# AGENDA

<table>
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<th>Meeting Type:</th>
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<tbody>
<tr>
<td>Date</td>
<td>02-10-1992</td>
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<tr>
<td>SUBJECT</td>
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City of Charlotte, City Clerk’s Office
MAYOR'S SCHEDULE
February 10, 1992

6:30 p.m. CITIZENS' HEARING

1. Recognize Mr. Ray Farris, Chamber of Commerce to present the Employee of The Year Award to Mr. Kim Neely, CMUD Treatment Plan Operator/Supervisor.

   Runner-up is Geri Ingram - Human Resources.

2. YOUTH OF MONTH FOR DEC. & JAN.
   Gail Fernandez, 1930 Cloister Drive, 366-7850 - Teen Health Connection

3. Barbara Ziegler, 1509 Elizabeth Avenue, 344-8336 - Teen Health Connection

4. Jim Grice, 1540 Bear Mountain Road, 393-5873 - Misuse of Police Officers by Chief Stone

5. Dick Hauck, 6555 Deermont Court, 357-8828 - Race Relations

6. Al Robinson, 2304 Edison St, Charlotte, 28206 - 375-3414

7. Jim Gricce, 1540 Bear Mountain Road, 393-5873 - Misuse of Police Officers by Chief Stone

8. Leslie Thomas, 1432 Pecan Avenue, 347-1426 - Starting an Organization (Group Project)

9. Frank T. Young, 3738 McKelvey Street, 537-6641 - City Manager

10. Perri Morgan, 920 E-12 Paverstone Drive, Raleigh, (919) 847-6067 - Fire Station No. 29

11. Dean Watson, 5923 Orr Road, 596-6710 - Fire Station No. 29

12. Phyllis Batts, 3304 Draper Avenue, 336-3882 - City Employees; News Media

13. Pat Morgan, 1936 East 8th Street, 336-3889 - City Employees; News Media

14. Robert H. Leak, Jr. 600 East Fourth Street, 336-3897 - City Employment Harassment

15. James Barnett, 1335 Dean Street, 333-6471 - Funds for Drug Program "The Crusade"

7:00 P.M. Meeting

1. Invocation by the Rev. John L. Alexander of Sharon Presbyterian Church.

2. Recognize Scout Troup #79 from Carmel Presbyterian Church. Requested by Joe Stone.
#7 Citizens' Hearing - Andrew Farina
2900 Williams Station Rd, Matthews - 843-741-7444
Race Relations
2. **Announcements:**

Tuesday, February 11, 5:00 p.m. Dinner, CMGC Meeting Chamber Conference Room

6:00 p.m. Public Hearing on Central District Plan

Thursday, February 13, 5:00 p.m. (If Needed) second public hearing on Central District Plan (same location as Feb. 11)

3. The following requests to speak to agenda items have been received:

(a) Agenda Item No. 3 - Water/Sewer Extension Policy

- (1) Lee Easton, 12317 Delcourt Lane, Pineville - 541-5451
- (2) Gary Clark, 5326 Northaven Drive - 596-8535
- (3) Jim Patterson, 801 Baxter Street - 376-8524
- (4) Larry Schuster, 801 Baxter Street - 376-8524
- (5) Terry Knotts, 801 Baxter Street - 376-8524
- (6) Tom Pearson, 801 Baxter Street - 376-8524

(b) Agenda Item No. 4 - Lakeview Storm Drainage Assessment

- (1) Charles S. Beasley, 1419 Thriftwood Drive, 392-6548
- (2) Ruby Caton, 119 Oregon Street - 376-8436

(c) Agenda Item No. 7 - Carmel Road Widening

- (1) George Maloomian, 5531 Kelly Grange Road - 364-2393
- (2) Larry Martin, 4225 Asherton Drive - 542-2863
- (3) Garry Blankemeyer, 4705 Meadowridge Drive - 523-2088
- (4) Brad Blair, 4312 Carmel Road - 376-9111
- (5) Bob Stiles, 4420 Carmel Road - 377-4738
- (6) Carlyle Campbell, 4221 Black Tree Lane - 332-2142
- (7) John Byers, 4234 Woodglen Lane, 543-0307
- (8) Vince Sprecklin, 7533 Red Oak Lane - 541-6549
- (9) Ray Burleson, 4413 Carmel Road - 552-8444

(d) Agenda Item No. 8 - Mid-Year Review

- (1) Marvin Wilson, Charlotte Firefighter's Assoc. -
- (2) Bill Dillard, 11723 Cricketfield Court - 336-3940
# Meetings in February '92

## The Week of February 3 - 7

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<th>Date</th>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>3, Monday</td>
<td>12:00 p.m.</td>
<td>Planning Commission/Work Session - CMGC, 8th Floor Conference Room</td>
<td>CMGC, 8th Floor Conference Room</td>
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<tr>
<td></td>
<td>3:00 p.m.</td>
<td>City Council Public Services Committee - CMGC, Rooms 270-271</td>
<td>CMGC, Rooms 270-271</td>
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<tr>
<td></td>
<td>5:00 p.m.</td>
<td>City Council/Workshop - CMGC, Conference Center</td>
<td>Conference Center</td>
</tr>
<tr>
<td>4, Tuesday</td>
<td>8:30 a.m.</td>
<td>Civil Service Board/Hearing - CMGC, Room 118</td>
<td>Room 118</td>
</tr>
<tr>
<td></td>
<td>3:30 p.m.</td>
<td>Blue Ribbon Consolidation Committee - CMGC, Rooms 270-271</td>
<td>Rooms 270-271</td>
</tr>
<tr>
<td>5, Wednesday</td>
<td>4:30 p.m.</td>
<td>Citizens Cable Oversight Committee - CMGC, 7th Floor Conference Room</td>
<td>7th Floor Conference Room</td>
</tr>
<tr>
<td></td>
<td>5:00 p.m.</td>
<td>City Council Personnel and Finance Committee - CMGC, Rooms 270-271</td>
<td>Rooms 270-271</td>
</tr>
<tr>
<td></td>
<td>6:30 p.m.</td>
<td>Youth Involvement Council - CMGC, Conference Center</td>
<td>Conference Center</td>
</tr>
<tr>
<td>6, Thursday</td>
<td>8:00 a.m.</td>
<td>Youth Involvement Council/Youth In Criminal Justice System Day - CGMC</td>
<td>Conference Center</td>
</tr>
<tr>
<td></td>
<td>3:00 p.m.</td>
<td>Planning Commission/Planning Committee (Tour of North Mecklenburg Area) - CMGC, Lobby</td>
<td>Lobby</td>
</tr>
<tr>
<td></td>
<td>6:00 p.m.</td>
<td>Planning Commission/Planning Committee (Dinner with Representatives of North Mecklenburg Towns) - Western Steer Steak House, Cornelius, N.C</td>
<td>Cornelius, N.C</td>
</tr>
<tr>
<td></td>
<td>7:30 p.m.</td>
<td>Planning Commission/Planning Committee - 200 Gilead Rd, Huntersville, N.C</td>
<td>Huntersville, N.C</td>
</tr>
<tr>
<td>7, Friday</td>
<td>8:30 a.m.</td>
<td>Civil Service Board/Hearing - CMGC, Room 118</td>
<td>Room 118</td>
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## The Week of February 10 - 14

<table>
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<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>10, Monday</td>
<td>5:00 p.m.</td>
<td>Council/Manager Dinner - CMGC, Conference Center</td>
<td>Conference Center</td>
</tr>
<tr>
<td></td>
<td>6:30 p.m.</td>
<td>Citizens Hearing - CMGC, Meeting Chamber (Television Live on Cable Channel 32)</td>
<td>Meeting Chamber (Television Live on Cable Channel 32)</td>
</tr>
<tr>
<td></td>
<td>7:00 p.m.</td>
<td>City Council Meeting - CMGC, Meeting Chamber (Television Live on Cable Channel 32)</td>
<td>Meeting Chamber (Television Live on Cable Channel 32)</td>
</tr>
<tr>
<td></td>
<td>7:00 p.m.</td>
<td>Historic Landmarks Commission - The Law Bldg., 730 E Trade St, Suite 100</td>
<td>The Law Bldg., 730 E Trade St, Suite 100</td>
</tr>
<tr>
<td>11, Tuesday</td>
<td>5:00 a.m.</td>
<td>Airport Advisory Committee - Charlotte/Douglas International Airport, Main Terminal, Conference Room A</td>
<td>Main Terminal, Conference Room A</td>
</tr>
<tr>
<td></td>
<td>3:00 p.m.</td>
<td>Housing Appeals Board - CMGC, 5th Floor Conference Room</td>
<td>5th Floor Conference Room</td>
</tr>
<tr>
<td>12, Wednesday</td>
<td>7:30 a.m.</td>
<td>Planning Commission/&quot;City Within A City&quot; Committee - CMGC, 8th Floor Conference Room</td>
<td>8th Floor Conference Room</td>
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<tr>
<td></td>
<td>8:00 a.m.</td>
<td>Clean City Committee - CMGC, Room 270</td>
<td>Room 270</td>
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<td></td>
<td>8:30 a.m.</td>
<td>Civil Service Board - CMGC, 7th Floor Conference Room</td>
<td>7th Floor Conference Room</td>
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<tr>
<td></td>
<td>9:00 a.m.</td>
<td>Civil Service Board/Hearing - CMGC, Room 118</td>
<td>Room 118</td>
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<tr>
<td></td>
<td>4:00 p.m.</td>
<td>Historic District Commission - CMGC, 6th Floor Conference Room</td>
<td>6th Floor Conference Room</td>
</tr>
<tr>
<td>13, Thursday</td>
<td>2:00 p.m.</td>
<td>Advisory Energy Commission - CMGC, 7th Floor Conference Room</td>
<td>7th Floor Conference Room</td>
</tr>
<tr>
<td></td>
<td>4:00 p.m.</td>
<td>Charlotte-Mecklenburg Art Commission/Executive Committee - CMGC, 8th Floor Conference Room</td>
<td>8th Floor Conference Room</td>
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<tbody>
<tr>
<td>17, Monday</td>
<td>5:00 p.m.</td>
<td>COUNCIL/ MANAGER DINNER - CMGC, Meeting Chamber Conference Room</td>
</tr>
<tr>
<td></td>
<td>6:00 p.m.</td>
<td>CITY COUNCIL MEETING/Zoning Hearing - CMGC, Meeting Chamber</td>
</tr>
<tr>
<td>18, Tuesday</td>
<td>2:00 p.m.</td>
<td>HOUSING AUTHORITY - Administrative Offices, 1301 South Boulevard</td>
</tr>
<tr>
<td></td>
<td>3:30 p.m.</td>
<td>PLANNING COMMISSION/Executive Committee - CMGC, 8th Floor Conference Room</td>
</tr>
<tr>
<td></td>
<td>3:30 p.m.</td>
<td>POLICE CONSOLIDATION STAKEHOLDERS TASK FORCE - CMGC, Rooms 270-271</td>
</tr>
<tr>
<td></td>
<td>4:00 p.m.</td>
<td>PLANNING COMMISSION/Planning Committee - CMGC, 8th Floor Conference Room</td>
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<tr>
<td></td>
<td>4:30 p.m.</td>
<td>COMMUNITY RELATIONS COMMITTEE - CMGC, Conference Center</td>
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<tr>
<td>19, Wednesday</td>
<td>6:30 p.m.</td>
<td>YOUTH INVOLVEMENT COUNCIL - CMGC, Conference Center</td>
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<tr>
<td>20, Thursday</td>
<td>2:00 p.m.</td>
<td>CMUD ADVISORY COMMITTEE - Utility Department, 5100 Brookshire Blvd</td>
</tr>
<tr>
<td></td>
<td>7:00 p.m.</td>
<td>CHARLOTTE TREE ADVISORY COMMITTEE - CMGC, Room 270</td>
</tr>
<tr>
<td>21, Friday</td>
<td>7:30 a.m.</td>
<td>PLANNING COMMISSION/Planning Liaison Committee - CMGC, 8th Floor Conference Room</td>
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<tr>
<td></td>
<td>1:00 -</td>
<td>CITY COUNCIL RETREAT - CMGC, Conference Center</td>
</tr>
<tr>
<td>22, Saturday</td>
<td>8:00 a.m.</td>
<td>CITY COUNCIL RETREAT - CMGC, Conference Center</td>
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<th>Date</th>
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<th>Event</th>
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<tbody>
<tr>
<td>24, Monday</td>
<td>9:00 a.m.</td>
<td>AUDITORIUM-COLISEUM-CONVENTION CENTER AUTHORITY - Convention Center, 101 S College St, VIP-B Conference Room</td>
</tr>
<tr>
<td></td>
<td>4:30 p.m.</td>
<td>PLANNING COMMISSION/Zoning Committee - CMGC, 8th Floor Conference Room</td>
</tr>
<tr>
<td></td>
<td>5:00 p.m.</td>
<td>COUNCIL/ MANAGER DINNER - CMGC, Conference Center</td>
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<tr>
<td></td>
<td>6:30 p.m.</td>
<td>CITIZENS HEARING - CMGC, Meeting Chamber (Televised Live on Cable Channel 32)</td>
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<tr>
<td></td>
<td>7:00 p.m.</td>
<td>CITY COUNCIL MEETING - CMGC, Meeting Chamber (Televised Live on Cable Channel 32)</td>
</tr>
<tr>
<td>25, Tuesday</td>
<td>1:00 p.m.</td>
<td>CITY ZONING BOARD OF ADJUSTMENT - Hal Marshall Bldg, 700 N Tryon St, Bldg Standards Training Room</td>
</tr>
<tr>
<td></td>
<td>4:00 p.m.</td>
<td>PLANNING COMMISSION/Planning Committee - CMGC, 8th Floor Conference Room</td>
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<td></td>
<td>6:00 p.m.</td>
<td>STORM WATER TASK FORCE - CMGC, Conference Center</td>
</tr>
<tr>
<td>26, Wednesday</td>
<td>7:30 a.m.</td>
<td>PRIVATE INDUSTRY COUNCIL - CMGC, Rooms 270-271</td>
</tr>
<tr>
<td>27, Thursday</td>
<td>4:30 p.m.</td>
<td>CHARLOTTE TRANSIT ADVISORY COMMITTEE - CMGC, Room 270</td>
</tr>
<tr>
<td></td>
<td>5:00 p.m.</td>
<td>CHARLOTTE-MECKLENBURG ART COMMISSION - CMGC, 8th Floor Conference Room</td>
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These organizations will not meet in February:
Fireman's Retirement Board
Insurance & Risk Mgmt. Advisory Board
Parade Permit Committee
# February 10, 1992 City Council Agenda

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<td>Lakeview Storm Drainage Assessment</td>
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<td>7.</td>
<td>Carmel Road Widening</td>
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<td>19.</td>
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<td>11.</td>
<td>Tax Rate Reduction/Consolidation</td>
<td>15.</td>
<td>23.</td>
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<td>13.</td>
<td>City Clerk Pay Rate</td>
<td>17.</td>
<td>25.</td>
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<td>15.</td>
<td>Paw Creek Parallel Outfall</td>
<td>19.</td>
<td>27.</td>
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<td>20.</td>
<td>Settlement</td>
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<td>21.</td>
<td>Tax Refund</td>
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<td>22.</td>
<td>Set Public Hearings</td>
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<td>23.</td>
<td>Property Transactions</td>
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Council Agenda

Monday, February 10, 1992

4:00 PM - John Petoskey, Tax Adm., Rm. 271
- Mass appraisals vs. individual appraisals (Optional)

5:00 PM - Council-Manager dinner
- Coliseum Center Property
- Statesville Road Park
- Trees in Myers Park, Eastover

6:30 PM - Citizens Hearing
7:00 PM - Council Meeting

ITEM NO.

1. Invocation by Rev. John L. Alexander of Sharon Presbyterian Church.

2. Consider approval of Council Minutes of January 18 Retreat Briefing Meeting, January 21 Briefing and January 21 Zoning Meeting.

PUBLIC HEARING

3. Conduct a public hearing jointly with the Charlotte-Mecklenburg Utility Department (CMUD) Advisory Committee to receive input on proposed revisions to the CMUD Water And Sewer Extension Policy.

Staff Resource: Julie Burch

Council Action
Agreements with Mecklenburg County and the other Mecklenburg towns require that Council and the CMUD Advisory Committee conduct joint public hearings on proposed revisions to the water and sewer extension policy.
CMUD will present highlights of the proposed policy at the beginning of the hearing. An executive summary is attached.

Mecklenburg County, all of the other towns in Mecklenburg, the Home Builder's Association Land Development Council, CMUD-Developer Liaison Committee, and the Charlotte Chamber of Commerce were notified in writing of this public hearing and sent copies of the executive summary.

Following the public hearing, CMUD and the CMUD Advisory Committee will make appropriate revisions, complete minor adjustments to wording suggested during the review process, and recommend approval of a revised policy at a later meeting.

CMUD will present the revised policy to the Advisory Committee at their February 20 meeting.

CMUD proposes to present the final policy, the required City Code changes, and a request for service level changes to Council for approval on March 23. Implementation is proposed for July 1, 1992.

When the new policy is approved it will be necessary for Council to approve several changes to the City Code and to address the implementation plan.

Revisions to the policy include a new street main extension program, elimination of the tapping privilege fee, implementation of a capacity charge for new connections, and a discount of the connection charge for connections that are made as part of a main extension.

Staff briefed Council on these revisions at Council's dinner on January 13, 1992.

The CMUD Advisory Committee has approved the new policy concepts.

The proposed policy has been reviewed by Finance, Legal, Internal Consulting, the Manager's Capital Projects Committee, and by water/sewer rate structure experts from the accounting firm of Ernst & Young.
Presentations concerning the revisions have been made to the CMUD-Developer Liaison Committee and the Land Development Council of the Home Builder’s Association.

As a result of input received during the presentations made to these groups, CMUD proposes to revise the current draft of the proposed policy to remove a requirement that all extensions be made to the far property line.

Attachment No. 1

4. A. Conduct a public hearing regarding assessment for storm drainage improvements in the Lakeview community.

B. Confirm and adopt the final assessment roll in accordance with the Storm Drainage Repair Policy.

Staff Resource: Julie Burch

Public Hearing Required - In January, 1988, citizens petitioned for drainage improvements in the Lakeview community via the Storm Drainage Repair Program. A contract for improvements was approved by City Council on April 25, 1988. Now that improvements are complete and all costs known, North Carolina General Statutes require City Council to conduct a public hearing to confirm and adopt the final assessment roll. The assessment roll stipulates how much each property owner will be assessed for improvements. All affected property owners have been notified of the hearing and assessment cost by certified mail.

Location of Drainage Problem: Lakeview Community

Ranking: High Priority

Improvements Made: Construction of approximately 3,100 feet of reinforced concrete pipe and associated storm drainage structures.

Total Cost of Repairs: The original project estimate was $300,000.00. Final project cost including consultant fees and staff costs was $319,354.71, which represents 6.3% over the planning estimate. Consultant fees which were not anticipated resulted in this minor overrun.
Pursuant to the Council approved policy, the change in cost does not affect the property owners’ share.

City’s Cost: City pays for all improvements in the street right-of-way and four-fifths of the improvements on private property ($627,000.00). ($301,274.71)

Involved Property Owner’s Cost: One-fifth of the cost of improvements on private property ($18,080.00).

Funding: Storm Drainage Repair Capital Account.

5. Conclude a public hearing regarding assessment for storm drainage improvements in the Montibello subdivision.

B. Confirm and adopt the final assessment roll in accordance with the Storm Drainage Repair Policy.

Staff Resource: Julie Burch

Public Hearing Required - In September, 1987, citizens petitioned for drainage improvements in the Montibello neighborhood via the Storm Drainage Repair Program. A contract for improvements was approved by City Council on April 25, 1988. Now that improvements are complete and all costs known, North Carolina General Statutes require City Council to conduct a public hearing to confirm and adopt the final assessment roll. The assessment roll stipulates how much each property owner will be assessed for improvements. All affected property owners have been notified of the hearing and assessment cost by certified mail.

Location of Drainage Problem: Montibello Subdivision

Ranking: High Priority

Improvements Made: Construction of approximately 1,500 feet of reinforced concrete pipe and associated storm drainage structures.

Total Cost of Repairs: The original project estimate was $590,000.00. Final project cost including consultant fees and staff costs was $687,000.00, which represents 16.4% over the planning estimate. Unsuitable subgrade material and utility conflicts resulted in the overrun. Pursuant to the Council approved policy, the change in cost does not affect the property owner’s share.
ITEM NO. - 5 -

City's Cost: City pays for all improvements in the street right-of-way and four-fifths of the improvements on private property ($627,000.00).

Involved Property Owner's Cost: One-fifth of the cost of improvements on private property ($60,000.00).

Funding: Storm Drainage Repair Capital Account

VOTE ON CONSENT ITEMS

6. Agenda items 15 through 23 may be considered in one motion except for those items removed from the consent agenda as a result of a Council member making such a request of the City Clerk prior to the meeting.

Staff Resource: Pam Syfert

POLICY

7. Recommend approval of Alternate A, including two additions made after the final public meeting, for the widening of Carmel Road from Quail Hollow Road to N.C. Highway 51.

Staff Resource: Dick Williams

Description of Alternate A: The recommended concept for widening Carmel Road from Quail Hollow Road to Highway 51 improves the Quail Hollow intersection, utilizes a 4-lane median divided cross-section through the residential area for capacity, safety and aesthetic reasons and a 5-lane cross-section through the commercial area near N.C. 51. The total right-of-way and construction cost is approximately $12.5 million funded through 1988 Street Bonds.

Attached is a report outlining the public involvement process, recommended concept, major resolved issues and major unresolved issues including staff response.
Because of questions regarding the need for a 4-lane median divided roadway, we asked the consultant to prepare a special study regarding what year various potential road cross-sections would reach capacity. Attached is a matrix comparing cost, right-of-way width, and capacity of the various street cross sections studied. The four-lane median divided cross section is considered best for safety, capacity, and because it is considered more compatible with the adjoining residential land uses. Costs will also be competitive with other alternatives if property owners choose to eliminate the planting strip.

The Planning/Public Involvement Phase for the widening of Carmel Road from Quail Hollow Road to NC Highway 51 began on January 17, 1990 with the initial public meeting. Over the past 24 months, two additional public meetings and 26 other meetings with neighborhood leaders, condominium associations and property owners were conducted to gather public comments and identify issues related to the various improvement alternates developed by staff and the consulting engineers, Thompson Gordon Shook Engineers, Inc. The planning phase of the project was extended over 6 months as staff worked with the public on concerns.

In October, 1991, City staff and the consulting engineers presented the recommended concept for roadway improvements within the Carmel Road corridor to the public.

Some of the more significant issues resolved during public involvement included:

- Shifted alignment at Green Rea Road to better reflect property owner desires

- Access provided to major traffic generators (all neighborhoods, churches, businesses). All neighborhoods have at least one means of full access to and from Carmel Road.
Since the last public meeting, staff has continued to work on unresolved issues and made the following additions to the recommendations:

- Shifted alignment in Montibello area east to better balance impacts of widening. A special meeting was conducted with affected property owners.
- Elimination of planting strip between curb and gutter and sidewalk to minimize right-of-way acquisition needs where property owners desire. This will also lower cost.

**Funding:** Carmel Road Widening Capital Account - 1988 Street Bonds.

**Clearances:** The recommended concept Plan (Alt. A) has been reviewed and recommended by the Engineering Department, CDOT, Planning Department, and Parks and Recreation.

**Attachment No. 2**

8. **Recommend (A) adoption of the mid-year ordinance amending the June 1991 annual ordinance for FY92 reflecting accounting changes necessary to comply with generally accepted accounting principles; and (B) adoption of a budget ordinance granting a 2 1/2% one-time compensation for eligible City employees.**

**Staff Resource:** V1 Alexander

**Mid-Year Ordinance**

As approved by City Council, staff has held non-emergency actions until this mid-year ordinance in an attempt to reduce the number of ordinances throughout the fiscal year. Some of these changes are technical accounting changes. Others are to provide additional funding for projects which are in need of action before the next fiscal year.

Through the Budget Reduction Task Force and additional savings from vacant positions and operating expenses, $4.1 million in savings has been generated in the General Fund in the current FY92 budget. Approximately $600,000 was approved for the 2 1/2% compensation adjustment approved January 27. None of the remaining $3.5 million is required for appropriation in the mid-year ordinance.
A description of the actions requested for approval follows:

OUTSIDE REQUESTS

Funding: Assets Forfeiture Funds
Other Info: Total project is estimated at $100,000. Mecklenburg County has committed the remaining $50,000. A copy of the Commission's proposal is attached.

2. Action: $35,000 funding requested for the Children's Services Network Study of service delivery to children.

Funding: Council Contingency (Balance $78,000)
Other Info: Charlotte-Mecklenburg Board of Education adopted a resolution committing their participation January 28, 1992. Copies of the resolution and the Network's proposal are attached.

CAPITAL PROJECTS
1. Action: Approval of appropriations of private donations and interest earnings to the Performing Arts Center (PAC).

Funding: $1.9 million in private contributions through the PAC Foundation and $2.1 million in interest earnings.
Other Info: No additional City funding is being appropriated. Total funding to date of this project is shown below:
ITEM NO. - 9 -

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
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<tbody>
<tr>
<td>City of Charlotte</td>
<td>$15,000,000</td>
</tr>
<tr>
<td>State of N. C.</td>
<td>13,600,000</td>
</tr>
<tr>
<td>PAC Foundation</td>
<td>12,849,745</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$41,449,745</strong></td>
</tr>
</tbody>
</table>

2. **Action:** Approval of a supplemental appropriation to Tryon Street Mall Repairs.

   **Funding:** 1988 Street Bond savings of $50,000.

   **Other Info:** To be used for minor paver repairs and related expenses.

3. **Action:** Approval of supplemental appropriation for the Beatties Ford Road Left-Turn Lane.

   **Funding:** 1988 Street Bond savings of $150,000.

   **Other Info:** Recommended width revised from 74 to 79 feet for safety considerations. This funding will supplement existing $100,000 to award design contract which is on the same agenda. Additional funding for the project will be included in FY93-97 Capital Improvement Program. The total estimated cost of the project is projected to increase from $1.5 million to $2.7 million and recommended funding will be from 1988 Street Bond savings.
<table>
<thead>
<tr>
<th>ITEM NO.</th>
<th>4. Action: Approval of supplemental appropriations for the Idlewild Road Widening.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Funding: Street Bond savings of $30,000.</td>
</tr>
<tr>
<td></td>
<td>Other Info: To be used for outstanding real estate costs associated with condemnation settlements. This will close out this project.</td>
</tr>
<tr>
<td></td>
<td>5. Action: Approval of supplemental appropriations for the Underground Storage Tanks.</td>
</tr>
<tr>
<td></td>
<td>Funding: General Capital Improvement Project Fund fund balance of $275,000.</td>
</tr>
<tr>
<td></td>
<td>Other Info: To be used for remediation design for the Law Enforcement Center parking deck fuel tank. The remediation plan will determine solutions and additional funding requirements. This is the beginning of the remediation of City-owned underground storage tanks. Environmental issues like this one as well as Statesville Road landfill and York Road methane gas will be a major governmental issue for the future. A long term financial plan must be developed to address remediation costs including a serious review of potential bond financing.</td>
</tr>
</tbody>
</table>
6. Action: Approval of applying old restricted bond savings to eligible existing projects to close the bond funds. The replaced funds will be returned to their source and reappropriated in the next CIP.

Funding: No new funding is requested. $112,191 of Municipal Debt Service Fund fund balance and $31,025 of Pay-As-You-Go Fund fund balance will be returned.

Other Info: The bonds which will close out are old Redevelopment Bonds and old Cultural Center Bonds.

ACCOUNTING CHANGES

1. Action: Approve revision to the FY92 annual ordinance which incorrectly stated the Community Development Fund's contribution to the Division of Insurance and Risk Management.

Funding: No additional funding is required.

2. Action: Transfer funding between the new Communications and Information Services (CIS) Department and the General Services Department.

Funding: A transfer of $358,362 from General Services to CIS is necessary. The net General Fund appropriations do not change.

Other Info: This action is necessary to complete the reorganization of information services which created the new CIS Department.
3. Action: Approve an amendment of the Aviation Department's table of organization for the addition of six positions.

Funding: No additional funding is required for FY92.

Other Info: Two of these positions, along with other Airport staff, will handle small construction projects which will reduce construction costs an average of $40,000 annually. The other four positions are needed to handle increased workload demands. Costs of these positions are charged through lease agreements with the Airport users.

4. Action: Approve various accounting changes in the Community Development, Water and Sewer Operating, Aviation, General CIP and General Funds.

Funding: No additional funding is required.

Other Info: Various accounts in these funds need to be amended to enable the Finance Department to appropriately reflect the annual ordinance in the City's accounting system. No Fund's bottom line is changed.

5. Action: Appropriate Aviation Discretionary Fund fund balance to the Aviation CIP Fund. These funds will be reappropriated in the next CIP.

Funding: $42,917 in transfers from the Aviation Discretionary Fund.
OTHER REQUESTS

1. Action: Provide additional funding for the City Housing Fund for Charlotte Housing Authority rent subsidies.

Funding: Rental and interest income of $157,825 in the City Housing Fund.

Other Info: Additional funding necessary for late billing from the Housing Authority for prior year collection losses.

2. Action: Provide additional funding for the Employment and Training Department from the receipt of a new grant.

Funding: State grant of $157,907 from Worker Training Trust Fund, less $89,500 for the Veterans Grant, which was discontinued, for a net increase of $65,407.

Other Info: The additional funding will be used to offset the 55% increase in CPCC tuition fees this year.

3. Action: Provide additional funding for the Engineering Department for utility expense for the Executive Building.

Funding: Rental income of $100,000 is estimated to be available. Expenses are estimated to total $41,000, with the difference returning to General Fund fund balance.
Other Info: The City took possession of the Executive Building in January 1992, related to the Law Enforcement Center construction project.

B) Recommend adoption of a budget ordinance granting a one-time payment of 2.5% of the base annual salary with a maximum amount to be set at $1,000. The cost to the General Fund of this payment is $3.1 million. The cost to other Funds is $700,000.

As part of last week's disciplinary actions, employees that were placed on probationary status are not eligible for any pay adjustment.

Attachments

2. Developing a Strategy for the "Children's Services Network."

3. FY92 Pay Data

Attachment No. 3

Recommend approval of a Public Safety Committee recommendation to apply for two grants from the Governor's Crime Commission.

Staff Resource: Pam Syfert

Council Action

At its January 29, 1992 meeting, Council's Public Safety Committee discussed two grant proposals suggested by the Police Department and recommended Council approval to apply for both grants.

Grant applications are due to the state by February 15. When the full application and accompanying budget ordinances are presented for final Council approval, Council will have the option of withdrawing the applications if they do not meet with Council's approval.
Grants

(A) One grant would provide five additional assistant district attorneys to work specifically on prosecuting drug cases. The assistant district attorneys would work closely with the Police Department's Drug Investigations Section and would make getting drug traffickers out of residential neighborhoods their number one priority. They would also assist in identifying cases involving violent crimes committed by drug dealers to insure that they are given additional prosecutorial attention.

The grant would be a joint project between police and the District Attorney. The grantee would be the Administrative Office of the Courts with the Police Department's assets forfeiture funds used on a match. It is anticipated that the match would be approximately $130,000 over the two year period from July 1, 1992 - June 30, 1994.

(B) The second grant would provide funding for the research component of Council member Martin's Anti-Killing plan. The research would center on the arrestees in homicide cases and would result in a profile of those persons at risk of becoming involved in criminal activity. This research would complement a two-year study of violence in North Carolina which is being conducted by the Governor's Crime Commission. At the Public Safety Committee's suggestion, the research would also include a process for facilitating the exchange of information among police, the schools, and social service agencies within the restrictions imposed by current juvenile privacy laws.

The estimated cost of the research is $4,250. The grant would require that the City provide 25% matching funds or approximately $1,063. These funds could come from either assets forfeiture funds or a Council appropriation.

Funding: Matching funds can be appropriated from the Police Department's Assets Forfeiture funds or, for the research grant, from some alternative source of funds.
9a. Consider request to provide a match of $13,550 for a grant to improve the operations of the District Court in Mecklenburg County.

The Mecklenburg Criminal Justice Commission is asking City Council to approve a grant application and 25% local match to provide consulting assistance for District Court judges in responding to recommendations from the Hildebrandt Study.

The District Court in Mecklenburg County handles the majority of the cases in the Mecklenburg County Court System. The District Court handles criminal, motor vehicle, civil, domestic, and juvenile cases and, as such, provides a majority of citizens with their most significant point of contact with the local criminal justice system. The District Court faces the same problems as do other components of the criminal justice system - heavy workloads, lack of resources, and the need to utilize existing resources, including people and facilities, for maximum efficiency.

The Hildebrandt study of the local criminal courts system made a number of recommendations for changes in the operations of local district courts. These recommendations were the result of a self-examination of the system by the thirteen District Court judges and reflects what they believe needs to be done to make District Court more effective. The recommendations include enhancing the professionalism of the judges, improving court schedules, and developing uniform procedures in areas such as granting case continuances, enforcing judgements, collecting fines and striking orders for arrest.
Both the District Court Judges and the staff for the Hildebrandt study believe that the District Courts could benefit from the services of an outside consultant to assist the judges in focusing on their professional development and in formulating procedures that will make the operations of the District Court more uniform, more efficient, and, ultimately, more effective to the citizens of Mecklenburg County. To that end, the Citizen's Criminal Justice Commission is seeking a grant from the Governor's Crime Commission to provide professional consulting services to the District Court Judges, both in group and one-on-one or committee settings. The total cost of the grant is $54,200. Council is asked to approve spending $13,550 to provide the 25% matching funds required by the federal government. The grant would become effective July 1, 1992 and run for one year.

Source of Funding

The source of funding would be determined by Council at a later date; the use of assets forfeiture money would be explored.
10. Recommend approval to implement community policing on a trial basis in the Charlie One District beginning July 1, 1992.

Staff Resource: Don Steger

Proposal

This action will give approval to the Police Department to implement community policing on a trial basis in the Charlie One District on July 1, 1992.

The Charlie One District encompasses a section of the city bounded by Graham Street and I-85 on the east, Brookshire Freeway to the city limits on the west, I-277 to the south, and the city limits on the north. A map is attached.

The Police Department proposes redesigning the district's manpower deployment, police strategies and tactics, and to some extent, its internal constraints such as response time, so that the district can implement community policing on a full scale basis. A pilot project in a single district will allow the Police Department

- to conduct a focused evaluation of the program prior to restructuring the department or adding new resources.

- to test community policing as a departmental philosophy, not just a series of tactics.

- to get citizen input both in setting police priorities and evaluating their effectiveness.

- to make a more realistic determination of the resources needed for community policing.
The Charlie One District was chosen as the experimental district because of its

- population mix
- number of neighborhoods at risk due to crime and violence problems
- overlap with City Within a City area
- presence of crime problems that would lend themselves to a community policing approach.

Citizen Input

The concept of community policing has been introduced to the community at a two-day conference on community policing in September, 1991 and at a number of community organization and Neighborhood Watch meetings. The program has been enthusiastically received by the community.

Background:

- Police have been planning community policing for over a year.
- Police are doing community policing on a limited basis in Belmont, Grier Heights, Earle Village, Dalton Village, Seversville, and Fairview Homes and plan to continue these efforts which have been successful.
- Council was given a presentation on community policing and the development of an experimental district at its January 18 workshop.

Funding:

Use of an experimental district will not require additional resources at this time. When the City annexed on June 30, 1991, the Police Department took the positions from its Special Operations Section and put them in the newly annexed areas until the officers authorized for annexation were hired and trained. Those officers will complete their field training around July 1 and the Special Operations allocations can then be assigned to Charlie One if they are needed.

Clearances:

This request has been approved by the City Manager's Office.
Recommend adoption of a resolution whereby upon consolidation of Parks and Recreation and Police the City Council agrees to reduce the property tax rate commensurate with the amount of funding assumed by Mecklenburg County.

Staff Resource: Pam Syfert

City Council is requested to adopt a resolution stating that upon consolidation the City Council will reduce the property tax rate commensurate with the amount of funding assumed by Mecklenburg County and adjusted for the redistribution of sales and intangibles tax revenue. A copy of the proposed resolution is attached.

Since the formula for sales tax and intangible tax revenue is based on the proportion of property tax levy of Charlotte, Mecklenburg County, and the six towns, the City Council and County Commission will need to adjust property tax rate increases and decreases to account for the redistribution of sales tax revenue.

On September 10, 1991, the City Council and County Commission voted to proceed with the consolidation of Parks and Recreation under County government and Police under City government. One of the consolidation principles approved by both elected bodies stated that "tax equity" was an objective of the consolidations.

On January 28, the City Council and County Commission held a joint meeting to discuss the status of the consolidations. Several comments were made by County Commissioners about City Council's intent to lower property tax rates once the County assumes funding for Parks and Recreation and Police services in the unincorporated areas.

Attachment No. 5

Staff Resource: Julie Burch

**Council Action**

A resolution, attached, requesting consideration by the North Carolina Department of Transportation (NCDOT) to accelerate the construction of the two remaining segments of the US 74 Freeway/Expressway High Occupancy Vehicle (HOV) Facility:

<table>
<thead>
<tr>
<th>Project Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>U-209C</td>
<td>Brookshire Freeway to Briar Creek</td>
</tr>
<tr>
<td>U-209F</td>
<td>Eastway Drive to Albemarle Road</td>
</tr>
</tbody>
</table>

**Why is the City doing this?**

- The 1992-98 North Carolina Transportation Improvement Program (NCTIP) indicates that construction will not begin on either of the above-mentioned US 74 project segments until after 1998. Completion of US 74 improvements would be sometime after 2000, over eleven years after the project began.

- NCDOT's current schedule for the US 74 project includes a minimum of five years (1993-1998) in which no construction funds are committed to this project.

- NCDOT's current schedule for the Independence project may jeopardize the City's grant for $13.2 million from the Federal Transit Administration (FTA) to build a high occupancy vehicle (HOV) lane in the median of the re-constructed roadway. On December 13, 1991, FTA notified the City of their concerns regarding continual delays in project scheduling and requested an updated project schedule.

- Average weekday traffic on US 74 near Hawthorne Lane in 1991 was over 90,000 vehicles. Only certain segments of Interstates 77 and 85 (both freeways) have higher volumes in Charlotte. This project would address 9 of the City's 71 high congestion locations.
ITEM NO. - 20 -

- The US 74 project addresses 11 of the City's 211 high accident locations.

What are Council's options?

Take no action.

Approve a resolution urging NCDOT to expedite right-of-way acquisition and construction of the Brookshire to Briar Creek and Eastway to Albemarle segments of the US 74 project.

Background information is attached.

Attachment No. 6

13. Establish appropriate pay rate for newly appointed City Clerk.

Council Action

With the appointment of Brenda Freeze as City Clerk, Council needs to establish the appropriate salary for the position, effective January 15, 1992.

The following background information is provided:

- Current pay range for the City Clerk is $32,952 (minimum), $41,191 (mid-point) and $49,428 (maximum).

- Brenda Freeze's salary as Deputy City Clerk was $27,710; she received a 20% increase on December 4, 1991, to bring her to the minimum of City Clerk's pay range ($32,952). This increase was in recognition of her temporary assignment as City Clerk while the position was vacant.

- Pat Sharkey's salary was $43,500 when she retired in 1992 after nine years in the position.

Options

The following options are provided for Council's consideration:

Option 1. Set the salary for Ms. Freeze in accordance with standard City policy. This action would result in setting the salary at the minimum of the pay range for the City Clerk ($32,952). In six months she will be eligible for an
increase based on successful completion of her probationary period. Ms. Freeze may be granted time for her assignment as temporary City Clerk and her probationary period would become six months from December 4, 1991.

Option 2. Pay Ms. Freeze at any rate in the pay range for City Clerk. Council may set the salary for Ms. Freeze at any point within the pay range. The mid-point is $41,190. She would still be eligible for an adjustment of her salary at the end of her six-month probationary period.


Staff Resource: Pam Syfert

The Charlotte Chamber's annual intercity visit is set for May 11-13 to Toronto. A regular City Council meeting is scheduled for Monday, May 11. Past practice has been that Council has cancelled or rescheduled their meeting to allow Council members to attend the intercity visit.

Because of City departments' need to know the Council's meeting schedule for award of bids, contracts and other agenda items, it would be helpful for Council to decide if it wants to maintain the May schedule, which is as follows:

- Monday, May 4: Council workshop
- Monday, May 11: Council meeting
- Monday, May 18: Zoning
- Tuesday, May 26: Council meeting

(Monday, May 25 is Memorial Day)

Note: This schedule does not include budget workshop meetings which will be added to Council's schedule on a later agenda.

Options

- Keep the present schedule.
- Cancel the May 11 Council meeting.
CONSENT

BUDGET ORDINANCE

15. **Recommend adoption of a resolution amending the FY92-96 Capital Improvement Program, accelerating the construction of the Paw Creek parallel outfall and adoption of a budget ordinance for $1,980,000.**

**Council Action**

These actions will accelerate the Paw Creek parallel outfall project by five months to coincide with the widening of I-85. Construction funding for the project is scheduled for appropriation in FY93 in the Capital Improvement Program. In order to accelerate the appropriation schedule it is necessary to amend the CIP resolution and appropriate the funds.

**Outfall Construction**

The I-85 widening project will require relocation of the existing outfall under I-85. The proposed parallel outfall is required as a receiving line during the relocation work. Coordination of the relocation and proposed outfall construction during widening of I-85 is essential to maintain sewer flows in the Paw Creek Basin and to lessen any inconvenience which might occur if the roadway and sewer construction work were not implemented simultaneously.

The project is included in the Bid section for award of a construction contract.

**Funding:** Paw Creek Parallel Outfall Capital Account.

**Clearances:** Utility Director.
BID LIST

16. Recommend adoption of the bid list as shown. The following contract awards are all low bid and within budget estimate unless otherwise noted. Each project or purchase was authorized in the annual budget.

A. Charlotte Convention Center Engineering
   Site Grading

Recommendation: By the City Engineer, based on the recommendation of the Construction Manager, that the low bid of $5,652,353.42, as submitted by Blythe Industries, Inc., be accepted for award on a lump sum basis.

Project Description: This project consists of the site work for the construction of a Charlotte Convention Center complex. The site work also includes rock blasting/removal, earth retention system(s), temporary erosion control and dewatering and rainwater detention systems.

The site is within an area bounded by College, Second, Brevard, and Stonewall Streets.

Budget: $5,105,221.00
Low Bid: 5,652,333.42
Difference: ($547,132.42) (-11%)

The budgeted amount did not include the removal of petroleum-contaminated soil found under the old Young Ford building after it was demolished by another contractor. Funds are available to award the contract by using the project contingency and funding made available by prior bids being under the budgeted cost.

Attached is information sent to Council in the January 31, 1992 Council-Manager memorandum.

M/WBE Status

The contractor has committed M/WBE participation of:

<table>
<thead>
<tr>
<th></th>
<th>AMOUNT</th>
<th>PERCENT OF TOTAL PROJECT COST</th>
<th>PROJECT GOALS</th>
</tr>
</thead>
<tbody>
<tr>
<td>MBE</td>
<td>$670,000.00</td>
<td>12%</td>
<td>12%</td>
</tr>
<tr>
<td>WBE</td>
<td>$333,000.00</td>
<td>6%</td>
<td>6%</td>
</tr>
</tbody>
</table>

The contractor has complied with the requirements of the M/WBE program by meeting the M/WBE participation goals set for this bid package.
Source of Funding: Convention Center Capital Project Fund - (Convention Center - Certification of Participation).

Attachment No. 7

B. Linda Lake Dam Improvements  

Recommendation: By the City Engineer based on the recommendation of the consultant Espey, Huston & Associates, Inc., that the low bid of $233,252.67, as submitted by Dedmon's Transit Concrete Mix, Inc., be accepted for award on a unit price basis.

Project Description: This dam was cited under the Dam Safety Law of 1967 as a high hazard dam that would need repair. City Council approved funding this project August 27, 1990.

These improvements are required by the State. The project will consist of constructing a concrete entrance channel, box culvert, and a shute spillway with baffle blocks on Linda Lake Drive. Additional information is attached.

Construction Estimate: $298,350.00  
Low Bid: $233,252.67  
Difference: $65,097.33 (22%)

M/WBE Status

The contractor has committed M/WBE participation of:

<table>
<thead>
<tr>
<th>AMOUNT</th>
<th>PERCENT OF TOTAL PROJECT COST</th>
<th>PROJECT GOALS</th>
</tr>
</thead>
<tbody>
<tr>
<td>MBE $11,662.00</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>WBE $11,284.00</td>
<td>4.8%</td>
<td>4%</td>
</tr>
</tbody>
</table>

The contractor has complied with the requirements of the M/WBE program by meeting the project goals.

Source of Funding: General Capital Improvement Program - (Storm Drainage Improvement Program - Powell Bill Funds).

Attachment No. 8
C. Sanitary Sewer Construction  
Paw Creek Parallel Outfall  
Charlotte-Mecklenburg Utility Dept.

**Recommendation:** The Charlotte-Mecklenburg Utility Director, with concurrence of the City Attorney's Office, recommends that City Council waive the technicality for failure to acknowledge receipt of Addendum No. 1*, and that the low bid by B.R.S., Incorporated of Richfield in the amount of $2,524,346.29 be accepted for award of contract on a unit price basis.

**Bid Summary:**

<table>
<thead>
<tr>
<th>Contractor</th>
<th>Location</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>B.R.S., Inc.</td>
<td>Richfield, NC</td>
<td>$2,524,346.29* **</td>
</tr>
<tr>
<td>State Utility Cont.</td>
<td>Monroe, NC</td>
<td>$2,637,041.96*</td>
</tr>
<tr>
<td>Wright &amp; Lopez, Inc.</td>
<td>Atlanta, GA</td>
<td>$2,724,647.77</td>
</tr>
<tr>
<td>Ramey, Inc.</td>
<td>Winston-Salem, NC</td>
<td>$2,745,002.16*</td>
</tr>
<tr>
<td>Dellinger, Inc.</td>
<td>Monroe, NC</td>
<td>$2,751,944.06*</td>
</tr>
<tr>
<td>Yates Const. Co.</td>
<td>Stokesdale, NC</td>
<td>$2,759,922.94*</td>
</tr>
<tr>
<td>Hall Contracting Corp.</td>
<td>Charlotte, NC</td>
<td>$2,946,494.86*</td>
</tr>
<tr>
<td>Bryant Electric Co., Inc.</td>
<td>High Point, NC</td>
<td>$2,951,584.81*</td>
</tr>
<tr>
<td>Rea Brothers, Inc.</td>
<td>Pineville, NC</td>
<td>$3,680,037.77</td>
</tr>
</tbody>
</table>

*Addendum No. 1 which delayed receipt of bids from 1-7-92 to 1-21-92 was not acknowledged. The low bidder and remaining bidders, except for two, failed to acknowledge receipt of Addendum No. 1. This addendum changed the bid date only and no other changes were made by this addendum.

**Unit Prices negotiated with low bidder and total contract amount adjusted to meet funding allocations.**

**Project Description:** A study of the Long Creek and Paw Creek basins stated projected wastewater flows in the early 1990's would exceed the existing Paw Creek outfall capacity. The projected flows are based on population projections and land use patterns. Construction of this project will meet this need by constructing an outfall to carry increased sewer flows in the Paw Creek basin.

**M/WBE Status:**

Documentation of construction and procurement will be as outlined in the M/WBE Plan adopted by the City Council.

**CMUD Goals:**

<table>
<thead>
<tr>
<th>MBE</th>
<th>WBE</th>
</tr>
</thead>
<tbody>
<tr>
<td>5%</td>
<td>5%</td>
</tr>
</tbody>
</table>

**B.R.S. (low bidder) Proposed Goals:**

<table>
<thead>
<tr>
<th>MBE</th>
<th>WBE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
</table>
ITEM NO.

Source of Funding: Water/Sewer Capital Improvement Program - (Paw Creek Parallel Outfall).

<table>
<thead>
<tr>
<th>Estimated Cost: $2,520,000.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low Bid: $2,524,346.29</td>
</tr>
<tr>
<td>Difference: ($ 4,346.29)</td>
</tr>
</tbody>
</table>

AGREEMENT

17.

Recommend approval of an agreement with PAI Associates for $195,868.00 for design, survey, geotechnical, and public input services for the Beatties Ford Road Left Turn Lane Project.

**Council Action**

City Council is requested to approve an agreement for engineering services with PAI Associates of Charlotte for $195,868 for design survey, geotechnical, and public input services for the Beatties Ford Road Left Turn Lane Project.

Beatties Ford Road

The existing right of way width of 58 feet was originally planned to be widened to 74 feet in order to add a continuous center left turn lane along Beatties Ford Road from LaSalle Street to Interstate 85. After recommendations from the Charlotte Department of Transportation (CDOT) concerning the safety of the proposed new roadway cross-section, CDOT, Engineering, and Planning agreed that the new right of way should be widened an additional 5 feet to increase the proposed lane widths. A map is attached.

- The extra pavement and right-of-way needed increased the budget from $1,550,000 as reflected in the FY92 CIP, to $2,642,000.
- The FY92 midyear budget ordinance includes a supplemental appropriation of $150,000 for this project.
- In accordance with the Council-approved selection process, PAI Associates is recommended to provide engineering services for the design of this project. PAI is a certified minority firm.

**Funding:**

The supplemental appropriation of $150,000 is funded from Street Bond savings.
Clearances: The contract has been reviewed by CDOT staff and the City Attorney and approved by Engineering.

Attachment No. 9

18. Recommend approval of an agreement with W. K. Dickson & Co., Inc. for $90,000 to provide construction surveying services for the new Convention Center.

Council Action
City Council is requested to approve an agreement with W. K. Dickson & Co., Inc. for $90,000. The amount is an estimate to provide the anticipated construction surveying services necessary to construct the new Convention Center. W.K. Dickson will be compensated for their services on an hourly basis. Their rates are comparable to the current rates charged locally for similar services and will remain the same throughout the duration of the project.

Background
- In accordance with the Council-approved selection process, a selection committee composed of Engineering Department staff, the project architect, and the project construction manager, recommends that W. K. Dickson provide construction surveying services on the new Convention Center.

- The surveying services are required in order to establish common horizontal and vertical control lines as a basis for all the different contractors' work, to periodically check the layout work performed by the prime contractors, and periodically check the existing elevations and conditions. The surveying firm will also function as the City's expert when claims affected by layout and elevations are encountered.

Funding: Convention Center Capital Account.

Clearances: This agreement has been reviewed by the Attorney's Office and approved by the Engineering Department.
19. Recommend approval of Amendment No. 3 to professional services contract with Camp Dresser & McKee for $400,000 to provide design services for the Sugar Creek Wastewater Treatment Plant Flow Equalization Facility.

Contract: Eliminate rainfall-induced overflows in sanitary sewer system.

Contractor: Camp Dresser & McKee

Date Awarded: September 10, 1990

Original Contract Explanation
The Camp Dresser & McKee contract for $1.4 million was the first phase of a five-to-seven year project to eliminate rainfall related overflows of the sewer system.

Stormwater runoff infiltrates the sanitary sewer through manhole covers, deteriorated manholes and sewer mains, and through improper or unauthorized connections to the sewer system. This causes overflowing manholes and flow rates exceeding the wastewater treatment plant's capacity.

Amendments: There have been two amendments to the original contract that are described in the attached excerpts from the agenda items.

Amendment No. 3
This amendment with Camp Dresser & McKee for $400,000 will provide design of flow equalization facilities at the Sugar Creek Wastewater Treatment Plant. Camp Dresser & McKee is the most qualified firm to perform this work as determined during the original consultant selection process, and from the experience and knowledge of the system they have compiled from the work done on this project to this point.

Amended Contract Amount
The total not to exceed amount of the amended contract will be $4,821,700.

Funding: Sugar Creek Wastewater Treatment Plant Capital Account.
SETTLEMENT

Recommend approval of a settlement in Rhodes Construction Corporation v. City of Charlotte requiring the payment of an additional $100,000.

Lawsuit

Pursuant to an agreement with Mecklenburg County in which the County pays the cost of extending water and sewer lines into various County-designated community development areas, the City awarded a contract to Rhodes Construction Corporation to extend water and sewer lines into the Crestdale and Hampton Park areas. The work was completed in March of 1990. However, in March of 1991 Rhodes sued the City for delay damages, payment for extra work and the recovery of liquidated damages. The total amount sought by Rhodes is $482,625 plus interest.

The parties have negotiated a settlement, subject to Council approval, requiring the payment of an additional $100,000 in full and final settlement of this litigation.

Funding:
The County is responsible for paying the settlement.

Clearances: Charlotte-Mecklenburg Utility Department, City Attorney's Office. The County concurs in this settlement.

TAX REFUND

Recommend adoption of a resolution authorizing the refund of certain taxes assessed through clerical error or illegal levy in the amount of $10,275.22.
SET PUBLIC HEARING

22. **Recommend adoption of a resolution calling for a public hearing on Amendment No. 5 to the Redevelopment Plan for Brooklyn Urban Renewal Area - Section No. 3, on March 23, 1992 at 7:00 p.m. in the Charlotte-Mecklenburg Government Meeting Chamber.**

<table>
<thead>
<tr>
<th>Council Action</th>
<th>N. C. Redevelopment Law requires that the City Council hold a public hearing prior to the approval of a Redevelopment Plan amendment.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reason for Public Hearing</td>
<td>The site of the proposed Pre-Trial Jail and Work Release Facility being developed by Mecklenburg County is located in the Brooklyn Urban Renewal Area, Section No. 3. Development requirements of the Redevelopment Plan are not consistent with the development requirements of the UMUD zoning district for the site. The architects representing Mecklenburg County have requested that the Redevelopment Plan be amended such that the building setback requirements and open space requirements conform to the UMUD zoning district requirements.</td>
</tr>
<tr>
<td>Clearances:</td>
<td>The proposed amendment was reviewed by the Charlotte-Mecklenburg Planning Commission’s Planning Committee at their January 28, 1992 meeting. Their recommendation will be included in the March 23, 1992 agenda item.</td>
</tr>
</tbody>
</table>

B. **Recommend adoption of a resolution to conduct a public hearing on a text amendment to the City of Charlotte Zoning Ordinance to revise the zoning standards governing quarries and sanitary landfills on March 16, 1992 in the Charlotte-Mecklenburg Government Center.**

The new zoning ordinance which took effect January 1, 1992 revised the manner in which quarries and sanitary landfills are governed. The previous ordinance allowed quarries in the I-1 and I-2 districts subject to certain standards and allowed sanitary landfills in all districts subject to certain standards. The new ordinance modified the regulations for quarries to allow them in all districts subject to certain standards and continues the same general treatment of sanitary landfills as permitted uses in all districts subject to certain standards.
Recently, much concern has been expressed regarding the new ordinance's modification of the standards associated with quarries and Council directed Planning staff to pursue a text amendment to the ordinance.

The upcoming text amendment will revise the current ordinance to require the I-2 (general industrial) district for quarries and sanitary landfills.

PROPERTY TRANSACTIONS

23. Recommend approval of the following property transactions and adoption of the condemnation resolutions.

A. **Project:** Park/Johnston Road Widening, Phase II, Segment IV, Parcel No. 511  
   **Owner(s):** 1600 Sharon Place Unit Owners Association, Inc.  
   **Property Address:** 1600 Sharon Road West  
   **Property to be acquired:** 1,031 sq.ft. (0.0237 ac.) plus temporary construction easement 5,666 sq.ft. (0.1301 ac.)  
   **Improvements:** Asphalt driveway entrance, asphalt parking, landscaped entrance with brick walls, landscaping, including large shade trees, shrubs, flower plantings  
   **Price:** $12,000.00  
   **Remarks:**  
   Value of property before taking: $381,500  
   Value of property after taking: $369,500  
   Damages: (difference between before and after acquisition) $12,000  
   **Zoned:** R-9MF  
   **Use:** Multi-Family-Residential  
   **Tax Code:** 207-201-1 thru 72  
   **Tax Value:** $756,000

B. **Project:** Statesville Road Community Park - Parcel #1  
   **Owner(s):** Mary Elizabeth Benoit Goldstein Hoover, et. al.  
   **Property Address:** 17.62 ACs. - U. S. Highway 21 (6100 Statesville Road)  
   **Property to be acquired:** 898,643 sq.ft. (20.631 ac.) total acquisition  
   **Improvements:** Trees  
   **Price:** $440,500.00
I T E M  N O . -  3 2 -

Remarks: Parks and Recreation Department has requested the purchase of this property to improve the usefulness of the existing Statesville Road Park. Independent appraised value of total parcel: $440,500.00.

Zoned: R-12 Use: Residential

Tax Code: 045-421-02 Tax Value: $184,020.00

C. Project: F.A.R. Part 150 Land Acquisition Program - Residential Purchase
Owner(s): Paul H. Price and wife, Vivian S.
Property Address: 3200 Marshall Drive
Charlotte, N.C. 28214

Property to be acquired: 1.08 acres
Improvements: 4 bedrooms, 2 bath, ranch
Tax Value: $102,190 Purchase Price: $95,000.00

D. Project: F.A.R. Part 150 Land Acquisition Program - Residential Purchase
Owner(s): Neca M. Henderson
Property Address: 6334 Virginia Avenue
Charlotte, NC 28217

Property to be acquired: .402 acres
Improvements: 4 bedroom, 2 bath, ranch
Tax Value: $67,220.00 Purchase Price: $79,500.00
PROPOSED
CMUD WATER AND SEWER
EXTENSION POLICY

EXECUTIVE SUMMARY

I. CMUD is proposing revisions to the Extension Policy which will apply to all customers in the CMUD service area.

II. CMUD will provide major components of the Water and Sewer System such as treatment facilities, major outfalls, pumping stations, storage facilities, and major water transmission mains. These facilities will be constructed according to a Capital Improvements Program approved annually by Council.

III. To satisfy state mandated annexation requirements, CMUD will provide basic fire protection and installation of interceptor, trunk sewer mains, or common force mains required to extend sewer service to each publicly dedicated street.

IV. CMUD will administer several programs whereby individuals or businesses can cause extensions of water or sewer service. All facilities constructed under these programs will become the property of the City of Charlotte.

A. General Provisions are proposed which describe that CMUD will determine locations of facilities and that an applicant for an extension of a water or sewer main may not cancel that application once the fees have been paid.

B. Reimbursable Programs are carried over from the current policy to allow projects which would normally be constructed under CMUD's Capital Improvement Program to be expedited by a customer. These programs require the applicant to provide financing for the project. The applicant is reimbursed for the project cost over a 5 year period if the project is in the five-year CIP. If the project is not in the 5 year CIP, the applicant receives 35% of the revenue generated by the project each year until full reimbursement is made or for 15 years, whichever comes first. Projects under the reimbursable program are designed by CMUD or CMUD consultants and are built through the public bidding process.

C. The Street Main Extension Program is a new program which was recommended by the CMUD Review Committee. This program provides for CMUD funding of water or sewer mains up to 1000’ in length to serve existing residential dwellings. As recommended by the Review Committee, this program is not available to businesses, churches, non-profit organizations, other governmental units or to new development. The applicant will be required to pay a connection fee and a capacity charge. This program may be used in conjunction with other programs where applicable to make extensions longer than 1000’. Funding for this program is proposed to come from bonds. The currently proposed funding level is $7.0 million per year for sewer extensions and $3.0 million for water extensions. The 1991 Bond Referendum contained funds for continuing this program for two years at this funding level and the CIP includes this level of funding for 5 years.
D. The 50/50 Extension Program is carried over from the current policy. This program provides for CMUD funding 50% of the cost of extending water and sewer street mains when one or more of the residents which will be served pay the other 50% of the cost. This program is expected to be used by businesses and other applicants who do not qualify for the Street Main Extension Program or for other programs described below. The applicant will be required to pay a connection fee and a capacity charge in addition to the applicant’s share of the extension cost. This program is also funded through the CIP.

E. The Extension Program to Eliminate Public Health Hazards is also carried over from the current policy. Under this program, CMUD will provide total funding for up to 1000’ of water or sewer street main extension to provide service to an existing residential dwelling where the well or septic tank has been documented by the Mecklenburg County Health Department as creating a health hazard. The applicant is required to pay a connection fee and a capacity charge.

F. An Applicant Funded, Non-Reimbursable Extension Program is carried over from the existing policy which allows an applicant to provide 100% funding for a water or sewer extension which CMUD will design and construct. This program is used occasionally by an individual or business which needs an extension that does not qualify for any of the other programs. An example of this would be a property owner at the top of a hill where a part of their property is already served and all of the other properties are already served and the applicant wants to serve the other part of the property by extending a street main. The applicant will be required to pay a connection fee and a capacity charge.

G. The proposed policy provides for Extension of Facilities by other Public Agencies within the same guidelines as for other customers.

H. Extension of Service for New Development will be entirely at the developer’s cost for facilities within the bounds of the development. Facilities which are required to get service to the property being developed may be either donated to CMUD or constructed under other applicable programs. This means that the water and sewer mains along the new streets within a subdivision, for example, would be built by the developer and donated to CMUD. If a water main or sewer trunk main is needed outside of the subdivision to get service to the development, then that main could be either donated or could be built under the reimbursable program.

A major change proposed under this policy is that a capacity charge will be required for each new service connection within new development. Currently, CMUD only charges the developer $40 for the water meter (which CMUD provides) for each new subdivision lot. Under the new program, the developer or homebuilder will be charged the $40 meter charge plus a capacity charge.

The new policy also will require that the developer extend water and sewer mains along the full frontage of their property, and to extend trunk mains where they will be required cross the property to serve other property in the future.
V. Service Connections

A. Service connections are defined. The policy proposes that water service connections be redefined to eliminate the installation of a property line cut-off valve. This will require that the customer use the cut-off within the meter box to cut off the water to the house.

B. Fees and charges are defined. In addition to the major costs shown here, there are several other deposits and charges which may apply.
   1. Connection Fee - The cost of making the physical connection to the water or sewer main. This cost is based on the average actual cost of connections made during the prior year. It is proposed that this fee will be discounted by 10% for customers who connect to the system during the construction of a water or sewer extension. Current connection fees are $1500 for a 4" sewer service and $680 for a 3/4" water service.

   2. Capacity Charge - A one-time fee charged for each new connection to the water or sewer system. This fee is to recover part of the cost of providing the water and sewer treatment and conveyance capacity which is built into the system to allow new customers. The charge is calculated by dividing the actual book value of the system exclusive of the street mains by the treatment capacity of the system. This gives a cost/unit of treatment which is then multiplied by the average capacity of the various standard sizes of services to determine a capacity charge. The charge is adjusted annually. Using current data, the capacity charge for an average residential service this fiscal year would be $140 for water and $400 for sewer ($540 total).

VI CMUD will continue to allow Letter of Credit financing for reimbursable projects which cost over $100,000

VII CMUD will provide a study of availability of water and sewer upon request. This study will detail for the customer which programs are available and applicable, and provide a cost estimate for obtaining CMUD service. This section also provides that normal requests for extension may take up to 180 days to complete.

VIII This section establishes CMUD's intent to minimize the number of wastewater lift stations in the system.

IX Other Considerations

A. CMUD will, as the opportunity arises, consider the acquisition of other water/sewer systems which can be incorporated into the CMUD system.

B. CMUD does not guarantee a level of service beyond that required for normal, residential service. Service is provided on a first come, first served basis.

C. Financial Assistance is available
   1. The current indigent program is continued. This program provides zero percent interest financing of the connection fee and capacity charge for individuals who have been declared indigent by the Mecklenburg County Department of Social Services.
2. CMUD will advise applicants of other financing programs which may be available with local banks.

D Once this policy is effective, none of the provisions are retroactive.

E A process for appeal is established which involves CMUD staff, the CMUD Advisory Committee, the City Manager's Office, and ultimately, Council.
SUMMARY REPORT
CARMEL ROAD WIDENING
PLANNING/PUBLIC INPUT PHASE

BACKGROUND:
The Planning/Public Involvement Phase for the widening of Carmel Road from Quail Hollow Road to NC Highway 51 began on January 17, 1990 with the initial public meeting. Over the past 24 months, two additional public meetings and numerous meetings with neighborhood leaders, condominium associations and residents, were conducted to gather public comments and identify issues related to the various improvement alternates developed by staff and the consulting engineers, Thompson Gordon Shook Engineers, Inc.

RECOMMENDATIONS:
In October, 1991, City staff and the consulting engineers presented the recommended concept for roadway improvements within the Carmel Road Corridor to the public.

The subject project involves approximately 2.5 miles of Carmel Road to be widened along its present corridor from the NC 51 intersection northward to the intersection with Quail Hollow Road. The recommended alternate provides a four-lane roadway (two lanes in each direction) with additional left turn lanes at various locations throughout the project. In the residential area from Brigmore Drive to Montibello Drive East, a planted median is recommended that includes left turn lanes at various intersecting streets. In the commercial area south of Brigmore Drive, a 15-foot center turn lane is recommended to accommodate the heavy volume of left turns throughout this area. The proposed improvements include 11-foot travel lanes with concrete curb and gutter, 4-foot concrete sidewalks and 5' foot planting strips on each side of the roadway. The planting strip will only be installed when acceptable to the abutting property owner to minimize right-of-way needs. Where planting strips are not provided, the sidewalk width will be 5 feet. The improvements will be constructed on a right-of-way width that will vary from 82 feet to 110 feet (including planting strip). A planned 30-inch water main will be constructed along with the proposed roadway improvements.

The estimated cost for the recommended alternate (with planting strip) is $12,497,000. This includes construction and right-of-way costs, but does not include any fees for professional services for design, construction administration or staff charges.

A listing of other alternatives considered and corresponding cost is attached.
MAJOR RESOLVED ISSUES:

Resolved issues generally reflect changes to the recommended alternate made after input from the public.

- Roadway realignment at Green Rea Road
  - Recommended concept (alternate A) reduces the overall cost for right-of-way acquisition and property damages at Carmel South Condominiums and Carmel Country Club.

- Access to major traffic generators

  The recommended alternate resolves issues of:
  - Emergency access at Carmel Retirement Center
  - Left turn access from Carmel Road to Carmel Executive Park
  - Left turn access from Carmel Road to Carmel Hollow Condominiums
  - A five-lane section from Glen Forest Drive to Shadow Lake Drive, allowing full access to the Carmel Forest subdivision, the Church of Jesus Christ and Blanchard's Store (commercial).
  - A five-lane cross-section from Brigmore Drive to Little Avenue, to service office/business area of corridor

MAJOR UNRESOLVED ISSUES:

Although some issues remain unresolved, additional modifications have been made to the recommended concept since the last public hearing as a result of concerns expressed.

- Street cross-section through residential area including:
  - Need for 4-lane median divided cross-section
  - Property loss due to right-of-way requirements
  - 88' width (4-lane median divided) versus 71' width (4-lane no turn lanes)
  - Access to private driveways and several side streets

Staff Response: A four-lane median divided road cross-section was selected for capacity, safety, and aesthetic reasons. As a result of concerns expressed, the consultant was asked to address when various potential road cross-sections would reach capacity. The attached report indicates a four-lane undivided street would reach capacity during peak hours by the year 1997 and a four-lane undivided street with left turns at major intersections by the year 2003. The five lane undivided and four-lane median divided cross-section would operate at acceptable levels through the year 2010. To minimize right-of-way needs, staff is proposing to eliminate the planting strip between sidewalk and curb where abutting property owners desire. This decision was made after the last public meeting. All neighborhoods have at least one street entrance with a median opening providing full access. Left turn lanes
similar to those on Park Road and NC 51 will be provided on Carmel Road to facilitate U-turn movements.

- **Posted speed limit** - citizens requested speed limit be reduced to 35 mph

  **Staff Response:** Based on existing spot speed studies and engineering design criteria, it is recommended that the posted speed limits for this portion of Carmel Road remain 45 mph. The roadway is being designed to accommodate a 45 mph speed limit in accordance with Council's policy for major thoroughfares.

- **Signalization** - citizens feel traffic signals at major intersections would "break" traffic flow allowing easier access to and from driveways and safer U-turns at all intersections.

  **Staff Response:** Recently amended State Statutes allow installation of signals only at locations complying with the [Manual on Uniform Traffic Control Devices](https://www.its.dot.gov/). Only the intersections at Quail Hollow Road and NC51 meet requirements. Intersections at Green Rea Road, Montibello Drive (east) and Quail Forest Drive may warrant signalization in the future. CDOT will monitor and install signals if justified.

- **Which side of existing road to take right-of-way.** A number of citizens feel the road should be widened to the other side reducing impacts on their property.

  **Staff Response:** The road is generally being widened equally on both sides to balance right-of-way needs and impacts. A shift in the recommended alignment of the roadway north of Pepperidge Road was made after the last public meeting which moves the proposed widening more (but not all) to the east side of the existing alignment. Houses to the east side of the street in this area are located further from the existing road than those on the west. A special meeting with property owners on both sides of the road was held to explain the revised recommendation. Property owners on the east side are unhappy.
CARMEL ROAD
PRELIMINARY COST ESTIMATES

ALTERNATE A (RECOMMENDED)
- NC 51 to Brigmore Drive (2100 LF) - 5 lanes (continuous center turn lane)
- Brigmore Drive to Montibello Drive (9300 LF) - 4 lanes divided (Landscaped median)
- Montibello Drive to north of Quail Hollow Road (1800 LF) - 4 to 5 lanes divided

ALTERNATE B
- NC 51 to Brigmore Drive (2100 LF) - 5 lanes (continuous center turn lane)
- Brigmore Drive to Montibello Drive (9300 LF) - 5 lanes (continuous center turn lane)
- Montibello Drive to north of Quail Hollow Road (1800 LF) - 4 to 5 lanes divided

ALTERNATE C
- NC 51 to Brigmore Drive (2100 LF) - 5 lanes (continuous center turn lane)
- Brigmore Drive to Montibello Drive (9300 LF) - 4 lanes undivided (without left turn lanes)
- Montibello Drive to north of Quail Hollow Road (1800 LF) - 4 to 5 lanes divided

ALTERNATE D
- NC 51 to Brigmore Drive (2100 LF) - 5 lanes (continuous center turn lane)
- Brigmore Drive to Montibello Drive (9300 LF) - 4 lane undivided (with left turn lanes)
- Montibello Drive to north of Quail Hollow Road (1800 LF) - 4 to 5 lanes divided

COST ESTIMATES *

<table>
<thead>
<tr>
<th>Alternate</th>
<th>Const. Cost</th>
<th>R/W Cost</th>
<th>Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alternate A</td>
<td>$7,978,000</td>
<td>$4,519,000</td>
<td>$12,497,000</td>
</tr>
<tr>
<td>Alternate B</td>
<td>$7,785,000</td>
<td>$4,140,000</td>
<td>$11,925,000</td>
</tr>
<tr>
<td>Alternate C</td>
<td>$7,424,000</td>
<td>$3,810,000</td>
<td>$11,234,000</td>
</tr>
<tr>
<td>Alternate D</td>
<td>$7,553,000</td>
<td>$4,031,000</td>
<td>$11,584,000</td>
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</tbody>
</table>

* Costs shown do not include any fees for professional services for design, construction administration, or staff charges.
Carmel Road Widening  
(Quail Hollow Road to NC Highway 51)  

Comparison of Alternates

<table>
<thead>
<tr>
<th>Alternate</th>
<th>Cost*</th>
<th>Typical Width of R/W</th>
<th>Useful Life of Roadway (Capacity Exceeded)**</th>
</tr>
</thead>
<tbody>
<tr>
<td>A - Four-lane median divided (Recommended Alternate)</td>
<td>$12.5 mil.</td>
<td>88'****</td>
<td>+14 years (through 2010)</td>
</tr>
<tr>
<td>B - Five-lane undivided***</td>
<td>$11.9 mil.</td>
<td>87'</td>
<td>+14 years (through 2010)</td>
</tr>
<tr>
<td>C - Four-lane undivided (no left turn lanes)</td>
<td>$11.2 mil.</td>
<td>71'</td>
<td>+2 years (through 1997)</td>
</tr>
<tr>
<td>D - Four-lane undivided (with left turn lanes)</td>
<td>$11.6 mil.</td>
<td>71' to 84'</td>
<td>+7 years (through 2003)</td>
</tr>
</tbody>
</table>

* Costs shown are for construction and right-of-way acquisition only. Fees for professional services, staff cost, and construction administration are not included.

** Assumes road construction completed in 1996

*** Not recommended due to safety concerns and non-compatibility with the character of a residential corridor.

**** Right-of-way width with planting strip between curb and sidewalk. The width will be 80' where property owners desire the planting strip eliminated.
Charlotte-Mecklenburg Drug and Alcohol Commission
Communications Subcommittee

Advertising/Public Service Strategies

January 13, 1992
EXECUTIVE SUMMARY

The Charge
Develop a local advertising/public service campaign that creates awareness of the alcohol and other drug abuse problem that does exist in Mecklenburg County today. The campaign will put significant focus on three major areas:

1. Create awareness that a severe problem exists in Mecklenburg County, in everyone's neighborhood, in everyone's school. Emphasize both the human and dollar cost of the problem.

2. Let the public know that help is available to everyone, regardless of economic level or social status, through a variety of sources as well as through personal behavior modification and role-modeling. Promote Drug Hotline, 375-DRUG.

3. Emphasize the danger and effects of alcohol as well as other drugs, and the fact that alcohol is the gateway drug.
The Campaign

There is a huge job to be done, and much to be accomplished. At the same time, we must deal with the realities of limited budgets and manpower.

Therefore, we think the most effective approach is to create and produce a series of public service television commercials and print ads focusing on the problem, the Drug Hotline, and the abuse of alcohol.

For outdoor use, emphasis will be on the hotline number. For radio, because of varying station formats, lower production costs and quicker wear-out, we recommend at least two commercials on each area.

Magazine ads, posters, and direct mail will also be produced to target specific local audiences, if budget permits.

In addition, a variety of public relations strategies will also be implemented.
### Budget Estimates

<table>
<thead>
<tr>
<th>Advertisement Type</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Television (eight :20 spots)</td>
<td>$74,150</td>
</tr>
<tr>
<td>Radio (six :60 spots)</td>
<td>6,000</td>
</tr>
<tr>
<td>Outdoor (25 posters)</td>
<td>1,535</td>
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<tr>
<td>Newspaper (three full-page ads, four small-space ads)</td>
<td>10,150</td>
</tr>
<tr>
<td>Magazine (one full-page version of small-space ad)</td>
<td>740</td>
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<tr>
<td>Direct Mail (two-color, 9&quot; x 12&quot; folded size, 500 quantity)</td>
<td>1,895</td>
</tr>
<tr>
<td>Poster (two-color, 22&quot; x 30&quot;, 1,000 quantity)</td>
<td>5,530</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$100,000</strong></td>
</tr>
</tbody>
</table>
THANKS TO DRUGS, CHARLOTTE'S CITIZENS ARE EXPERIENCING SOME INCREDIBLE HIGHS.

LET'S UNDO DRUGS.
MEMORANDUM

TO: Members of the Children's Services Network

FROM: William Rikard

DATE: January 28, 1992

Last night the Board of Education unanimously adopted the enclosed resolution.

Also enclosed is McKinsey & Company's revised "Developing a Strategy for the Children's Services Network."
RESOLUTION OF THE CHILDREN'S SERVICES NETWORK
to be adopted by
Charlotte-Mecklenburg Board of Education
Charlotte City Council
Mecklenburg Board of County Commissioners
Charlotte Chamber of Commerce Executive Committee
United Way of Central Carolinas Board of Directors

Whereas by resolution adopted by the Mecklenburg Board of County Commissioners, Charlotte City Council, Charlotte-Mecklenburg Board of Education, Charlotte Chamber of Commerce Executive Committee, and United Way of Central Carolinas Board of Directors (the "Agencies"), the Children's Services Network (the "Network") was established;

Whereas pursuant to that resolution, the Network is to help the community focus on children as its number one priority, unite its efforts in developing a comprehensive approach to serving children, and identify and marshal the resources necessary to meet the needs of all children;

Whereas the Network has determined that in order to carry out its mission, it will be necessary, among other things, to collect applicable data, to survey existing services and programs, to develop a resource document, and to establish guidelines by which to evaluate services and programs;

Whereas the Network has determined that these activities will be best and most expeditiously completed by employing a firm experienced in systems management;

Whereas the Network voted unanimously on January 16, 1992, to employ McKinsey & Company ("McKinsey") to work with the Network so that the Network will be in a position to:

1) Make specific preliminary, fact-based decisions/recommendations about improvements in the delivery of services to children in Mecklenburg County, e.g.:
   - elimination of overlaps
   - identification of priorities among service providers based on under/over coverage, effectiveness/efficiency
   - clarification of the roles of the service providers;

2) Agree on a system for making further regular, integrative improvements to the delivery of services to children over time;

3) Agree on immediate action steps which the Network should take to begin implementation of (1) and (2).

Whereas in establishing the Network, the Agencies committed to provide financial support as determined and requested by the Network;

Whereas the Network requests that each Agency pay its pro-rata share of the cost of McKinsey's employment (including its costs), or up to $35,000.00 each;

Now, therefore, the Agencies affirm the work of the Network and agree that each will pay its respective share of the cost of employing McKinsey, in an amount up to $35,000.00 each.

Adopted by the Board of Education on January 28, 1992.
DEVELOPING A STRATEGY FOR THE

CHILDREN'S SERVICES NETWORK

You have approached McKinsey & Company for help in thinking through how the Children's Services Network can realize its mission of "guaranteeing the well-being of every child in Mecklenburg County." We were happy to participate in a preliminary discussion of this subject on November 21, a series of interviews on January 14, and another full network meeting on January 16. This memorandum will confirm the discussion we had and outline the approach we believe that you should take to answer these questions, and how we might be able to help you.

BACKGROUND

The community of Charlotte has become increasingly concerned about the problems facing its children. In August of 1990, the senseless shooting of 15-year-old Marcus Grier at Myers Park High School became the catalyst that led an outraged community to action. Four days later, the Charlotte Board of Education established the Community Task Force, with the charter to address the issues of crime, violence, drugs, poverty and child neglect as they related to Charlotte's schools. The task force was asked to help evaluate and recommend improvements to actions the school system was taking against these issues. Additionally, it was charged with identifying ways that the broader community could help, either in support of or in conjunction with the school system.

The strong conviction that Charlotte needs to solve these problems in a communitywide, coordinated way led the task force to recommend that a children's services council be established, with broad representation such that it would include two members each from the Board of Education, the City Council, the County Commission, the Chamber of Commerce, and the business community (through the United Way). This organization would provide leadership to the community in identifying the needs of children and focusing the services provided by the many government and community organizations currently operating in Charlotte.

With the formal establishment of the Children's Services Network (CSN), you believe that Charlotte is now well positioned to make a difference for its young people. You believe that the CSN has the necessary
credibility and clout to carry out its mission. Moreover, you think its membership is sufficiently broad and the mission sufficiently clear to enable establishment of a course of action that will be carried out and will improve significantly the well being of Charlotte's children. As evidence of your mandate, you mention that each of the sponsoring agencies has passed unanimous resolutions endorsing the effort.

As you know, you are assuming a considerable responsibility. The children's problems you are trying to deal with are interrelated and systemic efforts to address them are, in many cases, individually handleable, but the system as a whole is not producing good enough results. However, you and the Charlotte community are strongly convinced of the need to act, and you believe that improvements are possible. For example, you mention that no clearinghouse exists to allocate resources at an issue level; consequently, many uncoordinated and possibly overlapping efforts compete for the same resources. While the United Way is effective at allocating resources to specific organizations, its breadth of focus does not permit it to make the kinds of trade-offs or restructuring recommendations that you envision making (e.g., clarifying some roles of governmental agencies).

OBJECTIVE

In our discussions with you, you have told us that you would like outside assistance to help you get started. As we understand it, your objective for this assistance is to help you answer two questions:

1. How should Charlotte focus its available resources for maximum impact against the problems facing its young people?

2. What specifically should the CSN do, over the coming months as well as longer term, to help Charlotte address these problems?

These issues will be trickier to deal with than they might first seem. For example, you are inclined to believe (and we agree) that a major element of the solution will be to rationalize the myriad activities and services already provided to children. Each of these services currently competes for limited resources; however, no overall coordination among agencies occurs which makes you suspect that both significant gaps and overlapping efforts exist. Yet these various agencies all address worthy causes and are undoubtedly led by individuals with passionate commitment to their specific programs. Thus, making a difference here over the long term will not only require determining where the community can have impact and changing resource allocation accordingly, but also revising the roles of specific organizations and the individuals who lead them.
For another example, you believe (and again we agree) that measurement of impact (both from specific programs and overall) is a critical part of your challenge. The difficulty here is developing defined, credible and defensible measures which you can confidently use to support the conclusions you reach. In many cases, the problems you want to address do not lend themselves to short-term solutions. Therefore, many of the programs you endorse will likely operate and have impact over a fairly long time horizon, and impact measures you develop for these programs will need to have a long-term focus. And while such measures will eventually provide a useful retrospective picture of your progress, you may need other measures to use in making choices today.

As yet another example, the service delivery system is as usual organized around service providers, not children. The community thinks about providing services (effectively, efficiently, fairly, with impact), rather than about children's lives as a whole. As a result, vital interconnections are missed, and children often receive "remedial" care (e.g., drug rehabilitation) when earlier "preventive" care might have been appropriate and decisive. This has happened despite the best of interventions, and it happens everywhere. But it does not meet children's needs systematically, and you would like to figure out how to reorient the system.

PROPOSED APPROACH

Due to the magnitude and complexity of your challenge, you asked us whether we would be willing to help you. In response, we discussed with you the situation you face and how you (and we, if appropriate) might attack the problem.

The approach we would propose, based on the discussions we have had to date, would consist of two phases: an initial strategy development phase (Phase 1) of approximately 12 weeks, to develop a clear and shared hypothesis among the CSN as to the answers to each of your two questions; and a second phase, extending perhaps 1 to 3 months after that, in which you firm up your hypotheses with additional interviews and perhaps further analysis, resolve any organizational issues that arise as a result of the strategy work, hold discussions with other constituencies to secure their understanding and buy-in for your conclusions and plans, and define the specific initiatives that you will need to undertake and execute the strategy. We would plan to be involved at least for the first phase, upon its completion, we would together decide whether it would make sense for us to continue our involvement into Phase 2. If we are involved then, it would probably be at a considerably reduced level.

The analytic objective for Phase 1 is to develop a compelling analysis of the current situation that will lead logically to the proper action steps for
Charlotte and the appropriate role for the CSN. To develop this analysis, we would carry out the following activities:

1. Conduct a broad set of carefully selected interviews (perhaps 50) with community leaders who know something about this issue. Our purpose would be to understand the major problem areas facing young people in Charlotte and the major programs and services currently operating, and to identify opportunities to improve the current situation. We have already begun doing this, in the meeting on January 14. We would also plan to have limited discussions with the "user community" (i.e., those being impacted by service delivery) to better understand needs and service effectiveness from their point of view.

2. Review existing local and national literature on this subject, and perhaps conduct several targeted interviews (e.g., with people involved in Jimmy Carter's new Atlanta Project) to understand current "best practices" in similar coordinated community efforts.

3. Undertake rigorous, fact-based analysis, building on what is learned in the interviews and literary review, to yield an accurate and compelling diagnosis of Charlotte's situation and to lead logically to the choices that the CSN must make about community priorities.

4. Facilitate a series of in-depth discussion meetings (probably monthly) among the members of the CSN and the project team, to push and be pushed by the facts emerging from interviews and analysis, toward the decisions that need to be made about community priorities and the role of the CSN.

As we discussed, during Phase 1 McKinsey would provide a full-time team consisting of an engagement manager and an associate to take the day-to-day lead in the workload of interviews, analysis, and development of hypotheses and recommendations. Jim Tausche, a Senior Engagement Manager in our Atlanta Office, will be the full-time project manager. Jim and the associate would work on-site in Charlotte, typically 4 days out of 5 every week.

Our team would be directed by Bob Irvin, a principal in our Atlanta office, who has extensive relevant public sector experience (for example, in having served three terms in the Georgia legislature from an Atlanta-area district, and having consulted for a number of public-sector clients). He would spend approximately 2 days each week on the project.

The team would also draw upon the knowledge and expertise of other McKinsey experts in community service issues, building from the work that
we have done in helping other communities (for example, Cleveland, New York, Glasgow and Rotterdam with start-up business leadership organizations; Carter's Atlanta Project and work for the Boy Scouts and YMCA; and work on homelessness in Houston and Washington. We would expect to involve Bob Garda, a director in our Cleveland office. Resumes of Irvin, Garda, and Tausche are included.

Critical to the success of the effort will be the active, engaged participation of the CSN in the project. We would recommend that you choose a project leader (possibly, but not necessarily, a member of the task force) who could devote up to 50 percent of his or her time to the project during Phase 1. (As we discussed, this individual might be someone whom you would envision becoming a full-time director of the CSN after the project concludes.) You are now in the process of doing this. In addition to being the major local leader of the effort, the project leader will need to play an important "door opener" role for the project team in gaining access to community leaders and organizations for interviews and data. Consequently, the chosen project leader should be a credible, well-connected member of the community.

We would also suggest that two, three, or four more junior project team members from Charlotte be assigned (with at least a 50 percent time commitment) to the project for Phase 1. In addition to helping with the workload, these individuals will be invaluable in ensuring close-up local knowledge.

The assignment of "client members" to our project teams is a practice we encourage and an issue we discuss carefully with prospective clients. It is our experience that in addition to helping share the work and bring the McKinsey team closer to the issue under study, client members usually grow considerably from their experience. We believe that project team selection offers a unique opportunity for the Charlotte business community to contribute to this effort, and we recommend that you encourage Charlotte-area companies to assign a high-caliber individual who is interested in getting involved and willing to work hard to solve the problem.

Our team, including the Charlotte team members, would conduct interviews and analysis, and help in pulling together drafts of hypotheses and recommendations based on our findings. We would also help facilitate meetings of the CSN to discuss the project. During Phase 1, such meetings should happen at least monthly (and perhaps more frequently), lasting about 2 to 3 hours each, during Phase 1. As we discussed, these meetings should involve both the CSN and the full project team to ensure rich discussion of the issues and direct access to the facts.

It is important to us that this effort be a CSN project (not "the McKinsey study"), and that the CSN be as closely involved in the work as
possible. That is why we are suggesting that you assign a project leader and other resources from Charlotte to the team and encourage monthly meetings of the CSN. While we expect that our consultants will stay in the background to the extent possible, we will encourage and actively facilitate frequent, informal communication among the CSN members and the project team outside the monthly meetings.

END PRODUCT

At the end of Phase 1, you will be in a position to:

1. Make specific preliminary, fact-based decisions/recommendations about high-leverage improvements to the delivery of services to children in Mecklenburg County, e.g.,

   - Elimination of overlaps and/or filling of significant gaps
   - Shifting of priorities among categories of service, based on tentative sense of: under/over coverage, effectiveness/efficiency, Charlotte's performance versus others
   - Better clarification of roles among providers of particular categories of service
   - Further reorientation of the delivery system to focus on the served, not the server.

2. Agree on a system for making further regular, integrative improvements to the delivery of services to children over time, including:

   - Role of Children's Services Network and consequent appropriate organization
   - Numerical "end product" performance indicators for children's services, quantification of current performance, and methodology/plan for improving tracking and using these over time.

3. Agree on immediate (next 3 to 6 months) steps which the CSN should take, including how to go about "Phase 2" (syndication and implementation planning).
**NEXT STEPS**

If the approach outlined in this memo meets your needs, we would be prepared to start very soon after you give us the go-ahead. Please discuss these ideas with whomever you feel appropriate, and let us know how you would like to proceed.

Once you have decided how to proceed, we suggest your initial steps be the following:

1. Choose a project leader
2. Assemble as many recent studies of Charlotte and its issues as you can find (especially relating to inner city issues and community services)
3. Secure two to four team members from Charlotte-area companies
4. Obtain office space for the McKinsey/Charlotte team
5. Begin making up a list of the people whom you believe the project team should interview
6. Set a date for the kickoff meeting at which the project team and the CSN can exchange views on how the project should proceed.

* * *

The problems facing Charlotte's young people appear to be very difficult and may be getting worse, but they are not unique to your city. You deserve a lot of credit from the community, both as individuals and as a group, for being willing to tackle these problems head-on. You want to take an aggressive leadership role, and we would be honored to help you do that successfully.

January 23, 1992
ROBERT A. IRVIN

Bob Irvin is a Principal in the Atlanta Office of McKinsey & Company, Inc. Since joining the Firm in 1980, he has focused on solving organizational and strategy problems for both public and private clients. Recent assignments have been:

1. A series of projects for a large Southeastern utility to modify its corporate culture, build (and clearly define the responsibilities of) a corporate center, reduce its reliance on committees to make decisions, decide on fuels policies, design a new strategic planning process, develop a customer orientation, design a nuclear management company, and settle its principal outstanding legal and regulatory issues in a way that enhances shareholder value. The projects have helped the company cope with some critical challenges to its existence over a 3-year period.

2. A cost reduction study for an important East Coast mortgage company. The effort included broad involvement by company employees and resulted in approved ideas for cutting about 20 percent of non-interest expenses.

3. An organization and operations study for the Houston Metropolitan Transit Authority to establish priorities for the new General Manager. This effort pinpointed the Authority’s operational and strategic problems and recommended solutions, including numerous changes in structure, systems, and personnel. Over a 3-year period, the Authority went from being one of the poorest performers in the country to winning the award as the best in North America.

4. An organization and strategy study for a major telecommunications company. The project assessed the shortfall in performance of the company’s nonregulated subsidiaries and recommended a new organization to enable the company to turn that performance around. Elements include a new corporate vision, laying out the business areas the company will emphasize: a new structure, focusing management attention on the key businesses in which the company is engaged; required characteristics for the key managers in that new structure; and an implementation for making the changes.

5. An effort to build a modified corporate culture for a major pharmaceutical company.
An organization study for the President's Task Force on the FAA, which was appointed by President Reagan after the 1981 PATCO strike to recommend steps the FAA should take to avoid future air traffic controller strikes. The study explored controller working conditions; as a result, Mr. Irvin developed recommendations for the selection, training, and evaluation of controllers, supervisors, and managers.

Prior to joining McKinsey, Mr. Irvin practiced law in Atlanta with the firm of Lipshutz, Macey, Zusmann, and Sikes. He was also Chairman of the Republican Caucus in the Georgia House of Representatives and was Ranking Minority Member on the House Judiciary Committee and the House Ways and Means Committee.

Mr. Irvin received his B.A. from the College of William and Mary, his J.D. from Emory University Law School, and his M.B.A. from Harvard Business School. He is a member of Phi Beta Kappa and Omicron Delta Kappa honor societies. Mr. Irvin has been honored by Southern Bell as one of the Ten Outstanding Young People of Atlanta and by the Neighbor Newspapers as North Fulton Citizen of the Year. He is listed in Who's Who in the South and Southwest and Who's Who in Politics and Government.
ROBERT A. GARDA

Bob Garda has been a Director of McKinsey since 1978 and a Principal since 1972. More recently he has been the Firm's practice leader in both Industrial Marketing and Marketing. His functional marketing experience includes product/market strategy, pricing, new product development, sales management, channel management, and after-sales service. Although he has focused on marketing and strategic problems with his clients, his 24 years of consulting experience span the range of management problems, from operations to organization, both domestically and internationally.

Bob's industry experience has been focused on industrial companies, with a heavy emphasis on data services, specialty chemicals, business forms, automotive and truck components, electronics, computers, appliances, farm and construction machinery, adhesives, fertilizer, explosives, industrial controls, lift trucks, electrical equipment, construction materials, and communications equipment.

In recent client work, he directed a sales effectiveness study for a fertilizer producer, a sales and marketing diagnostic study for a business forms company (followed by a sales force effectiveness and organization study for its 2,000-man sales force), product/market extension study for an automotive components supplier, a series of marketing growth strategies (including new products) for a sealants and roofing materials supplier, a marketing strategy study for an electrical equipment manufacturer, a sales force effectiveness study for a computer manufacturer with a 2,500-man sales force, a new product strategy study for a truck components supplier, and a marketing study for a data services company.

Bob took a 6-month leave of absence to become the interim CEO of the troubled 2,600-person Greater Cleveland Regional Transit Authority (September 1987 to March 1988). He revamped the governance, launched cost-reduction efforts, revised the organization structure, and located an able successor. He received the prestigious Urban Mass Transit Administrator's Award for "Outstanding Public Service" for "demonstration of private sector values and true transit advocacy in a mission to rescue the GCRTA."

In the past few years, he has published seven articles on pricing, marketing, sales management, and market segmentation. He coauthored an industrial marketing chapter (with Tom Bonoma of the Harvard Business School) in the 1983 Dartnell Marketing Handbook (to be updated in 1992) and coauthored an introductory chapter on marketing (with Marvin Bower, former head of McKinsey & Company) in the 1988 McGraw-Hill Modern Marketing Handbook. Bob is a frequent speaker at the Conference Board, the American Management Association, the American Marketing Association, and the Pricing Institute on marketing subjects.
Prior to joining McKinsey, Bob was with Aladdin Industries - a manufacturer of thermos bottles, school lunch kits, and electronic components - where he was a factory foreman, a salesman, a marketing manager, and acting General Manager of the Australian subsidiary.

Bob has an electrical engineering degree from Duke University, where he graduated Phi Beta Kappa and Tau Beta Pi. He also holds an M.B.A. degree from the Harvard Business School.
JAMES G. TAUSCHE

Jim Tausche is a Senior Engagement Manager in the Atlanta Office of McKinsey & Company, Inc. Mr. Tausche's work has focused on domestic and international competitive sales and marketing strategies in consumer goods packaging, carpeting, telecommunications, paper, mining, electric utilities, and several other industries. Specific assignments have included

- Developing a change management program for the shared resource services subsidiary of a major Southeastern electric utility in order to make the subsidiary more customer-oriented.

- Developing international growth strategies for a major consumer goods packaging company in several European countries, through refocused sales force strategies and enhanced marketing effectiveness, centered around a worldwide, value-based institutional skill-building initiative.

- Defining strategic plans for a new packaging technology for a major consumer goods packaging company based on prospective channel economics, learning curve operational effectiveness, and relative market value perceptions.

- Developing a business unit strategy and sales stimulation program for a manufacturer and marketer of specialty papers, focusing on marketing effectiveness and sales force effectiveness on both purchasers and influencers in the purchase decision as a means to improve overall profitability.

- Developing an international brand strategy for a major carpet manufacturer that had recently made a significant acquisition, focusing on full-channel value definition and analysis of the potential cannibalization impact from merging brands.

- Integrating the paper divisions of two merging forest products companies and developing new sales and marketing strategies, encompassing channel selection, sales force structure and mission, and marketing effectiveness in pursuing both domestic and international markets.

- Developing a global sourcing strategy for the component group of a large agriculture and construction equipment manufacturer, incorporating worldwide demand forecasts, new production technologies, joint venture agreements, and post-1992 pan-European efficiency improvements to minimize costs.

- Reorganizing a major Australian telecommunications company around customer-based divisions and developing a competitive strategy for the small business customer division to address upcoming deregulatory threats.

Prior to joining McKinsey, Mr. Tausche managed divisional sales and distributor relationships for the Midwestern region of a specialty chemical business of the Union Carbide Corporation where he was awarded Outstanding Salesman of the Year for the division in 1982.

Mr. Tausche has also had experience in international tour development, marketing, and implementation with large groups to over 20 countries on five continents.

Mr. Tausche has an MBA from Harvard Business School, with a concentration in international management, and a BSEE in chemical engineering from Princeton University.
TO: Mayor and City Council
FROM: O. Wendell White
City Manager

My recommendation for a compensation adjustment for City employees is on Monday's agenda. I have already provided you with information about the funding of the increase, as well as the justification for my recommendation. I take my obligation both to City Council and to this organization's employees very seriously, therefore, to feel confident that I have fulfilled my responsibilities both to you and to employees, I want to reiterate several facts as you make your decision.

- 131 positions were reduced in FY91; 200 more vacancies are being held for Right sizing.
- The cumulative savings for these actions will now be over $10 million over the two fiscal years.
- The number of General Fund employees per 1,000 population has dropped from 9.9 in FY91 to 8.5 in FY93.

Given that calls for service have increased, tons collected are greater, clients served are more and most workload indicators are higher, it is clear to me that fewer employees are producing more, while maintaining service standards that are the envy of other cities.

I know the financial picture for next year is as troublesome for you as it is for me. This information made me deliberate my recommendation even longer. The $10 million in salary cuts stays in my mind, however, because if not for our employees' full support and cooperation, these savings could not be realized. When I compare this $10 million in savings with the revenue that would have been available under the benchmark policy, which would be $22 million additional dollars for FY93, I see further evidence of our employees' contributions. I do not believe we have rewarded employees appropriately for these accomplishments.

<table>
<thead>
<tr>
<th>Additional Revenue</th>
<th>FY91</th>
<th>FY92</th>
<th>FY93</th>
</tr>
</thead>
<tbody>
<tr>
<td>Available if Benchmark Policy were Followed</td>
<td>$8.6 M</td>
<td>$15.8 M</td>
<td>$22.6 M</td>
</tr>
</tbody>
</table>
In the context of rightsizing, we are going to be asking employees to continue this effort. But the people that we have on the workforce are facing the same cost increases as every other person in the community. These are cost increases that are being passed on by utilities, hospitals, businesses and County government.

I am concerned with the long pull ahead that the quality of our workforce will be diminished. When a City Police Officer sees his County counterpart get a raise in the current year, and anticipates that County officer getting a raise in the next year, he has to ask the question-- what is my value to the organization? All of our employees feel this way.

We have given you justification that included private sector pay increases during the past year of 5%, and public sector pay increases of 4%. We will have a hard time answering why our employees are different.

We must continue to motivate, to encourage, to reduce costs, and we must have the initiative taken by our workforce. This is a window of opportunity which is a business decision. It is a decision on positioning the organization for the future.

I know this will be a difficult decision for each of you to make. If there is any information you wish to receive prior to Monday night, or any conversations you would like to have, please let me know.

January 24, 1992
MEMORANDUM

January 10, 1992

TO: Mayor Richard Vinroot
    City Council Members

FROM: O. Wendell White

When I presented the FY92 budget to Council last May, I noted that we were unable to fund a 3.5% general pay adjustment that the salary survey justified. Our strategy was to permanently reduce costs and review revenues in order to provide a mid-year pay adjustment. I now recommend that City Council approve a mid-year pay adjustment as follows:

- Grant a "one time" payment of 2.5% of the base annual salary to each employee; a maximum amount to be set at $1,000.
- Adjust the maximum salary of each pay range by 2.5%; to allow merit increases for employees who did not receive a merit increase this year (43% of the employees).

Employees not meeting a reasonable performance standard will not receive any of these increases. Senior Managers are classified separately, and I will review their compensation after City Council takes action on this recommendation.

It is critical that the City have an employee compensation program which allows us to compete with other employers in order to attract and retain qualified employees. Given the attached pay information, I am very concerned that without a mid-year adjustment City wages will become uncompetitive. This will, of course, hurt recruitment. But I am equally concerned that good employees will leave the City as the economy improves if we allow our wages to become uncompetitive.

This pay adjustment is also a reward to employees for doing more with less; we permanently reduced the budget by $1.2 million and reduced the work force by 5% through a hiring freeze. It is imperative that as we ask more and more of our employees, that we adjust their compensation appropriately.

Savings generated through the $1.2 million budget reduction and hiring freeze will pay for this pay adjustment. Attached is a more detailed memo from the Budget Director outlining funding for this recommendation. This item will be on Council's January 27 agenda as part of the mid-year budget decisions.

bs
Attachment
PUBLIC SECTOR EMPLOYERS
SALARY INCREASES FOR 1991

<table>
<thead>
<tr>
<th>Organization</th>
<th>Average Increase</th>
<th># of empl.</th>
<th>% Received Increase</th>
<th>Adjustment to Pay Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>CHARLOTTE</td>
<td>2.5%</td>
<td>4,750</td>
<td>58%</td>
<td>0</td>
</tr>
<tr>
<td>Durham</td>
<td>5%</td>
<td>2,000</td>
<td>72%</td>
<td>0</td>
</tr>
<tr>
<td>Greensboro</td>
<td>5.5%</td>
<td>2,300</td>
<td>95%</td>
<td>3%–MP, 5%–Max</td>
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<tr>
<td>Raleigh</td>
<td>3.5%</td>
<td>2,550</td>
<td>71%</td>
<td>0</td>
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<tr>
<td>Winston–Salem</td>
<td>4%</td>
<td>2,250</td>
<td>99%</td>
<td>2.5%–MP, 5%–Max</td>
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<tr>
<td>Meck. County</td>
<td>5.2%</td>
<td>3,434</td>
<td>98%</td>
<td>2.5%–8%</td>
</tr>
<tr>
<td>Char–Meck Schools</td>
<td>see note*</td>
<td>9,800</td>
<td>see note*</td>
<td>0</td>
</tr>
</tbody>
</table>

* Of 9,800 employees, approximately 4,800 state–certified employees are eligible to receive bonuses of 4.2% or 12.7% on the State–funded portion of their salaries. To date, 3,100 employees have been awarded bonuses.
RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHARLOTTE STATING THAT THEIR INTENT, UPON CONSOLIDATION, IS TO REDUCE THE CITY PROPERTY TAX RATE.

WHEREAS, the City of Charlotte desires to continue functional consolidation in order to improve the accountability and efficiency of local government; and

WHEREAS, the City of Charlotte recognizes that functional consolidation of Police and Parks and Recreation can result in greater tax equity for the citizens of Charlotte;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Charlotte, in its regular session duly assembled, that it does hereby agree, upon consolidation, to reduce the City's property tax rate commensurate with the amount of funding assumed by Mecklenburg County and adjusted for the redistribution of sales tax and intangibles tax revenue.

This _______ day of ________, 1992

Approved as to form: 

City Attorney
RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHARLOTTE
RECOMMENDING ACCELERATION OF THE US 74 FREeway/EXPRESSWAY/
HOV FACILITY PROJECT (U-209) BY THE NORTH CAROLINA DEPARTMENT
OF TRANSPORTATION

WHEREAS, the conversion of Independence Boulevard into a freeway was
recommended in the 1960 Thoroughfare Plan; and

WHEREAS, completion of US 74 improvements is the City's highest
priority transportation project; and

WHEREAS, the North Carolina Department of Transportation agreed in 1985
to complete US 74 improvements between Brookshire Freeway and Albemarle Road
entirely at State expense in exchange for the City's assumption of NC 51
widening; and

WHEREAS, the City completed the $14.9 million NC 51 widening project in
1991 at no cost to the State; and

WHEREAS, the City obtained a $13.2 million grant from the Federal
Transit Administration to build a busway/High Occupancy Vehicle lane in the
median of a reconstructed US 74; and

WHEREAS, the Federal Transit Administration is concerned that schedule
delays on the US 74 project could result in cost increases to the busway
project; and

WHEREAS, the 1992-98 North Carolina Transportation Improvement Program
shows that construction on the Brookshire-to-Brier Creek and Eastway-to-
Albemarle segments of the US 74 project will not begin until after 1998
although plans for both sections will be complete in 1992; and

WHEREAS, a five-year period, at a minimum, in which there is no
construction activity on the US 74 project is unacceptable given a current
daily volume of over 90,000 vehicles per day on this roadway; and

WHEREAS, the Intermodal Surface Transportation Efficiency Act of 1991
increases the level of Federal highway funds to be distributed to the State
of North Carolina.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of
Charlotte, in its regular session duly assembled, strongly recommends that
the North Carolina Department of Transportation accelerate the schedule for
the remaining two segments of the US 74 Freeway/Expressway/High Occupancy
Vehicle Facility project (Project Numbers U209-C and U209-F) in order to
comply with the spirit of the 1985 City/State transportation agreement.
CERTIFICATION

I, Brenda Freeze, City Clerk of the City of Charlotte, North Carolina, do hereby certify that the foregoing is a true and exact copy of a Resolution adopted by the City Council of the City of Charlotte, North Carolina in regular session convened on the _____ day of ____________, 1992, the reference having been made in Minute Book ___, and recorded in full in Resolution Book ___, Page(s) _____.

WITNESS my hand and the corporate seal of the City of Charlotte, North Carolina, this the _____ day of ____________, 1992.

Brenda Freeze, City Clerk
Background on US74

- On August 5, 1985, Council approved an agreement with NCDOT intended to accelerate construction of NC 51, US 74, the Southern Outer Loop, Idlewild Road Widening, and the South Boulevard/Woodlawn intersection improvement.

- The City agreed to finance all of NC 51 widening between Pineville and Matthews with local funds (including $8 million approved as the City's share of US 74 right-of-way costs) and $3 million from Mecklenburg County. Because the City was not required to prepare an Environmental Impact Statement for NC 51 widening, the project was accelerated under this proposal. The City completed the project in January 1991 at a cost of $14.9 million.

- The City agreed to increase the Tyvola Road Extension project budget by $2.5 million to cover increased right-of-way costs and the relocation of NCDOT's maintenance facility on Yorkmont.

- NCDOT agreed to fund all of the US 74 project from Brookshire Freeway to Albemarle Road including the matching of any Federal grant for a busway. The agreement removed any City financial participation in the Independence project. NCDOT promised to have construction begun by FY 89 as programmed at the time and to begin design and right-of-way acquisition early. Construction of the US 74 segment between the old Coliseum and Eastway Drive did begin in 1988, but the entire project will not be finished until past 2000 under the present schedule. While there was no written commitment on behalf of the Board of Transportation to complete this entire project as expeditiously as possible, there was certainly no discussion of a five-year gap in construction.

- NCDOT agreed to proceed as quickly as possible to construct the segment of the Southern Outer Loop between Interstate 77 and NC 51 (Pineville Bypass) and to acquire right-of-way for the rest of this project. A small portion of the Pineville Bypass is complete, and work is underway on the rest of the Pineville Bypass. The entire Southern Outer Loop will be completed sometime around the year 2000 according to the latest NCTIP.

- NCDOT agreed to assume funding for two City projects: Idlewild Road widening ($2.3 million) and South Boulevard/Woodlawn Road intersection improvements ($1.7 million). NCDOT later decided to do neither project. The City is presently widening Idlewild Road at a cost of $4.6 million using 1987 bond funds. The intersection improvement project was deleted from the State's program in 1990 and remains unfunded.
Convention Center - Soil Contamination

On February 10, Council will be asked to approve the site grading contract for the new Convention Center. Removal and remediation of the contaminated soil found at the site will be addressed in this contract.

After the site for the new Convention Center was selected and prior to the purchase of the property, we had Law Engineering perform a Phase I Preliminary Environmental Site Assessment. Based on the chain of ownership for this property, Law Engineering performed what they considered an adequate number of tests to check for contamination. The contamination that was found was considered normal for past uses of this type. Although we expected to encounter some contamination, after the Young Ford Service Building was demolished and the floor slab torn up, the magnitude was greater than expected. Law Engineering then performed more test borings so that the area and source of contamination could be further defined and quantified. The original bid date was extended so that this information could be included in an addendum to the site grading package.

Each bidder on the site grading package was able to choose their own preferred method of soil remediation so that we would receive the most competitive price for the work. Bids were received on January 21, 1992 and the low bid was $5,652,353.42. This was under the Construction Manager's final estimate of $6,677,370, which was increased in response to the most recent environmental testing to include the removal and remediation of the additional contaminated soil. However, the low bid does exceed the original budget of $5,105,221 for this work by $547,132.42. Funds are available to award this contract by using the project contingency and funds made available by prior bids being under the budgeted costs.

We are continuing to work with the City Attorney's office in reviewing this soil contamination issue to determine if the City has any legal recourse with the previous landowners.

Further questions on this issue can be addressed by Clark Readling at 336-3610, or David Garner at 336-3604.
**Linda Lake Dam Improve**

- On August 27, 1990, City Council agreed to help Linda Lake Friends save Linda Lake and repair the high hazard dam as required by the North Carolina Department of Environment, Health and Natural Resources (NCDEHNR). The total estimated cost for repair was $160,000.00. Council choose to limit the property owner’s share to $7,000.00. The cost estimate was prepared by the consulting firm of William G. Daniel and Associates based upon a preliminary study of conditions.

- The firm of Espey, Huston and Associates prepared design plans. Omissions from the previous study were found and the recommended design changed. In November, 1991, Council was informed the estimated project cost was approximately $300,000.00 based upon completed design plans.

- Fortunately, low bid for the project was $233,252.67 and not $300,000.00. Funds for the overrun are available in the Storm Drainage Improvement Program. The overrun will not affect the property owner share.

- Staff is unhappy with work by both consulting firms and considering disciplinary action including removal from the Approved List of Engineers and Architects. Espey, Huston and Associates will be retained through the construction inspection phase to certify the dam is safe which is required by law AND NCDEHNR.

**LINDA/AGENDA**
Recommend approval of Amendment No. 1 for $866,700 to the contract with Camp Dresser & McKee and adopt a budget ordinance to provide adequate funds.

<table>
<thead>
<tr>
<th>ITEM NO.</th>
<th>Council Action</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>The amendment to the Camp Dresser &amp; McKee contract will authorize them to:</td>
</tr>
<tr>
<td></td>
<td>• Design flow equalization facilities at McAlpine Creek Plant for an amount not to exceed $661,400</td>
</tr>
<tr>
<td></td>
<td>• Design relocation of sewer mains required by the outer loop for an amount not to exceed $205,400</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Consultant Recommendation</th>
<th>Camp Dresser &amp; McKee recommends and CMUD concurs that flow equalization facilities need to be built at McAlpine Creek Wastewater Plant.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Flow equalization facilities are to store flows that are received in excess of the plant capacity and reintroduce this flow to the plant when incoming flow ratios are lower</td>
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<tr>
<td></td>
<td>• The total cost for design and construction of this facility is $7.7 million</td>
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<td></td>
<td>• Work needs to begin as soon as possible to reduce the possibility of sewer overflows</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sewer Main Relocation</th>
<th>The N.C. Department of Transportation is preparing to construct a segment of the Outer Loop on McAlpine Creek Plant property</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• The Outer Loop will require that approximately 3,800 feet of sewer mains be relocated</td>
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<td>• Camp Dresser &amp; McKee's work to date has included hydraulic analysis of the sewer mains to be relocated</td>
</tr>
<tr>
<td></td>
<td>• The sewer relocation costs are estimated at $205,400 for design and $2.4 million for construction</td>
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<td></td>
<td>• Design and construction costs for the relocations will be reimbursed by N.C. Department of Transportation</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Funding</th>
<th>For design of flow equalization project, the budget ordinance transfers funds of $661,400 from the Lower Sugar Creek outfall project to the flow equalization project.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>For design of the sewer relocation, the budget ordinance transfers funds of $205,400 from Sewer Line Relocation for Street Improvements Capital Account. This cost is to be reimbursed to the city by the North Carolina Department of Transportation.</td>
</tr>
<tr>
<td></td>
<td>Funding for the construction of the flow equalization facility is projected to be available from bonds authorized in November 1990 for work at the McAlpine Plant and for constructing a parallel sewer line to the lower Sugar Creek line. This parallel line is not expected to be needed if flow equalization facilities are built at McAlpine and Sugar Creek Wastewater Treatment Plants.</td>
</tr>
</tbody>
</table>
ITEM NO. Recommend approval of Amendment No. 2 to the professional services contract with Camp Dresser & McKee of $2,155,000.

Amendment No. 1
In March, 1991, Council approved an amendment of $866,700 which authorized Camp Dresser & McKee to: (1) design flow equalization facilities at the McAlpine Creek Plant and, (2) design relocation of sewer mains required by the Outer Loop.

Amendment No. 2
Amendment No. 2 adds the following to the contract:
- Design and construction phase services for rehabilitating/repairing the infiltration/inflow sources in the two pilot areas studied in the original contract.
- Continuation of the sanitary sewer evaluation survey work to include the remaining high priority areas in the McMullen and McAlpine Creek basins. These areas contain about 668,000 ft. of sewer mains.
- Sanitary sewer facility planning to identify restrictions and current and/or future problem areas in the sewer system. This work was done for the McAlpine and McMullen Creek basins in the original scope of the contract. This amendment will expand that work to include the Sugar and Irwin Creek basins. This amendment will only provide funds for the first year of this task. It is expected that the work will require two years to complete. Funding is included in the CIP for both years.
- Construction administration and engineering/inspection of the McAlpine Creek Flow Equalization facility.


Clearances: Utility Department.
Mayor
Campbell
Clodfelter
Hammond
McCory
Majeeid
Mangum
Martin
Patterson
Reid
Saunders
Wheeler

5:15
White
Borgsdorf - Slides - Removal of Coliseum Tract from Market

First
Martin
Borgsdorf
Martin
Borgsdorf
<table>
<thead>
<tr>
<th>Name</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>McDermott</td>
<td></td>
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<tr>
<td>Martin</td>
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<td>Reid</td>
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<td>Reid</td>
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<tr>
<td>McDermott</td>
<td></td>
</tr>
<tr>
<td>McCrory</td>
<td>Pull property transaction privately</td>
</tr>
</tbody>
</table>
Winrost
MCDermott
Clodfelter
MCDermott
Clod
MCDermott
Vinroot

Spraying of Trees in Dilworth + Myers Park
Don McSween, City Arborist
Hammond
McSween
Hammond
McSween
Maegun
McSween
Reid
McSween
McCroy
McSween
McCroy
McSween
Wheeler
McSween
Morgan
McSween
Majeeed
McSween
Majeeed
McSween
Majeeed
McSween
Vinroot
McSween
Reid
McSween
Majeeed
McSween
Majeeed
McSween
Majeeed
McSween
Majeeed
McSween
Martin
McSween
Martin
McSween
Martin
McSween
Patterson
McSween
Vinroot
Enforce the current law.

Morgan
Vinroot - Say some good about City Employees
2. Put up posters for public employees that will enable people to call anonymously to report good or bad.

Martin
Patterson
Martin
Patterson
Reid
McCrosy
Reid
Patterson
Scarborough
Martin
Syvert
Burch
Martin
CITY COUNCIL MEETING  2/10/92

Mayor
Campbell
Codfelter
Hammond
McCary
Majeeed
Mangun
Martin
Patterson
Reid
Scarborough
Wheeler

6:30

Vinroot
Ray Harris - Presentation for Employee of the Year & Reunion - up
Mangun
Vinroot - YOUTH of the Month
Campbell
McCory
Sandy
Jim Rice
Codfelter

3910
Formal MtG.
7:30

Vinroost
Rev. John Alexander - Invocation

#2 Vinroost
Clodfelter / McCrory - Approve

Joe Stowe - #3
Minutes - tenure.

Vinroost
Stowe

McCrory
Stowe

McCrory
Stowe

McCrory
Stowe

Leid
Doug Boone

McCrory
Boone

Lee Easton
Larry Schuster

Doug Boone
Advisory Comm. MtG

2/20 2:00 @ CMUD

Mangum - Wants documentation that CMUD design
Schuster - will get documentation to Council

McCrory
Clodfelter
McCrory - Police of Comparable Cities
Reid
Stowe
Reid
Stowe
Cofield / Wheeler

#4 -
 Freeze - Corrected Figures
 White
 Ruby Cato
 Vinesot
 Cato
 Scarborough
 Cato
 Scarborough
 Henderson

McCrory / Wheeler
Cofield / Wheeler defer 2 weeks

#5 -
Morgan / Reid
Morgan / Henderson adopt assessment
Morgan / Wheeler
#17
Martin Sybert Martin Sybert Martin Dick Williams - Eng. Martin William's
Mangum Sybert Mangum Sybert Hammond / Mangum App. - Unan.

#19
McCory / Wheeler - App. - Unan.

#20
Tunderhill Patterson / McCory App. - Unan.

#22B
Martin Cloffett
Unveiled
Cloak
Scarborough
Mangum
Martin
Mangum App setting
Public Hearing

#23 B
Martin / Mangum Approve
Sub: McCrosby / Reid - Reject & don't buy
YES Campbell, McCrosby, Reid
NO - Campbell, McCrosby, Reid

Recess - 8:25
Reconvene 8:30

#7 Vireost
Dick Williams - Eng
Vireost
Brad Blair
Bob Stiles
Carlyle Campbell
John Byers
Mangum
Byers
Uncut
Cloftner
Williams
Cloftner
Williams 16 out of 27 left turns
Morgan
Bob Presley
Morgan
Williams 2,200 vehicles per hour
3,600 with turn lanes cut
Morgan
Williams
Morgan
Williams
Hammond
Williams
Hammond
Williams - Staff 16 are necessary
Hammond
Williams
Reid
Reid - Wheeler, make 4 lanes
take as little as possible
allow left going toward Charlotte
McClary
Williams
McCrory
Williams
McCrory
Williams
McCrory
Williams
McCrory
Williams
McCrory
Bob Presley
Scarborough
Williams
Scarborough
Selist - Scarborough/Majestic Support Staff Recommendation
Mangum
George Malomian 4 lane undivided is not totally utilized in 2010.
Hammond
Williams
Hammond
VOTE - Subst. - Passed 9-2
No: Reid, Wheeler
McCory
White
Majeeq - keep track on need of signal that Mr. Carlyle

White asked:

Patterson / McCory defer A-1

Patterson / Hammond move remainder of A

Unan.

Mervin Wilson
Bill Dillard
SB - 2.5% One time payment.

Cloyd / Morgan
Majied
Morgan
Morgan
Cloyd
Wheeler
Martin
McCrosby
White
McCrosby
White
McCrosby
Alexander
McCrosby
White
McCrosby
Alexander
White
McCrosby
White
McCrosby
White
McCrosby
Hammond
Vote - Passed 8-3
No - Weatherhead, Campbell

#9
Patterson / McDonald / Cloffet
App - Unan.

#9A
Patterson / Weatherhead 9A
Unan.

#10
Patterson / Scarborough
Martin
Stiger
Martin
Stiger
Scarborough
Stiger
Sears
Codjettie
VOTE - Yes

#11
Patterson / Hammond
Martin
Syfrett
Hammond
Vinesott
Reid
VOTE - Yes
Mangum

#12
Wheeler / Patterson

Vinesott
Reid
Vinesott
Hammond
Codjettie
Reid
Codjettie
Mangum
Patterson

VOTE - Yes

#13
Martin / Scarborough
VOTE - McCray
No
McCray
Martin McCrosy

#14 Cancel May 11th
Patterson / Wheeler - Xen,
Vinson - Clear up two appointments
Certified Dev.
McCrosy

Vincent
Martin
Mangan / Martin - Potter
No - We, Mc, Read
Parade Burn Committee
Patterson / Martin - Vinson
No, McCrosy, Reid

Patterson / Mangan - Adjourn - Xen.
10:30 P.M.