. Staff finds the petition to be in conformity with applicable statutes, and recommends Council's approval of the annexation.

This public hearing was advertised in a newspaper having general circulation in the Hickory area on November 23, 2018.

City Manager Warren Wood asked the City's Planning Manager Cal Overby to the podium to present Council with a request for voluntary contiguous annexation of property owned by REC Group, LLC, Elizabeth Campbell, Norma Jean S. Tsumas, Connie S. Kirby, and Patsy Smith, located at 1900, 1995, and 2019 Startown Road, containing approximately 4.3 acres.

Planning Manager Cal Overby presented a PowerPoint presentation. He advised the properties were located at 1900, 1995, and 2019 Startown Road. He referred to the PowerPoint and noted the subject properties. He advised the map did not reflect the annexation of the street. All of this area would be contiguous when the process was complete. He noted the map called for variations in jurisdictions. He commented this is kind of a weird area of Hickory. Many years ago when Hickory's extra territorial jurisdiction (ETJ) was drawn it was pretty much a straight line. He referred to the line on the map and advised it was part ETJ and part unincorporated. He pointed out two parcels which were owned by the Campbell's currently zoned R1 residential. They were in the City's ETJ and were currently zoned by Hickory. He noted a parcel which was zoned planned development (PD) by Hickory. He pointed out another parcel which was pretty much outside of Hickory. He referred to an area on the map and advised approximately two months ago Council rezoned this entire area to planned development. This development, at that point in time, consisted of approximately 300 apartments and about 40,000 square foot of commercial retail space. Part of this, which is going to be done by the Planning Commission on December 5, 2018, and then followed up by a subsequent hearing with Council, will be rezoned. He noted a property which was already zoned planned development, and one which would be added into the planned development and then the district there further expanded. He noted the two parcels which were requested to be rezoned to commercial, which was coming forward for the Planning Commission at a subsequent meeting. He referred to an aerial photography map from 2017, he showed some existing residences located on the property, however he thought one of them had been removed since the photograph. He commented that there was some older residential areas here. He noted the location of Catawba Valley Community College (CVCC) and the new Workforce Solutions Center which just opened at CVCC in the last few months. One thing which was not shown was the realignment at Catawba Valley Boulevard. Mr. Overby showed the current zoning map and advised the location of the planned development district, the parcel which would be added into this district and further expanded, and the two parcels currently zoned residential which were requested to be rezoned to commercial located basically adjacent to CVCC. Upon evaluation of the request for the annexation staff found it met all requirements for the legality of annexing the property. All public services were available to serve the property and in sufficient quantities. Staff recommended approval of the annexation. Mr. Overby asked Council for any questions.

Mayor Guess asked Council if they had any questions. Mayor Guess explained the rules for conducting the public hearing. He declared the public hearing open and asked if there was anyone present to speak in opposition to the proposal. No one appeared. He asked if there was anyone present to speak in favor of the proposal.

No one appeared. He closed the public hearing and asked for discussion or a motion from Council.

Alderwoman Patton moved, seconded by Alderman Seaver approval of the voluntary contiguous annexation of the properties located at 1900, 1995, and 2019 Startown Road, The motion carried unanimously.

ANNEXATION ORDINANCE NO. 448
VOLUNTARY ANNEXATION ORDINANCE (CONTIGUOUS)
Elizabeth S. Campbell; Connie S. Kirby and husband Wayne Clarence Kirby;
Norma Jean S. Tsumas, and husband John Peter Tsumas; REC Group, LLC;
and Patsy R. Smith

AN ORDINANCE TO EXTEND THE CORPORATE LIMITS OF THE CITY OF
HICKORY, NORTH CAROLINA, PURSUANT TO GENERAL STATUTES 160A-
31, AS AMENDED (CONTIGUOUS)

WHEREAS, the City Council of the City of Hickory has been petitioned under G.S. 160A-31, as amended, to annex the area herein described; and

WHEREAS, the City Council has by resolution directed the City Clerk to investigate the sufficiency of said petitions; and

WHEREAS, the City Clerk has certified the sufficiency of said petitions and a public hearing on the question of this annexation was held in the Council Chambers of the Julian G. Whitener Municipal Building at 7:00 p.m. on the 4th day of December, 2018, after due notice by publication on November 23, 2018; and

WHEREAS, the City Council does find as a fact that said petitions meets the requirements of G.S. 160A-31, as amended.

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

Section 1. By virtue of the authority granted by G.S. 160A-31, as amended, the following-described territory is hereby annexed and made a part of the City of Hickory as of December 17, 2018.

CONTIGUOUS ANNEXATION
DESCRIPTION FOR
REC Group, LLC, Patsy R. Smith and Elizabeth S. Campbell
Properties on Startown Road

Those certain parcels or tracts of land lying and being about 3.8 miles south southeast of the center of the City of Hickory. Bounded on the north and east by the existing City of Hickory city limits as shown in Plat Book 36 at Page 219; on the south by the lands of Dennis E. Bollinger and Larry M. Bollinger as described in Deed Book 2004E at Page 979; on the west by the existing City of Hickory city limits as shown Plat Book 68 at Page 16 and Plat Book 51 at Page 49 and more particularly described as follows, to/wit.

Beginning at 1/2" iron pipe in the western line of the 60' right-of-way of Startown Road and the north corner of the lands of Dennis E. Bollinger and Larry M. Bollinger as described in Deed Book 2004E at Page 979 and running thence, as a new City of Hickory city limits line, South 39 degrees 46 minutes 58 seconds West 195.39 feet to a 1/2" iron pipe, the westernmost corner of the existing City of Hickory city limits as shown in Plat Book 68 at Page 16; thence, with said existing city limits, North 60 degrees 46 minutes 19 seconds West 77.69 feet to a 1/2" iron pipe; thence North 09 degrees 19 minutes 08 seconds East 237.30 feet to a 3/4" iron pipe in the western right-of-way of Startown Road; thence, with said right-of-way, North 51 degrees 07 minutes 54 seconds West 201.59 feet to a 1/2" iron pipe in said right-of-way; thence, leaving said right-of-way of Startown Road, South 43 degrees 22 minutes 19 seconds West 297.25 feet to a 3/4" iron pipe; thence North 48 degrees 03 minutes 19 seconds West 199.86 feet to a 3/4" iron pipe in the existing City of Hickory city limits as shown in Plat Book 51 at Page 49; thence, with said existing city limits, North 41 degrees 46 minutes 22 seconds East 287.55 feet to a 3/4" iron pipe in the western right-of-way of Startown Road; thence, continuing the same bearing, a distance of 60.00 feet to a point in the eastern right-of-way of Startown Road; thence, with said right-of-way, North 48 degrees 33 minutes 50 seconds West 57.08 feet to a point in said right-of-way and in the existing City of Hickory city limits as shown in Plat Book 36 at Page 219; thence, leaving said right-of-way of Startown Road and with said existing city limits, North 39 degrees 16 minutes 47 seconds East 187.63 feet to a 1" iron pipe; thence South 50 degrees 03 minutes 03 seconds East 161.86 feet to a 1/2" iron pipe; thence South 42 degrees 23

minutes 35 seconds East 133.12 feet to a T metal post; thence South 05 degrees 53 minutes 25 seconds West 199.50 feet to a ½" iron pipe in the eastern right-of-way of Startown Road; thence, with said right-of-way, South 50 degrees 51 minutes 50 seconds East 23.44 feet to a ½" iron pipe in said right-of-way; thence, with said right-of-way, South 51 degrees 24 minutes 25 seconds East 234.84 feet to a point in said right-of-way; thence, leaving said right-of-way and the existing city limits, a new City of Hickory city limits line, South 39 degrees 46 minutes 58 seconds West 60.16 feet to the point of beginning. Containing 4.30 acres more or less.

Section 2. Upon and after the 17th day of December, 2018, 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 Hickory. Said territory shall be subject to municipal taxes according to G.S. 160A-31 (e), as amended.

Section 3. That the newly annexed territory described hereinabove shall become a part of Ward No. 3 of the City of Hickory.

Section 4. The Mayor of the City of Hickory shall cause to be recorded in the Office of the Register of Deeds of Catawba County, and in the office of the Secretary of State at Raleigh, North Carolina, an accurate map of the annexed territory, described in Section 1 hereof, together with a duly certified copy of this Ordinance.

Section 5. That all ordinances and clauses of ordinances in conflict with this Ordinance are hereby repealed.

Section 6. This Ordinance shall be in full force and effect from and after the 17th day of December, 2018.

B. Departmental Reports

1. Blue Courage – Presented by Chief of Police Thurman Whisnant

City Manager Warren Wood asked Chief of Police Thurman Whisnant to the podium to present Council with the Blue Courage program which the Police Department had adopted.

Police Chief Whisnant presented a PowerPoint presentation. He discussed the background/framework of how they came to know about this program Blue Courage and what led them down this path. He went back to about two and a half years ago when he was sworn in to office in Council Chambers. He referred to things that were going on at that time and that were still going on in their profession. There are a lot of challenges out there if you haven't noticed. The day that he was sworn in he was wearing a mourning band, because it was right on the heels of the Dallas police shootings, the attacks on the police officers there. Right after that it wasn't very long that we had the incidents in Charlotte and rioting and all that which was really right here in our backyard. All those things, unfortunately, mass shootings, things of that nature and just some of the scrutiny that their profession is under. They have seen that now for a number of years. That year he attended his first International Association of Chiefs of Police (IACP) conference, which was where law enforcement leadership from all over the world, about eighty countries comes together and they share ideas, programs, and of course talk about all of the challenges that they are facing as a profession. They hear a lot of things that are national problems. Recruitment retention is a big one now largely part to the things which he just described. He mentioned the police department was in their fifth year with body cameras. You hear a lot about technology and a lot of things that are being done that are good things to address those issues. One of the things that he had seen throughout his career and in talking to the folks that he works with and other colleagues around the world, maybe they haven't done the best job in their profession in really training their folks in the areas of how to deal with adversity and how to be resilient. It is a really tough job. He commented some twenty some years ago when he was out on the street answering calls, it was a tough job then, but he could tell you it is a much tougher job for our folks who are 20-22 year olds on average. They are out responding to these calls, having to see what they see and do what they do. He recognized that was a much, much tougher job for them. They saw that there was a need. They needed to do something. Find something. Some leadership program, something that would help them really in all areas of their life, both professionally and personally, to help them with their physical wellness and their emotional wellness, so that they can be resilient. Their goal is to hire them and they want to see them flourish and thrive throughout their careers, hopefully thirty years, and serve the City well. He explained how they do that. First they have to

find out how and learn how to take care of themselves so they can better take care of the public. That was what Blue Courage was about.

Chief Whisnant defined Blue Courage. This was a course that was actually developed by a group of retired law enforcement officers. The program was implemented through a lot of the larger departments throughout the country. Hickory was the first to do this department wide in North Carolina, so they were excited about that. The North Carolina Justice Academy had met with them, and they were looking at implementing this into the academy program, but that hasn't happened yet. He advised it is based off relevant proven leadership tactics and human effectiveness. This is a human business regardless of all the technology that he talked about. It has always been a human business. It always will be a human business. They can't overlook those things and what they invest in their people so that they can have the right heart set, mindset, and skillset to do the job and serve the best that they can. It is really a program that continues on hopefully throughout their career. He had noticed some of their instructors at the department now have their daily doses of Blue Courage which are motivational things, things to stay positive, how to respond to a call and no matter what how to not carry that call to the next call with you, not take it home with you, and how to have that good work/life balance.

Chief Whisnant displayed a book which was one of the main books, and advised it had actually been tailored to their department. It was really just the base foundation. Their whole staff, sworn and non-sworn staff would be going through the program because they all have the same goal. The telecommunicators and code enforcement folks, they all have the same goals that they are working with. The police culture, understanding the power of influence that they have. He thought that was easy to understand early on. They answer multiple calls throughout a day, but they have to remember that the folks that they interact with don't call the police very often and when they do they're probably going to remember that contact and that interaction for years to come. Officers may not remember it at the end of the day, but they have to remember what the power of influence that they have. That was just so important.

Chief Whisnant discussed the nobility of policing. He displayed a book that in May, during National Police Week, they purchased this book for all of their staff. It had really great motivational things in it. It was made where they could keep it in their car. If you have a bad day, or some stress or something you go through, there is something in the book that will remind you, why you do this. There is no more a nobler profession than policing in his mind. They just have to constantly remind their folks of that. They are blessed here in this community. At times this can be a thankless profession, but they are really blessed here. Their officers can't hardly go to a restaurant without some anonymous person thanking them for their service. The goal is to be resilient throughout a career.

Chief Whisnant discussed respect. They talk a lot about the power of respect and how far that can go. When you talk about their philosophy of community policing, trust building, all of those things are so important. They talked about resilience, managing emotions and making good decisions. In this business, especially now you hear a lot about things that they are called to do. They talked about everything from an active shooter, to a use of force situation. You hear people say you have to have a warrior mindset if you are faced with that unfortunate situation like an active shooter. You also have to be a guardian and know in a millisecond. It is neither, either or. You have to know how to be able to do all those things. When you think about a 20-22 year old police officer, which is the folks they are hiring. Just spending the time to teach them about good decision making, and positive psychology. Learning the importance of having a productive life in all areas. If your life at home is good and things are going well in your personal life that is going to carry over into your work and vice versa. He commented they are going to see more and more of this in their profession. He thought that was something that they had not done the best job at.

Chief Whisnant advised they discussed practical wisdom, critical thinking skills, decision making, all those things and how important they are. They also discussed health and wellness. Over his career he thinks about the police headquarters and the new headquarters building was still new to him but it was over twenty years old. He thought for the first two years dust collected on their weight equipment. But now, if you want to work out at lunch, you better get down a little bit early because just the culture of that has changed. He thought that they had done a good job in their physical wellness, but still it was their eating habits and all those things. This course really encompassed all that, how to take care of yourself in all areas. There was also a section in there about the immortal cop. It talks about the importance of going through your career and being able to look back and be proud of what you've done and the legacy that you have left and how important all that is.

Chief Whisnant discussed why Blue Courage and what do they expect to get out of it. Obviously healthier and more resilient police officers and positive attitudes. He mentioned that a year or so ago they had changed their patch. They had had their core values for quite some time. Professionalism, accountability, compassionate and teamwork. Those things were so important to them. Everything they do should fall into those core values. That was the mantra that they live by. This fits so closely with that and also the core values of the City, customer focused, innovative team player, and be your best you. All of those things. This course just fits so well into that. With their younger folks, they are finding that millennials want to know why. They have got to spend more time as leaders, not only talking about their mission and core values, but understanding and teaching them to make good decisions, but understanding the why. Why they do what they do in making those decisions. They also discussed leadership development. From the first day that someone puts on their uniform and goes to their first call, you have to have leadership skills in this. There was a leadership component in this program that was really good. He discussed improved retention. They were seeing that their younger generation, the first adversity that they are seeing some of was when they go on their first call. They had a police officer recently, before this course, who had went through college and basic law enforcement training. He was on the job three days and said, "I never expected this job to be as tough as what it was". He left to go into the private sector. They are seeing that more and more and it is not just them. They are seeing that in their profession, so they have to do something to try to address that. Taking care of themselves equals their ability to better take care of it and serve the public.

Chief Whisnant discussed how they became the first agency in North Carolina to implement Blue Courage. It was recommended by IACP and the Bureau of Justice Assistance. When he came back from IACP he was really excited about this. He thought this would be a great addition to their culture and what they were already doing. When he called to get a quote he found out it was really expensive. So he got some sticker shock there. Within that first year they found out that it was a program sponsored by the Bureau of Justice Assistance and the U.S. Department of Justice. They received a grant in the amount of \$15,205. That allowed them to have on site instructors for the first 20 officers and then two additional days. They have four instructors now at Hickory Police Department. They actually started their first in-house class today and day two will be tomorrow. They had four civilians in their first class. All the books and materials were included. Their plan is to get their entire staff through the program. Within the first year of hiring new employees, they want to get these folks through the program. He felt it was very important for them to have that training and they will have the ability to do that as well as host workshops for the surrounding agencies.

Chief Whisnant referred to some reviews from participants of their first class. They kind of handpicked some folks, they had some new folks and some 20 year folks in the class. One of their senior folks commented that he wished that he would have had this class in the academy it was the best training that he had ever received. That came from someone who had been in the business almost 20 years. One of them made a comment, "I very much enjoyed Blue Courage many aspects of this class will help me be a better police officer and also a husband and father". They have big hopes for this. He showed one of the examples of some of the principles that were taught in this class. He advised it was an old, archaic Spanish term which translated to "Gold in Peace and Iron in War". He thought under the circumstances and the challenges that they are facing right now that pretty much summed it up. What they are asking of their police officers and what they expect of their police officers in modern times. Gold is a soft metal. They have to be as "gold" as the situation allows them to be, but when that situation happens in a millisecond they have to be able to switch to iron and deal with the situation and be as strong as the world demands them to be. The wisdom is knowing which in any and every situation and asking to be and having the courage to do what is right at the moment of testing. That was the kind of philosophy in it. He advised that was one of his favorite quotes that came out of it. A former Chicago Police Superintendent said "Every action we take, every interaction with a citizen, every moment we are visible is a commercial for our profession". They are hoping that this, along with all the other things they are doing, the technology that they have will only make them better going into the future. They especially think this would be a really good thing for some of our younger folks that have whole careers in front of them. He asked Council if they had any questions.

Mayor Guess thanked Chief Whisnant. He commended Chief Whisnant and the staff for recognizing the need that is out there and for taking the initiative to do something about it. Once again he thought the City would be the example for other cities to follow. He commended Chief Whisnant in the leadership of taking that initiative.

Chief Whisnant thanked Mayor Guess. He commented the first class that they had when they had the instructors there was a retired Michigan State Police person of over thirty years, and a Kansas City Police Sergeant of over thirty years. They were two of the founding members of the Blue Courage program. They had travelled all over. They had made the comment that you can tell the culture of the department within the first hour when they come in. He thought some agencies had used this course where maybe they've had culture problems. They've had issues within their department, morale issues, and things of that nature. They come in and they notice that. They were just repeatedly complimentary of the interaction. The Hickory Police Department folks were immediately interacting, and were answering questions. Chief Whisnant was proud that they said that our culture was some of the best that they had seen traveling across the country. He thought they were already on the right track and this will only make us better.

Mayor Guess commented this is another example of them being proactive instead of reactive.

Chief Whisnant replied yes.

Alderwoman Williams asked if there was anything or part of the program that looks at evaluation or effectiveness. Taking the course then post assessment.

Chief Whisnant responded there is, yes. There was the foundation's part that he talked about that is kind of establishing where they are as a culture and as a department and where they are as individuals. They took quite a bit of time to do reviews. There was a lot of journaling, so actually their folks do a lot of self-reflection, learn a lot about themselves. That was actually a back journal that they will actually do throughout. There was a kind of pre and post to see. He thought the real test would be several years down the road way. They have a really, really young workforce right now. He thought that expectations from the public, and from society, that are placed on their young police officers was high. The bar is way higher than it was when he was there. They have to do everything they can to prepare them for that. They understand that they are going to make mistakes. They are human. It is a human business. They have got to do the best they can to prepare them for those challenges.

Alderman Zagaroli thanked Chief Whisnant for his dedication and his staff. He thought that it was the best police force in the State of North Carolina.

Chief Whisnant responded he thought so too.

Alderman Lail commented that just this week he was tagged on a social media site. Other Councilmembers were tagged as well. He asked Chief Whisnant if he knew that a citizen had tagged all of them with compliments to a situation. He thought that it was a house alarm.

Alderwoman Patton advised it was two minutes. That was amazing.

Alderman Lail commented the response time and the professionalism of the officers.

Chief Whisnant replied that is good to hear, that is what they strive for.

Alderman Lail responded he told them that Council would let them know.

Alderwoman Patton commented that was wonderful.

Councilmembers thanked Chief Whisnant.

Mayor Guess commented it is not just the Police department that they hear about every day. There are probably not many days that go by that he doesn't hear comments from people that are citizens, and people that are visiting our community, about how our coworkers who go above and beyond. Just the simple little things that other people maybe don't notice. It goes with the City's street department, sanitation, with the internal folks and how they are treated at City Hall, and even the management from time to time he gets comments. It is the culture that the City's staff demands and the culture of the City of Hickory. He believed that the culture in Hickory was the example and he hoped that it would be contagious in the future. He was proud of all of the coworkers and the job they do each and every day. It shows and they appreciate it. He asked if Council had any further comments.

2. Appointments to Boards and Commissions

Mayor Guess thought it was the fewest vacancies that he had seen in quite some time on the boards and commissions. He asked if anyone from Council had any appointments that they would like to make to any of the vacancies on the boards and commissions. He reminded the audience that there were some openings that were available and they were posted on the website. If there were any that they might have an interest in, they could contact a Councilmember. They would be glad to fill some of those vacancies that exist on the boards and commissions.

COMMUNITY APPEARANCE COMMISSION

(Terms Expiring 6-30; 3-Year Terms) (Appointed by City Council)
Ward 2 (C. Williams Appoints) VACANT

COMMUNITY RELATIONS COUNCIL

(Terms Expiring 6-30; 3-Year Terms) (Appointed by City Council)
African-American (Council Appoints) VACANT
Other Minority (Council Appoints) VACANT
Other Minority (Council Appoints) VACANT
Other Minority (Council Appoints) VACANT

HICKORY REGIONAL PLANNING COMMISSION

(Terms Expiring 6-30; 3-Year Terms With Unlimited Appointments)
(Appointed by City Council)
Burke County (Mayor Appoints) VACANT
Caldwell County (Mayor Appoints with Recommendation from County) VACANT

INTERNATIONAL COUNCIL

(Appointed by Mayor with the Concurrence of City Council)
(3) Position VACANT

PARKS AND RECREATION COMMISSION

(Terms Expiring 6-30; 3-Year Terms) (Appointed by City Council)
At-Large Minority (1) (Council Appoints) VACANT

PUBLIC ART COMMISSION

(Terms Expiring 6-30; 3-Year Terms) (Appointed by City Council)
At-Large (Mayor Appoints) (Lise Swensson Resigned 9-13-18) VACANT

RECYCLING ADVISORY BOARD

(Terms Expiring 6-30; 3-Year Terms) (Appointed by City Council)
Ward 2 (C. Williams Appoints) VACANT
Ward 4 (D. Williams Appoints) VACANT
At-Large (Council Appoints) VACANT

YOUTH COUNCIL

(Terms Expiring 6-30; 1-Year Terms) (Appointed by City Council)

At-Large Representative VACANT
At-Large Representative VACANT

C. Presentation of Petitions and Requests

XIV. Matters Not on Agenda (requires majority vote of Council to consider)

XV. General Comments by Members of Council, City Manager or City Attorney of a Non-Business Nature

Alderman Williams thanked Mayor Guess for his nomination of making him Mayor Pro Tempore. He thanked the rest of Council for their support. He appreciated the opportunity. He felt like a blessed member of this great City. He wants to continue to serve and make everybody proud of the work that Council does as a Council and as a City. He thanked everyone that supports him. He thanked his wife for coming out tonight. He wished Alderman Seaver a Happy Birthday.

Alderman Seaver commented he had had plenty of recognition today. He thanked Councilmembers.

XVI. There being no further business, the meeting adjourned at 7:56 p.m.

Mayor

City Clerk