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MINUTES OF A REGULAR MEETING OF THE MAYOR AND COUNCIL  
OF THE TOWN OF CHAPEL HILL, MUNICIPAL BUILDING,  
WEDNESDAY, MAY 25, 1988, 7:30 P.M.

Mayor Jonathan B. Howes called the meeting to order. Council Members present were:

Julie Andresen  
David Godschalk  
Joe Herzenberg  
David Pasquini  
Nancy Preston  
James C. Wallace  
Arthur Werner  
Roosevelt Wilkerson, Jr.

Also present were Town Manager David R. Taylor, Assistant Town Managers Sonna Loewenthal and Ron Secrist and Town Attorney Ralph Karpinos.

Bill Thorpe, former Council Member, presented to the Council a framed photograph of the 1985-87 Mayor and Council which would be placed in the Council offices.

Certificates of Appointment

Mayor Howes presented Certificates of Appointment and introduced to the Council newly elected advisory board members: Planning Board - Marcella Groon; Community Appearance Commission - Louise Oldenburg. Marcella Groon was present.

Petitions

Howard Henry, asked to speak to Agenda #14c, Marilyn Lane Paving.

Gina Cunningham petitioned the Council for a demonstration project for entranceway improvements in the 15-501 and Ephesus Church Road area.

Council Member Andresen asked the Manager to comment on potential source of funds for the project. Manager Taylor replied that he felt it would be appropriate to use bond funds for the project if the Council so desired.

Mayor Howes said he thought the idea was good but that he would like to know the impact of the the 15-501 Bypass improvements on the proposal.

COUNCIL MEMBER ANDRESEN MOVED, SECONDED BY COUNCIL MEMBER HERZENBERG TO RECEIVE THE PETITION AND REFER IT TO THE MANAGER FOR A RECOMMENDATION IN JUNE. THE MOTION PASSED UNANIMOUSLY, (9-0).

Paul Morris and Martha Branscombe petitioned the Council to consider holding a bond referendum in November for \$1 million for

housing for low and moderate income families. They said they appreciated the work done by the Council in attempting to meet these needs but that it was still extremely difficult for many, especially low income families, to live in Chapel Hill. They said that a recent study by Professor Michael Stegman pointed out these problems. They encouraged the Council to read Dr. Stegman's report of February 28 and to consider holding a referendum in November. (For copy of text, see Clerk's files.)

Council Member Werner said that he had read Dr. Stegman's report and recommendations and felt it was a comprehensive look at the housing issue in Chapel Hill. He said he would like a report from the staff on the entire proposal.

Council Member Preston asked if a referendum were to be called for November when would the decision have to be made. Manager Taylor replied that the decision would have to be made by September.

Council Members Andresen and Wallace agreed that the staff and Council should look into this proposal.

Council Member Wallace also said that the staff could also look at the possibility of other areas of unmet Town needs which could benefit from a referendum.

Mayor Howes said that Raleigh and Durham were considering using bond funds for housing issues and that he would like information on their proposals. He also said the Housing Advisory Board should also make a recommendation on this issue.

COUNCIL MEMBER WALLACE MOVED, SECONDED BY COUNCIL MEMBER ANDRESEN TO REFER TO THE MANAGER FOR A REPORT BACK IN AUGUST. THE MOTION PASSED UNANIMOUSLY, (9-0).

#### Minutes

COUNCIL MEMBER GODSCHALK MOVED, SECONDED BY COUNCIL MEMBER WERNER TO ADOPT THE MINUTES OF MAY 9, 1988 AS CIRCULATED. THE MOTION PASSED UNANIMOUSLY, (9-0).

#### Woodlake Subdivision Preliminary Plat

Roger Waldon, Planning Director, gave a brief presentation on the background of the subdivision. He stated that the Council had approved the preliminary plat in 1984 and that it had been administratively reapproved in 1986, and 1987 at which time changes in the Development Ordinance in relation to the Resource Conservation District were incorporated into the preliminary plat, as well as the realignment of Laurel Hill Parkway. He stated that as of March 31, 1988 the applicant had not secured a Zoning Compliance Permit for final plans and as such the plat had expired. He said the applicant was requesting that the Council reapprove the preliminary plat with the change of payment-in-lieu

of providing recreation space and the elimination of a thirty-two acre parcel from the subdivision.

Mr. Waldon stated that the staff concurred with the proposal of payment-in-lieu of recreation space, the elimination of the tracts across the proposed Laurel Hill Parkway and a payment-in-lieu of road improvements. He said the staff also recommended that several of the streets be built to Class "C" standards with a sidewalk on one side. Mr. Waldon stated that the applicant also wanted the area labelled as future development Site A eliminated, but that the staff did not agree with this request. He said the Council could approve or deny the resolution for preliminary plat approval or it could grant the Manager permission to reapprove the plat by administrative approval. He said the latter would still require Council action in relation to acceptance of payment-in-lieu of recreation space.

Council Member Godschalk commented that the staff recommended including future development Site A in the preliminary plat but that there were not any land plans for this site. Mr. Waldon replied yes, that the staff felt Site A should be considered a part of the development that would be for future development in the same manner as many of the other developments in the Town have been approved. He said the inclusion of this property was included in the computation of recreation space and road improvements. He stated the separation of the entire site into two development sites was land subdivision.

Council Member Werner expressed concern that the cul-de-sacs were extremely long and that the Town seemed to be moving away from its desire to reduce the number of lengthy cul-de-sacs. Mr. Waldon responded that the staff tried to work within the guidelines for street development but that flexibility was needed to take advantage of natural topography. He said the staff reviewed the street plans on a site-by-site basis.

Council Member Werner asked if the Planning Board had reviewed the proposal. Mr. Waldon replied that the Planning Board had not reviewed the proposal since its first submittal in 1984. He said what was requested was essentially a reapproval of an approved plat.

Council Member Werner said he was not comfortable with making a decision on this issue without input from the Planning Board.

Council Member Wilkerson asked if the applicant owned the area labelled Site A. Mr. Waldon responded that the Town's requirements were that the applicant either own the property or be the contract person for its development before considering the application. He said he understood the applicant was the contract developer.

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Council Member Preston asked if the normal right-of-way for Class "C" streets was 50 feet. Mr. Waldon said the 50' right-of-way was necessary because of the requirement for a sidewalk.

Council Member Preston asked if Site A had been labelled for future development in the 1984 Council approved preliminary plat. Mr. Waldon replied yes.

Council Member Preston asked if the Woodlake Lake and Dam were scheduled for Council consideration. Mr. Waldon replied that the lake and dam, which required a Special Use Permit, had been discussed at a Council public hearing and would be back before the Council for consideration.

Council Member Andresen asked what was the average lot size and if the open space along 15-501 was still included in the resolution for approval. Mr. Waldon responded that he believed the average lot size was 1/2 to 3/4 of an acre. He said the open space dedication along 15-501 was still included but that it was not suitable for recreation area for the site.

Council Member Andresen asked if the payment-in-lieu of road improvements was calculated by asking NCDOT what would be the estimated cost of the improvements and when these improvements might be made. Mr. Waldon replied yes and that he did not know when the road improvements would be made.

Council Member Herzenberg asked if the staff had calculated how much land the Town would be able to buy via the payment-in-lieu of recreation space made by the applicant. Mr. Waldon replied no, that the actual amount of payment would not be determined until later in the development process.

Council Member Wallace stated that this proposal was the largest subdivision proposed in Chapel Hill. He said he was convinced much had changed in the last four years and that the Planning Board should take another look at the proposal.

COUNCIL MEMBER WALLACE MOVED, SECONDED BY COUNCIL MEMBER WERNER TO REFER TO THE PLANNING BOARD.

John Hannah, project engineer for the Woodlake Subdivision and representing the applicant, said the proposal reduced the subdivision's encroachment into the Resource Conservation District from 8 points to 4 and that 3 of the 4 areas were part of the Laurel Hill Parkway. He said the proposal included a better interior street layout that was more in line with the terrain. He said with the 31-acre lake and the payment-in-lieu the applicant would be providing more than the 30-acre requirement for recreation space. He said the applicant disagreed with the inclusion of Site A in the subdivision plat and disagreed that the 11 acres for the Laurel Hill Parkway right-of-way be included in the computation of the total site acreage for the recreation space requirement. He also said the applicant did not feel he

should be required to provide sidewalks along the Class "C" streets as this was not a normal requirement. Mr. Hannah said the applicant recommended approval of Resolution A with amendments to stipulations #7, 21 and 43.

Council Member Godschalk asked if the current proposal was a different plan from the one previously approved by the Council. Mr. Hannah replied that the subdivision plan was essentially the same plan with a reworked road system.

Council Member Preston asked, if the Council sent this to the Planning Board, when would it be reviewed? Mr. Waldon replied that he would not expect it to be reviewed by the Planning Board until August as the Planning Board's schedules were already full for June and July.

Council Member Godschalk asked what this kind of delay would have on the possibility of getting additional land for the Southern Park. Manager Taylor replied that he did not see the delay in the action on the subdivision as significantly affecting any Council decision to acquire additional land for the Southern Park since Mr. Goforth held an option on the parcel adjacent to the park.

Council Member Wilkerson said he was concerned with the fairness and ethics of this situation. He said he was hesitant to send the proposal to the Planning Board since it had been previously approved by the Council. He said he felt the issue should be resolved that evening.

Council Member Wallace stated that the Council approval had occurred over four years ago and that the Manager had reapproved the proposal twice. He said the applicant had let the plat expire. He said he felt it would be better if the Planning Board reviewed the current plans.

THE MOTION CARRIED, (5-4), WITH COUNCIL MEMBERS GODSCHALK, PRESTON, WILKERSON AND MAYOR HOWES AGAINST.

Budget

COUNCIL MEMBER GODSCHALK MOVED, SECONDED BY COUNCIL MEMBER WERNER TO ADOPT ORDINANCE 88-5-25/O-1.

Council Member Godschalk complemented the Manager and his staff on the development of the recommended budget.

Council Member Pasquini commented that he felt there had been enough interest in holding a longer work session on the budget and that he hoped next year this could be arranged.

Council Member Herzenberg pointed out that there had been a public hearing held on the proposed budget and that not many people had spoken.

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Council Member Preston asked if the Council wished to discuss the possibility of salary raises for the Council at this time or to wait until a later date.

The Council agreed to wait until a later date.

THE MOTION PASSED UNANIMOUSLY, (9-0).

The ordinance, as adopted, reads as follows:

AN ORDINANCE CONCERNING APPROPRIATIONS AND THE RAISING OF REVENUE FOR THE FISCAL YEAR BEGINNING JULY 1, 1988 (88-5-25/0-1)

ARTICLE I

BE IT ORDAINED by the Council of the Town of Chapel Hill, the following appropriations are hereby made:

| <u>Department</u>                    | <u>Division</u>                     | <u>Total Division</u> | <u>Total Department</u> |
|--------------------------------------|-------------------------------------|-----------------------|-------------------------|
| GENERAL FUND                         |                                     |                       |                         |
| Mayor                                |                                     |                       | 58,170                  |
| Council                              |                                     |                       | 97,118                  |
| Town Manager                         | Administration                      | 433,671               |                         |
|                                      | Human Services                      | -                     |                         |
|                                      | Information Services/<br>Town Clerk | 212,471               | 646,142                 |
| Personnel                            |                                     | 284,432               |                         |
| Finance                              |                                     | 426,328               |                         |
| Legal                                |                                     | 105,105               |                         |
| Planning                             |                                     | 612,629               |                         |
| Inspections                          |                                     | 275,845               |                         |
| Engineering                          |                                     | 336,303               |                         |
| Housing and Community<br>Development |                                     | 99,721                |                         |
| Public Works                         | Administration                      | 154,359               |                         |
|                                      | Construction                        | 219,215               |                         |
|                                      | Streets                             | 1,407,113             |                         |
|                                      | Equipment Services                  | 586,546               |                         |
|                                      | Sanitation                          | 1,538,381             |                         |
|                                      | General Services                    | 682,386               | 4,588,000               |
| Police                               | Administration                      | 294,591               |                         |
|                                      | Support Services                    | 682,391               |                         |
|                                      | Patrol                              | 2,420,663             |                         |
|                                      | Detectives                          | 423,837               | 3,821,482               |
| Fire                                 | Administration                      | 180,874               |                         |

|                      |                    |           |            |
|----------------------|--------------------|-----------|------------|
|                      | Suppression        | 1,225,687 |            |
|                      | Prevention         | 86,406    | 1,492,967  |
| Parks and Recreation | Administration     | 184,047   |            |
|                      | General Recreation | 711,999   |            |
|                      | Parks Maintenance  | 404,976   | 1,301,022  |
| Library              |                    |           | 787,163    |
| Non-Departmental     |                    |           | 2,487,564  |
|                      | General Fund Total |           | 17,419,991 |

Other Funds

|                                               |                  |           |            |
|-----------------------------------------------|------------------|-----------|------------|
| Public Housing Fund                           |                  | 638,415   |            |
| Debt Service Fund                             |                  | 1,668,568 |            |
| Solid Waste Disposal Fund                     |                  | 1,117,000 |            |
| Parking Facilities Fund                       |                  | 159,425   |            |
| Parking Facilities Bond Fund                  |                  | 211,000   |            |
| Church Street Parking Facilities<br>Bond Fund |                  | 221,300   |            |
| Transportation Fund                           | Administration   | 379,677   |            |
|                                               | Operations       | 2,353,443 |            |
|                                               | Maintenance      | 540,432   |            |
|                                               | Non-Departmental | 127,850   |            |
| Transportation Fund Total                     |                  |           | 3,401,402  |
| Housing Loan Trust Fund                       |                  |           | 35,000     |
| Library Gift Fund                             |                  |           | 16,500     |
| Capital Reserve Fund                          |                  |           | 344,000    |
| Capital Improvement Fund                      |                  |           | 1,214,872  |
| TOTAL - ALL FUNDS                             |                  |           | 26,447,473 |

ARTICLE II

It is estimated that the following revenues will be available during the fiscal year beginning July 1, 1988 and ending June 30, 1989 to meet the foregoing appropriations. It is determined that where estimated revenues are higher than the previous year, the increases are warranted.

|              |                       |           |
|--------------|-----------------------|-----------|
| General Fund | Property Taxes        | 7,488,236 |
|              | Other Local Taxes     | 250,000   |
|              | Licenses and Permits  | 462,200   |
|              | Fines and Forfeitures | 248,000   |
|              | State-Shared Revenues | 6,902,597 |
|              | Grants                | 239,140   |
|              | Service               | 573,467   |
|              | Other                 | 8,200     |

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|                                 |                   |
|---------------------------------|-------------------|
| Revenue from Money and Property | 434,750           |
| Interfund Transfers             | 313,401           |
| Fund Balance Appropriated       | 500,000           |
| <b>General Fund Total</b>       | <b>17,419,991</b> |

|                                            |                   |
|--------------------------------------------|-------------------|
| Public Housing Fund                        | 638,415           |
| Debt Service Fund                          | 1,668,568         |
| Solid Waste Disposal Fund                  | 1,117,000         |
| Parking Facilities Fund                    | 159,425           |
| Parking Facilities Bond Fund               | 211,000           |
| Church Street Parking Facilities Bond Fund | 221,300           |
| Transportation Fund                        | 3,401,402         |
| Housing Loan Trust Fund                    | 35,000            |
| Library Gift Fund                          | 16,500            |
| Capital Reserve Fund                       | 344,000           |
| Capital Improvement Fund                   | 1,214,872         |
| <b>TOTAL - ALL FUNDS</b>                   | <b>26,447,473</b> |

ARTICLE III

There is hereby levied the following tax on each one hundred dollars (\$100) valuation of taxable property, located with the Town of Chapel Hill, as listed for taxes as of January 1, 1988 for the purpose of raising revenue from property tax as set forth in the foregoing estimates of revenues, and in order to finance the foregoing appropriations.

|                                                                                                          |                     |
|----------------------------------------------------------------------------------------------------------|---------------------|
| General Fund<br>(for the general operations expense of the<br>Town of Chapel Hill)                       | \$0.51/\$100        |
| Transportation Fund<br>(for the payment of expenses related to<br>transportation approved by referendum) | \$0.03/\$100        |
| <b>TOTAL</b>                                                                                             | <b>\$0.54/\$100</b> |

This the 25th day of May, 1988.

Human Services Agencies Performance Agreements

COUNCIL MEMBER WERNER MOVED, SECONDED BY COUNCIL MEMBER HERZENBERG TO ADOPT RESOLUTION 88-5-25/R-2.

Council Member Herzenberg expressed gratitude for the work done by the Human Services Advisory Board and Parks and Recreation Commission on these recommended performance agreements.

THE MOTION PASSED UNANIMOUSLY, (9-0).



The resolution, as adopted, reads as follows:

A RESOLUTION APPROVING 1988-89 FUNDING FOR SERVICE AGREEMENTS WITH HUMAN SERVICE AGENCIES AS RECOMMENDED BY THE HUMAN SERVICES ADVISORY BOARD (88-5-25/R-2)

BE IT RESOLVED by the Council of the Town of Chapel Hill that the Council hereby approves the following appropriations for agreements with human service agencies in 1988-89 to address the community's priority human services needs identified by the Human Services Advisory Board:

|                                                  | <u>Amount</u>   |
|--------------------------------------------------|-----------------|
| Chapel Hill - Carrboro Meals on Wheels, Inc.     | \$ 5,000        |
| Child Care Networks, Inc.                        | \$ 2,000        |
| Day Care Services Association, Inc.              | \$ 5,000        |
| Dispute Settlement Center, Inc.                  | \$ 6,000        |
| Joint Orange-Chatham Community Action, Inc.      | \$ 7,500        |
| North State Legal Services, Inc.                 | \$ 1,000        |
| Orange County Rape Crisis Center, Inc.           | \$ 7,500        |
| Orange County Women's Center, Inc.               | \$ 5,000        |
| Orange-Durham Coalition for Battered Women, Inc. | \$ 5,000        |
| Planned Parenthood of Orange County, Inc.        | \$ 7,000        |
| Volunteers for Youth, Inc.                       | \$ <u>3,500</u> |
| Total:                                           | \$54,500        |

BE IT FURTHER RESOLVED that the Council hereby approves, and authorizes the Manager to execute on behalf of the Town, agreements with the above agencies for services described in the Human Services Advisory Board's report on May 9, 1988.

This the 25th day of May, 1988.

Visitor Information Services and Cultural Event Performance Agreements

COUNCIL MEMBER WILKERSON MOVED, SECONDED BY COUNCIL MEMBER GODSCHALK TO ADOPT RESOLUTION 88-5-25/R-3.

Council Member Andresen asked when would be a good time to further discuss the policy issues in regard to how the Council wished to distribute the funds.

Council Member Werner said this was something the Council could discuss with the Parks and Recreation Commission at their June 1 joint meeting.

THE MOTION PASSED UNANIMOUSLY, (9-0).

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The resolution, as adopted, reads as follows:

A RESOLUTION APPROVING 1988-89 ALLOCATIONS OF HOTEL/MOTEL TAX REVENUES TO LOCAL AGENCIES AS RECOMMENDED BY THE PARKS AND RECREATION COMMISSION (88-5-25/R-3)

BE IT RESOLVED by the Council of the Town of Chapel Hill that the Council hereby approves the following allocations of hotel/motel tax revenue for agreements with local agencies in 1988-89 as recommended by the Parks and Recreation Commission:

|                                     | <u>Amount</u>   |
|-------------------------------------|-----------------|
| The Arts Center                     | \$ 3,500        |
| The Chapel Hill Ballet              | \$ 1,000        |
| The Chapel Hill Chamber of Commerce | \$13,000        |
| The Preservation Society            | \$ 3,100        |
| The Chapel Hill Rose Society        | \$ 3,500        |
| The Community Sports News           | \$ 1,000        |
| Greenways Commission                | \$ 1,000        |
| Horace Williams House               | \$ 3,000        |
| N. C. Botanical Garden #1           | \$ 2,000        |
| N. C. Botanical Garden #2           | \$ 3,000        |
| N. C. Symphony                      | \$ 4,600        |
| Orange County Department on Aging   | \$ 600          |
| Orange County Senior Games          | \$ 700          |
| Orange County Women's Center        | \$ 1,400        |
| Playmakers Theater                  | \$ 3,200        |
| Street Scene                        | \$ 4,100        |
| WUNC                                | <u>\$ 1,300</u> |
| <br>Total:                          | <br>\$50,000    |

BE IT FURTHER RESOLVED that the Council hereby approves, and authorizes the Manager to execute on behalf of the Town, agreements with the above agencies for services described in the Parks and Recreation Commission's report of May 9.

This the 25th day of May, 1988.

Pay Classification - July 1, 1988

COUNCIL MEMBER PRESTON MOVED, SECONDED BY COUNCIL MEMBER WALLACE TO ADOPT ORDINANCE 88-5-25/O-2.

Council Member Pasquini asked that the staff look into vesting for the 401(k) Program of 5 to 10 years as a possible solution for the longevity problem.

THE MOTION PASSED UNANIMOUSLY, (9-0).

The ordinance, as adopted, reads as follows:

AN ORDINANCE ESTABLISHING A POSITION CLASSIFICATION AND PAY PLAN AND LONGEVITY PLAN FOR EMPLOYEES OF THE TOWN OF CHAPEL HILL AND BONDS OF OFFICIALS BEGINNING JULY 1, 1988 (88-5-25/O-2)

BE IT ORDAINED by the Council of the Town of Chapel Hill that the salaries, bonds, wages, weekly work hours, certain benefits, and the number of Officials and employees of the Town of Chapel Hill are hereby fixed as follows:

SECTION I

SCHEDULE OF SALARY GRADES

| SALARY GRADE NUMBER | HIRING RATE | JOB RATE | MAXIMUM RATE |
|---------------------|-------------|----------|--------------|
| 1                   | 3.35/HRLY   |          | 4.90/HRLY    |
| 2                   | 3.75/HRLY   |          | 5.40/HRLY    |
| 3                   | 4.00/HRLY   |          | 5.65/HRLY    |
| 4                   | 8706        | 10582    | 12618        |
| 5                   | 9141        | 11111    | 13249        |
| 6                   | 9598        | 11667    | 13911        |
| 7                   | 10078       | 12250    | 14606        |
| 8                   | 10582       | 12863    | 15337        |
| 9                   | 11111       | 13506    | 16104        |
| 10                  | 11667       | 14181    | 16910        |
| 11                  | 12250       | 14890    | 17755        |
| 12                  | 12863       | 15635    | 18643        |
| 13                  | 13506       | 16417    | 19575        |
| 14                  | 14181       | 17238    | 20554        |
| 15                  | 14890       | 18100    | 21582        |
| 16                  | 15635       | 19005    | 22661        |
| 17                  | 16417       | 19955    | 23794        |
| 18                  | 17238       | 20953    | 24984        |
| 19                  | 18100       | 22001    | 26233        |
| 20                  | 19005       | 23101    | 27544        |
| 21                  | 19955       | 24256    | 28921        |
| 22                  | 20953       | 25469    | 30367        |
| 23                  | 22001       | 26742    | 31886        |
| 24                  | 23101       | 28079    | 33480        |
| 25                  | 24256       | 29483    | 35154        |
| 26                  | 25469       | 30957    | 36912        |
| 27                  | 26742       | 32505    | 38758        |
| 28                  | 28079       | 34130    | 40695        |
| 29                  | 29483       | 35837    | 42731        |
| 30                  | 30957       | 37629    | 44867        |
| 31                  | 32505       | 39510    | 47110        |
| 32                  | 34130       | 41486    | 49466        |
| 33                  | 35837       | 43560    | 51939        |
| 34                  | 37629       | 45738    | 54535        |
| 35                  | 39510       | 48025    | 57262        |

SECTION II

| ALL EMPLOYEES              |        |         | A      | B      | C      | D      | E      | SCHEDULE |
|----------------------------|--------|---------|--------|--------|--------|--------|--------|----------|
| WEEKLY AND BI-WEEKLY RATES |        |         | 37.5   | 40.0   | 42.0   | 56.0   | 38.5   | WKLY HRS |
| ANNUAL                     | WKLY   | BI-WKLY | HRLY   | HRLY   | HRLY   | HRLY   | HRLY   | RATE     |
| 8706                       | 167.42 | 334.85  | 4.465  | 4.186  | 3.986  | 2.990  | 4.349  |          |
| 9141                       | 175.79 | 351.59  | 4.688  | 4.395  | 4.186  | 3.139  | 4.566  |          |
| 9598                       | 184.58 | 369.17  | 4.922  | 4.615  | 4.395  | 3.296  | 4.794  |          |
| 10078                      | 193.81 | 387.63  | 5.168  | 4.845  | 4.615  | 3.461  | 5.034  |          |
| 10582                      | 203.50 | 407.01  | 5.427  | 5.088  | 4.845  | 3.634  | 5.286  |          |
| 11111                      | 213.68 | 427.36  | 5.698  | 5.342  | 5.088  | 3.816  | 5.550  |          |
| 11667                      | 224.36 | 448.73  | 5.983  | 5.609  | 5.342  | 4.006  | 5.828  |          |
| 12250                      | 235.58 | 471.16  | 6.282  | 5.890  | 5.609  | 4.207  | 6.119  |          |
| 12863                      | 247.36 | 494.72  | 6.596  | 6.184  | 5.890  | 4.417  | 6.425  |          |
| 13506                      | 259.73 | 519.46  | 6.926  | 6.493  | 6.184  | 4.638  | 6.746  |          |
| 14181                      | 272.71 | 545.43  | 7.272  | 6.818  | 6.493  | 4.870  | 7.083  |          |
| 14890                      | 286.35 | 572.70  | 7.636  | 7.159  | 6.818  | 5.113  | 7.438  |          |
| 15635                      | 300.67 | 601.34  | 8.018  | 7.517  | 7.159  | 5.369  | 7.810  |          |
| 16417                      | 315.71 | 631.42  | 8.419  | 7.893  | 7.517  | 5.638  | 8.200  |          |
| 17238                      | 331.50 | 663.00  | 8.840  | 8.288  | 7.893  | 5.920  | 8.610  |          |
| 18100                      | 348.08 | 696.15  | 9.282  | 8.702  | 8.288  | 6.216  | 9.041  |          |
| 19005                      | 365.48 | 730.96  | 9.746  | 9.137  | 8.702  | 6.526  | 9.493  |          |
| 19955                      | 383.75 | 767.50  | 10.233 | 9.594  | 9.137  | 6.853  | 9.968  |          |
| 20953                      | 402.94 | 805.88  | 10.745 | 10.074 | 9.594  | 7.195  | 10.466 |          |
| 22001                      | 423.10 | 846.19  | 11.283 | 10.577 | 10.074 | 7.555  | 10.990 |          |
| 23101                      | 444.25 | 888.50  | 11.847 | 11.106 | 10.577 | 7.933  | 11.539 |          |
| 24256                      | 466.46 | 932.92  | 12.439 | 11.662 | 11.106 | 8.330  | 12.116 |          |
| 25469                      | 489.79 | 979.58  | 13.061 | 12.245 | 11.662 | 8.746  | 12.722 |          |
| 26742                      | 514.27 | 1028.54 | 13.714 | 12.857 | 12.245 | 9.183  | 13.358 |          |
| 28079                      | 539.98 | 1079.96 | 14.399 | 13.500 | 12.857 | 9.643  | 14.025 |          |
| 29483                      | 566.98 | 1133.96 | 15.119 | 14.175 | 13.500 | 10.125 | 14.727 |          |
| 30957                      | 595.33 | 1190.65 | 15.875 | 14.883 | 14.174 | 10.631 | 15.463 |          |
| 32505                      | 625.10 | 1250.19 | 16.669 | 15.627 | 14.883 | 11.162 | 16.236 |          |
| 34130                      | 656.35 | 1312.69 | 17.503 | 16.409 | 15.627 | 11.720 | 17.048 |          |
| 35837                      | 689.17 | 1378.35 | 18.378 | 17.229 | 16.409 | 12.307 | 17.901 |          |
| 37629                      | 723.63 | 1447.27 | 19.297 | 18.091 | 17.229 | 12.922 | 18.796 |          |
| 39510                      | 759.81 | 1519.62 | 20.262 | 18.995 | 18.091 | 13.568 | 19.735 |          |

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-13-  
SECTION III  
TOWN OF CHAPEL HILL  
CLASSIFICATIONS GROUPED BY SALARY GRADE  
7/1/88

8  
(10582/12863/15337)\*  
Laborer  
Parking Lot Attendant

9  
(11111/13506/16104)  
Buildings and Groundskeeper  
Information Services Technician  
Library Assistant I  
Secretary I

10  
(11667/14181/16910)  
Equipment Services Attendant I  
Traffic Assistant I  
Truck Driver  
Weighmaster

11  
(12250/14890/17755)  
Equipment Service Attendant II  
Library Assistant II  
Sanitation Collector I

12  
(12863/15635/18643)  
Accounting Clerk  
Assistant Mason  
Assistant Tree Trimmer  
Equipment Operator I  
Police Support Services Technician  
Receptionist  
Records Clerk  
Sanitation Collector II  
Secretary II

13  
(13506/16417/19575)  
Engineering Aide  
Traffic Assistant II  
Word Processor

14  
(14181/17238/20554)  
Accounting Technician I  
Animal Control Officer  
Bus Driver I  
Equipment Operator II  
Labor Supervisor  
Library Technical Assistant  
Maintenance Mechanic I  
Personnel Technician  
Purchasing Assistant  
Sanitation Equipment Operator I  
Secretary III

15  
(14890/18100/21582)  
Assistant Recreation Center Supervisor  
Building and Grounds Supervisor  
Bus Driver II  
Drafting Technician  
Equipment Mechanic I  
Mason  
Parks Supervisor  
Parts and Service Manager I  
Permits Technician  
Sanitation Equipment  
Operator II  
Tree Trimmer

16  
(15635/19005/22661)  
Equipment Operator III  
Executive Secretary  
Information Services Supervisor  
Parking Services Supervisor  
Planning Assistant  
Police Inf. & Communications Specialist  
Revenue Collector  
Tenant Relations Officer

17  
(16417/19955/23794)  
Bus Dispatcher  
Maintenance Mechanic II  
Parts and Service Manager II  
Recreation Specialist I  
Transit Supervisor

18  
(17238/20953/24984)  
Equipment Mechanic II  
Fire Equipment Operator  
Fire Mechanic  
Grounds Program Supervisor  
Landfill Supervisor  
Sanitation Supervisor  
Streets Supervisor

19  
(18100/22001/26233)  
Accounting Technician II  
Engineering Technician  
Librarian I  
Mechanic Supervisor I  
Recreation Center Supervisor  
Recreation Specialist II  
Traffic Signal Technician

\*Annual Salary Rates. First figure is hiring rate/middle figure is Job Rate/third figure is maximum.

20

(19005/23101/27544)  
Assistant Fire Marshall  
Assistant Transit Superintendent  
Building Inspector  
Electrical Inspector  
Engineering Inspector  
Evidence and ID Specialist  
Housing Inspector  
Librarian II  
Mechanic Supervisor II  
Parking Services Superintendent  
Plumbing and Heating Inspector  
Public Safety Officer

21

(19955/24256/28912)  
Administrative Assistant I  
Buildings Program Supervisor  
Crisis Counselor  
Master Officer  
Personnel Analyst I  
Planner I

22

(20953/25469/30367)  
Fire Captain  
Librarian III

23

(22001/26742/31886)  
Construction Superintendent  
Crisis Unit Supervisor  
Field Operations Supervisor  
Grants Coordinator  
Human Services Coordinator

24

(23101/28079/33480)  
Administrative Assistant II  
Assistant to the Mayor  
Fire Inspections and Administrative  
Officer  
General Services Superintendent  
Housing Maintenance Program Superintendent  
Information Services Coord./Town Clerk  
Parks Superintendent  
Planner II  
Police Lieutenant  
Police Planner/Analyst  
Recreation Superintendent  
Solid Waste Planner  
Urban Forestry Officer

25

(24256/29483/35154)  
Assistant Fire Chief  
Assistant to the Manager  
Equipment Services Superintendent  
Fire Marshall  
Personnel Analyst II  
Purchasing Agent  
Streets Superintendent  
Sanitation Superintendent

26

(25469/30957/36912)  
Accounting Services Manager  
Assistant Town Engineer  
Planner III  
Police Captain  
Transportation System Superintendent  
Housing and Community Development  
Assistant Director

27

(26742/32505/38758)  
Deputy Fire Chief  
Development Coordinator  
Landfill and Sanitation Administrator

28

(28079/34130/40695)  
Police Major

29

(29483/35837/42731)  
Inspections Director  
Library Director  
Housing and Community Development  
Director

30

(30957/37629/44867)  
Personnel Director

31

(32505/39510/47110)  
Fire Chief  
Parks and Recreation Director

32

(34130/41486/49466)  
Finance Director  
Town Engineer

33

(35837/43560/51939)  
Planning Director  
Police Chief  
Public Works Director  
Transportation Director

34

(37629/45738/54535)  
Public Safety Director

35

(39510/48025/57262)  
Assistant Town Manager

SECTION IV  
BUDGETED POSITIONS

A. Bonded Positions

| <u>Positions</u>          | <u>Bond</u> |
|---------------------------|-------------|
| Director of Finance       | \$100,000   |
| Other Employees (blanket) | \$100,000   |

B. Elected and Appointed Officials

| <u>Position</u> | <u>No.</u> |           |
|-----------------|------------|-----------|
| Mayor           | 1          | \$ 8,000  |
| Council Members | 8          | \$ 4,000  |
| Town Manager    | 1          | \$ 74,500 |
| Town Attorney   | 1          | \$ 48,000 |

C. Full- and Part-Time Positions

| <u>Position</u>                                 | <u>Full-Time</u> |             | <u>Part-Time</u> |             | <u>Grade No.</u> |
|-------------------------------------------------|------------------|-------------|------------------|-------------|------------------|
|                                                 | <u>No.</u>       | <u>Hrs.</u> | <u>No.</u>       | <u>Hrs.</u> |                  |
| <b>MAYOR AND LEGISLATIVE OFFICE</b>             |                  |             |                  |             |                  |
| Assistant to the Mayor                          | 1                | -           | -                | -           | 24               |
| <b>TOWN MANAGER'S OFFICE</b>                    |                  |             |                  |             |                  |
| Assistant Town Manager                          | 2                | *           | -                | -           | 35               |
| Assistant to the Manager                        | 1                | 37.5        | -                | -           | 25               |
| Information Services Coordinator/<br>Town Clerk | 1                | 37.5        | -                | -           | 24               |
| Information Services Supervisor                 | 1                | 37.5        | -                | -           | 16               |
| Executive Secretary                             | 2                | 37.5        | -                | -           | 16               |
| Word Processor                                  | 1                | 37.5        | -                | -           | 13               |
| Secretary II                                    | 1                | 37.5        | -                | -           | 12               |
| Information Services Technician                 | 1                | 37.5        | -                | -           | 9                |
| <b>PERSONNEL</b>                                |                  |             |                  |             |                  |
| Personnel Director                              | 1                | *           | -                | -           | 30               |
| Personnel Analyst II                            | 2                | 37.5        | -                | -           | 25               |
| Personnel Analyst I                             | 1                | 37.5        | -                | -           | 21               |
| Personnel Technician                            | 1                | 37.5        | -                | -           | 14               |
| Receptionist                                    | 1                | 37.5        | -                | -           | 12               |
| <b>FINANCE</b>                                  |                  |             |                  |             |                  |
| Finance Director                                | 1                | *           | -                | -           | 32               |
| Accounting Services Manager                     | 1                | 37.5        | -                | -           | 26               |
| Purchasing Agent                                | 1                | 37.5        | -                | -           | 25               |
| Administrative Assistant II                     | 1                | 37.5        | -                | -           | 24               |
| Accounting Technician II                        | 2                | 37.5        | -                | -           | 19               |
| Revenue Collector                               | 1                | 37.5        | -                | -           | 16               |
| Accounting Technician I                         | 1                | 37.5        | -                | -           | 14               |
| Purchasing Assistant                            | 1                | 37.5        | -                | -           | 14               |
| Accounting Clerk                                | 1                | 37.5        | -                | -           | 12               |

\*Hours as required to perform the duties of the position, not less than 40 hours per week.

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| <u>Position</u>                                  | <u>Full-Time</u> |             | <u>Part-Time</u> |             | <u>Grade No.</u> |
|--------------------------------------------------|------------------|-------------|------------------|-------------|------------------|
|                                                  | <u>No.</u>       | <u>Hrs.</u> | <u>No.</u>       | <u>Hrs.</u> |                  |
| <b>PLANNING</b>                                  |                  |             |                  |             |                  |
| Planning Director                                | 1                | *           | -                | -           | 33               |
| Development Coordinator                          | 1                | 37.5        | -                | -           | 27               |
| Planner III                                      | 1                | 37.5        | -                | -           | 26               |
| Planner II                                       | 5                | 37.5        | -                | -           | 24               |
| Planner I                                        | 1                | 37.5        | -                | -           | 21               |
| Planning Assistant                               | 1                | 37.5        | -                | -           | 16               |
| Drafting Technician                              | 1                | 37.5        | -                | -           | 15               |
| Secretary II                                     | 2                | 37.5        | -                | -           | 12               |
| <b>INSPECTIONS</b>                               |                  |             |                  |             |                  |
| Inspections Director                             | 1                | *           | -                | -           | 29               |
| Building Inspector                               | 2                | 37.5        | -                | -           | 20               |
| Electrical Inspector                             | 1                | 37.5        | -                | -           | 20               |
| Housing Inspector                                | 1                | 37.5        | -                | -           | 20               |
| Plumbing and Heating Inspector                   | 1                | 37.5        | -                | -           | 20               |
| Permits Technician                               | 1                | 37.5        | -                | -           | 15               |
| <b>ENGINEERING</b>                               |                  |             |                  |             |                  |
| Town Engineer                                    | 1                | *           | -                | -           | 32               |
| Assistant Town Engineer                          | 1                | 37.5        | -                | -           | 26               |
| Field Operations Supervisor                      | 1                | 37.5        | -                | -           | 23               |
| Engineering Inspector                            | 2                | 37.5        | -                | -           | 20               |
| Engineering Technician                           | 1                | 37.5        | -                | -           | 19               |
| Drafting Technician                              | 1                | 37.5        | -                | -           | 15               |
| Engineering Aide                                 | 1                | 37.5        | -                | -           | 13               |
| Secretary II                                     | 1                | 37.5        | -                | -           | 12               |
| <b>PUBLIC SAFETY</b>                             |                  |             |                  |             |                  |
| Public Safety Director                           | 1                | *           | -                | -           | 34               |
| Police Chief                                     | 1                | *           | -                | -           | 33               |
| Fire Chief                                       | 1                | *           | -                | -           | 31               |
| Deputy Fire Chief                                | 1                | 40          | -                | -           | 27               |
| Police Captain                                   | 3                | 40          | -                | -           | 26               |
| Assistant Fire Chief                             | 3                | 40/56       | -                | -           | 25               |
| Fire Marshall                                    | 1                | 40          | -                | -           | 25               |
| Fire Inspections and Administrative Officer      | 1                | 40          | -                | -           | 24               |
| Police Lieutenant                                | 8                | 40;42       | -                | -           | 24               |
| Police Planner/Analyst                           | 1                | 40          | -                | -           | 24               |
| Crisis Unit Supervisor                           | 1                | 40          | -                | -           | 23               |
| Fire Captain                                     | 9                | 56          | -                | -           | 22               |
| Master Officer                                   | 16               | 40;42/56**  | -                | -           | 21               |
| Crisis Counselor                                 | 2                | 40          | -                | -           | 21               |
| Assistant Fire Marshall                          | 1                | 40          | -                | -           | 20               |
| Public Safety Officer                            | 49               | 42/56**     | -                | -           | 20               |
| Evidence and ID Specialist                       | 1                | 40          | -                | -           | 20               |
| Fire Equipment Mechanic                          | 1                | 40          | -                | -           | 18               |
| Fire Equipment Operator                          | 16               | 56          | -                | -           | 18               |
| Police Information and Communications Specialist | 5                | 38.5        | -                | -           | 16               |
| Animal Control Officer                           | 1                | 40          | -                | -           | 14               |
| Police Support Services Technician               | 2                | 40          | -                | -           | 12               |
| Records Clerk                                    | 4                | 37.5        | -                | -           | 12               |
| Secretary II                                     | 3                | 37.5        | -                | -           | 12               |

\*Hours as required to perform the duties of the position, not less than 40 hours per week.

\*\*The hours of Public Safety Officers and Master Officers assigned to Public Safety are 42 per week when performing Police duties; 56 when rotating through the Fire Department.



| <u>Position</u>                          | <u>Full-Time</u> |             | <u>Part-Time</u> |             | <u>Grade No.</u> |
|------------------------------------------|------------------|-------------|------------------|-------------|------------------|
|                                          | <u>No.</u>       | <u>Hrs.</u> | <u>No.</u>       | <u>Hrs.</u> |                  |
| <b>PUBLIC WORKS (ADMINISTRATION)</b>     |                  |             |                  |             |                  |
| Public Works Director                    | 1                | *           | -                | -           | 33               |
| Administrative Assistant II              | 1                | 40          | -                | -           | 24               |
| Secretary II                             | 1                | 37.5        | -                | -           | 12               |
| Secretary I                              | 1                | 37.5        | -                | -           | 9                |
| <b>PUBLIC WORKS (CONSTRUCTION)</b>       |                  |             |                  |             |                  |
| Construction Superintendent              | 1                | 40          | -                | -           | 23               |
| Mason                                    | 2                | 40          | -                | -           | 15               |
| Equipment Operator II                    | 4                | 40          | -                | -           | 14               |
| <b>PUBLIC WORKS (EQUIPMENT SERVICES)</b> |                  |             |                  |             |                  |
| Equipment Services Superintendent        | 1                | 40          | -                | -           | 25               |
| Equipment Mechanic II                    | 4                | 40          | -                | -           | 18               |
| Parts and Service Manager II             | 1                | 40          | -                | -           | 17               |
| Equipment Mechanic I                     | 1                | 40          | -                | -           | 15               |
| Equipment Service Attendant II           | 1                | 40          | -                | -           | 11               |
| <b>PUBLIC WORKS (GENERAL SERVICES)</b>   |                  |             |                  |             |                  |
| General Services Superintendent          | 1                | 40          | -                | -           | 24               |
| Urban Forestry Officer                   | 1                | 40          | -                | -           | 24               |
| Buildings Program Supervisor             | 1                | 40          | -                | -           | 21               |
| Traffic Signal Technician                | 1                | 40          | -                | -           | 19               |
| Grounds Program Supervisor               | 1                | 40          | -                | -           | 18               |
| Maintenance Mechanic II                  | 1                | 40          | -                | -           | 17               |
| Tree Trimmer                             | 1                | 40          | -                | -           | 15               |
| Traffic Assistant II                     | 1                | 40          | -                | -           | 13               |
| Assistant Tree Trimmer                   | 1                | 40          | -                | -           | 12               |
| Traffic Assistant I                      | 1                | 40          | -                | -           | 10               |
| Buildings and Groundskeeper              | 3                | 40          | -                | -           | 9                |
| <b>PUBLIC WORKS (SANITATION)</b>         |                  |             |                  |             |                  |
| Sanitation Superintendent                | 1                | 40          | -                | -           | 25               |
| Sanitation Supervisor                    | 2                | 40          | -                | -           | 18               |
| Sanitation Equipment Operator II         | 6                | 40          | -                | -           | 15               |
| Sanitation Equipment Operator I          | 11               | 40          | -                | -           | 14               |
| Sanitation Collector II                  | 3                | 40          | -                | -           | 12               |
| Sanitation Collector I                   | 21               | 40          | -                | -           | 11               |
| <b>PUBLIC WORKS (LANDFILL)</b>           |                  |             |                  |             |                  |
| Landfill and Sanitation Administrator    | 1                | 40          | -                | -           | 27               |
| Solid Waste Planner                      | 1                | 40          | -                | -           | 24               |
| Landfill Supervisor                      | 1                | 40          | -                | -           | 18               |
| Equipment Operator III                   | 4                | 40          | -                | -           | 16               |
| Weighmaster                              | 2                | 40          | -                | -           | 10               |
| <b>PUBLIC WORKS (STREETS)</b>            |                  |             |                  |             |                  |
| Streets Superintendent                   | 1                | 40          | -                | -           | 25               |
| Streets Supervisor                       | 2                | 40          | -                | -           | 18               |
| Mason                                    | 1                | 40          | -                | -           | 15               |
| Labor Supervisor                         | 1                | 40          | -                | -           | 14               |
| Equipment Operator II                    | 3                | 40          | -                | -           | 14               |
| Equipment Operator I                     | 3                | 40          | -                | -           | 12               |
| Assistant Mason                          | 1                | 40          | -                | -           | 12               |
| Truck Driver                             | 6                | 40          | -                | -           | 10               |
| Laborer                                  | 6                | 40          | -                | -           | 8                |

\*Hours as required to perform the duties of the position, not less than 40 hours per week.

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| <u>Position</u>                               | <u>Full-Time</u> |             | <u>Part-Time</u> |             | <u>Grade No.</u> |
|-----------------------------------------------|------------------|-------------|------------------|-------------|------------------|
|                                               | <u>No.</u>       | <u>Hrs.</u> | <u>No.</u>       | <u>Hrs.</u> |                  |
| <b>PARKS AND RECREATION</b>                   |                  |             |                  |             |                  |
| Parks and Recreation Director                 | 1                | *           | -                | -           | 31               |
| Recreation Superintendent                     | 1                | 37.5        | -                | -           | 24               |
| Parks Superintendent                          | 1                | 40          | -                | -           | 24               |
| Administrative Assistant II                   | 1                | 37.5        | -                | -           | 24               |
| Recreation Specialist II                      | 7                | 37.5        | -                | -           | 19               |
| Recreation Center Supervisor                  | 1                | 40          | -                | -           | 19               |
| Asst. Recreation Center Supervisor            | 1                | 40          | -                | -           | 15               |
| Parks Supervisor                              | 2                | 40          | -                | -           | 15               |
| Secretary III                                 | 1                | 37.5        | -                | -           | 14               |
| Maintenance Mechanic I                        | 1                | 40          | -                | -           | 14               |
| Secretary I                                   | -                | -           | 1                | 20          | 9                |
| Buildings and Groundskeeper                   | 5                | 40          | -                | -           | 9                |
| <b>TRANSPORTATION (ADMINISTRATION)</b>        |                  |             |                  |             |                  |
| Transportation Director                       | 1                | *           | -                | -           | 33               |
| Administrative Assistant II                   | 1                | 37.5        | -                | -           | 24               |
| Grants Coordinator                            | 1                | 37.5        | -                | -           | 23               |
| Secretary II                                  | 1                | 37.5        | -                | -           | 12               |
| <b>TRANSPORTATION (OPERATIONS)</b>            |                  |             |                  |             |                  |
| Transportation Operations Supt.               | 1                | 40          | -                | -           | 26               |
| Asst. Transportation Operations Supt.         | 1                | 40          | -                | -           | 20               |
| Bus Dispatcher                                | 4                | 40          | -                | -           | 17               |
| Transportation Operations Supervisor          | 4                | 40          | -                | -           | 17               |
| Bus Driver II                                 | 3                | 40          | 1                | varies      | 15               |
| Bus Driver I                                  | 43               | 37.5-40     | 23               | varies      | 14               |
| Secretary II                                  | 1                | 37.5        | -                | -           | 12               |
| <b>TRANSPORTATION (EQUIPMENT MAINTENANCE)</b> |                  |             |                  |             |                  |
| Equipment Services Superintendent             | 1                | 40          | -                | -           | 25               |
| Equipment Mechanic Supervisor II              | 1                | 40          | -                | -           | 20               |
| Equipment Mechanic Supervisor I               | 1                | 40          | -                | -           | 19               |
| Equipment Mechanic II                         | 1                | 40          | -                | -           | 18               |
| Equipment Mechanic I                          | 3                | 40          | -                | -           | 15               |
| Parts and Service Manager I                   | 1                | 40          | -                | -           | 15               |
| Equipment Service Attendant II                | 1                | 40          | -                | -           | 11               |
| Equipment Service Attendant I                 | 3                | 40          | -                | -           | 10               |
| Buildings and Groudskeeper                    | 1                | 40          | -                | -           | 9                |
| <b>TRANSPORTATION (PARKING)</b>               |                  |             |                  |             |                  |
| Parking Services Superintendent               | 1                | 40          | -                | -           | 20               |
| Parking Services Supervisor                   | 1                | 37.5        | -                | -           | 16               |
| Parking Lot Attendant                         | 5                | 37.5        | -                | -           | 8                |
| <b>TRANSPORTATION (PLANNING)</b>              |                  |             |                  |             |                  |
| Planner II                                    | 2                | 37.5        | -                | -           | 24               |
| Planner I                                     | 1                | 37.5        | -                | -           | 21               |

\*Hours as required to perform the duties of the position, not less than 40 hours per week.

| <u>Position</u>                                      | <u>Full-Time</u> |             | <u>Part-Time</u> |             | <u>Grade No.</u> |
|------------------------------------------------------|------------------|-------------|------------------|-------------|------------------|
|                                                      | <u>No.</u>       | <u>Hrs.</u> | <u>No.</u>       | <u>Hrs.</u> |                  |
| <b>LIBRARY</b>                                       |                  |             |                  |             |                  |
| Library Director                                     | 1                | *           | -                | -           | 29               |
| Librarian III                                        | 1                | 37.5        | -                | -           | 22               |
| Librarian II                                         | 1                | 37.5        | 3                | 22/27/28    | 20               |
| Librarian I                                          | -                | -           | 1                | 30          | 19               |
| Library Technical Assistant                          | 2                | 37.5        | -                | -           | 14               |
| Secretary III                                        | 1                | 37.5        | -                | -           | 14               |
| Library Assistant II                                 | 7                | 37.5        | 3                | 20-24       | 11               |
| Secretary I                                          | -                | -           | 2                | 20-25       | 9                |
| Library Assistant I                                  | -                | -           | 3                | 20-25       | 8                |
| <b>HOUSING AND COMMUNITY DEVELOPMENT</b>             |                  |             |                  |             |                  |
| Housing and Community Development Director           | 1                | *           | -                | -           | 29               |
| Housing and Community Development Assistant Director | 1                | 37.5        | -                | -           | 26               |
| Housing and Maintenance Program Superintendent       | 1                | 40          | -                | -           | 24               |
| Human Services Coordinator                           | 1                | 37.5        | -                | -           | 23               |
| Planner I                                            | 1                | 37.5        | -                | -           | 21               |
| Maintenance Mechanic II                              | 1                | 40          | -                | -           | 17               |
| Tenants Relations Officer                            | 1                | 37.5        | -                | -           | 16               |
| Buildings and Grounds Supervisor                     | 1                | 40          | -                | -           | 15               |
| Maintenance Mechanic I                               | 4                | 40          | -                | -           | 14               |
| Secretary II                                         | 1                | 37.5        | -                | -           | 12               |

\*Hours as required to perform the duties of the position, not less than 40 hours per week.

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D. Specific Contract Classifications\*

| <u>General</u>               | <u>No.</u> | <u>Hrs.</u>      | <u>Salary</u>        |
|------------------------------|------------|------------------|----------------------|
| Bus Driver I                 | varies     | avg 6-20         | Grade 14             |
| Legal Assistant              | 1          | varies           | \$13,500/year        |
| Library Aide (summer months) | 2          | 37.5             | Grade 7              |
| Library Page                 | 2          | 10; 20 in summer | Grade 1              |
| Maintenance Aide             | varies     | 40               | Grade 2              |
| Football Parking Monitor     | 15         | 28/season        | Grade 1              |
| Relief Parking Lot Attendant | 5          | varies           | Grade 8              |
| School Crossing Guard        | 5          | 10               | \$4.00 - \$8.00/hr.  |
| Student Intern               | varies     | varies           | \$3.35 - \$10.00/hr. |

Parks and Recreation

|                             |        |        |                       |
|-----------------------------|--------|--------|-----------------------|
| Clerk                       | 1      | 20     | Grade 1               |
| Program Assistant I         | varies | varies | Grade 1               |
| Program Assistant II        | varies | varies | Grade 2               |
| Park Maintenance Aide       | varies | varies | Grade 2               |
| Class Instructor            | varies | varies | \$4.00 - \$15.00/hr.  |
| Athletic Supervisor         | varies | varies | \$3.35 - \$7.00/hr.   |
| Game Official               | varies | varies | \$4.00 - \$12.50/game |
| Gym/Center/Supervisor (MAE) | varies | varies | Grade 3               |
| Gym/Field Game Supervisor   | varies | varies | \$4.00 - \$6.00/game  |
| Scorer-Timer                | varies | varies | \$3.35 - \$7.00/game  |
| Assistant Pool Manager      | varies | varies | Grade 3               |
| Desk Attendant              | varies | varies | Grade 2               |
| Lifeguard                   | varies | varies | Grade 3               |
| Swim Instructor             | varies | varies | Grade 4               |

Summer Classifications (used for 6 to 8 weeks during the summer):

|                    |        |        |         |
|--------------------|--------|--------|---------|
| Day Camp Counselor | varies | varies | Grade 3 |
| Day Camp Director  | varies | varies | Grade 4 |

\*Permanent classifications or other titles may be used for contract positions on a temporary basis, as approved by the Manager.

## Section V

### GENERAL PROVISIONS

All Town employees shall be paid bi-weekly or weekly. The Finance Director shall issue warrants for payments of all claim for compensation when approved by the Town Manager and within the appropriation, and shall issue warrants bi-weekly for payments of compensation of members of the Council and the Mayor upon certification of the correctness of the amounts.

## Section VI

### OVERTIME COMPENSATION

To the extent that local government jurisdictions are so required, the Town will comply with the Fair Labor Standards Act (FLSA).

The Manager, following FLSA regulations, shall determine which jobs are "non-exempt" and are therefore subject to the Act in areas such as hours of work and work periods, rates of overtime compensation, and other provisions. Non-exempt employees will be paid at a straight time rate for hours up to the FLSA established limit for their position (usually 40 hours in a 7 day period); hours worked beyond the FLSA established limit will be paid at the appropriate overtime rate. In determining eligibility for overtime in a work period, only hours actually worked shall be considered.

Whenever practicable, departments will schedule time off on an hour-for-hour basis within the applicable work period for non-exempt employees, instead of paying overtime. When time off within the work period cannot be granted, overtime worked will be paid in accordance with the Fair Labor Standards Act.

Employees in positions determined to be "exempt" from the Fair Labor Standards Act (as Executive, Administrative, or Professional staff) will not receive pay for hours worked in excess of their normal work periods. These employees may be granted compensatory leave by their department heads where the convenience of the department allows.

## Section VII

### CALLBACK PAY

Employees in classes eligible for overtime compensation whose supervisors require them, because of emergencies, to report to work at times which are not merely an extension of their normal work days will be paid for a minimum of two hours of work, even if their actual work time was shorter. Extensions of employees' normal work days, either by their being required to report early or by their being required to work beyond their normal quitting

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times, shall be covered by the overtime/compensatory leave provisions of Section VI of this ordinance.

Section VIII

LONGEVITY PAY

The Town will recognize the length of service of its full-time employees with a longevity payment, effective in December. Payment shall be based on the following schedule:

- At least 5 years, not more than 10 years of service -- \$300
- At least 10 years, not more than 15 years of service -- \$400
- At least 15 years, not more than 20 years of service -- \$500
- At least 20 or more years of service -- \$600

Part-time employees' payments will be prorated based on their hours of work, as specified in policies approved by the Manager.

An employee's eligibility for longevity pay will be based on his/her total Town service as of December 1 of each year.

Section IX

401(K) PROGRAM

The Town will contribute 5% of gross salary for all permanent full- and part-time employees to an account with the State of North Carolina's 401(K) (tax deferred savings) program.

This the 25th day of May, 1988.

Pay Classification - October 1, 1988

COUNCIL MEMBER GODSCHALK MOVED, SECONDED BY COUNCIL MEMBER HERZENBERG TO ADOPT ORDINANCE 88-5-25/O-3.

Council Member Wilkerson asked for information on the classification study done on the Public Works supervisors and superintendents' positions. He said it appeared that supervisors were not being paid/classified the same as supervisors and superintendents in other departments. He asked for the raw data, evaluation and reasons for the classifications.

THE MOTION CARRIED, (8-1), WITH COUNCIL MEMBER WILKERSON VOTING AGAINST.

The ordinance, as adopted, reads as follows:

AN ORDINANCE ESTABLISHING A POSITION CLASSIFICATION AND PAY PLAN AND LONGEVITY PLAN FOR EMPLOYEES OF THE TOWN OF CHAPEL HILL AND BONDS OF OFFICIALS BEGINNING OCTOBER 1, 1988 (88-5-25/O-3)

BE IT ORDAINED by the Council of the Town of Chapel Hill that the salaries, bonds, wages, weekly work hours, certain benefits, and the number of Officials and employees of the Town of Chapel Hill are hereby fixed as follows:

SECTION I

SCHEDULE OF SALARY GRADES

| SALARY GRADE NUMBER | HIRING RATE | JOB RATE | MAXIMUM RATE |
|---------------------|-------------|----------|--------------|
| 1                   | 3.35/HRLY   |          | 5.05/HRLY    |
| 2                   | 3.85/HRLY   |          | 5.55/HRLY    |
| 3                   | 4.15/HRLY   |          | 5.80/HRLY    |
| 4                   | 8967        | 10899    | 12996        |
| 5                   | 9415        | 11444    | 13645        |
| 6                   | 9886        | 12016    | 14327        |
| 7                   | 10380       | 12617    | 15044        |
| 8                   | 10899       | 13248    | 15796        |
| 9                   | 11444       | 13910    | 16586        |
| 10                  | 12016       | 14606    | 17415        |
| 11                  | 12617       | 15336    | 18286        |
| 12                  | 13248       | 16103    | 19200        |
| 13                  | 13910       | 16908    | 20160        |
| 14                  | 14606       | 17753    | 21169        |
| 15                  | 15336       | 18641    | 22227        |
| 16                  | 16103       | 19573    | 23339        |
| 17                  | 16908       | 20552    | 24506        |
| 18                  | 17753       | 21580    | 25731        |
| 19                  | 18641       | 22659    | 27018        |
| 20                  | 19573       | 23792    | 28369        |
| 21                  | 20552       | 24982    | 29788        |
| 22                  | 21580       | 26231    | 31277        |
| 23                  | 22659       | 27543    | 32841        |
| 24                  | 23792       | 28920    | 34482        |
| 25                  | 24982       | 30366    | 36207        |
| 26                  | 26231       | 31884    | 38017        |
| 27                  | 27543       | 33478    | 39919        |
| 28                  | 28920       | 35152    | 41915        |
| 29                  | 30366       | 36910    | 44011        |
| 30                  | 31884       | 38756    | 46211        |
| 31                  | 33478       | 40694    | 48521        |
| 32                  | 35152       | 42729    | 50947        |
| 33                  | 36910       | 44865    | 53494        |
| 34                  | 38756       | 47108    | 56169        |
| 35                  | 40694       | 49463    | 58978        |
| 36                  | 42729       | 51936    | 61927        |
| 37                  | 44865       | 54533    | 65023        |

SECTION 11

| ALL EMPLOYEES              |        |         | A      | B      | C      | D      | E      | SCHEDULE |
|----------------------------|--------|---------|--------|--------|--------|--------|--------|----------|
| WEEKLY AND BI-WEEKLY RATES |        |         | 37.5   | 40.0   | 42.0   | 56.0   | 38.5   | WKLY HRS |
| ANNUAL                     | WKLY   | BI-WKLY | HRLY   | HRLY   | HRLY   | HRLY   | HRLY   | RATE     |
| 8967                       | 172.44 | 344.88  | 4.598  | 4.311  | 4.106  | 3.079  | 4.479  |          |
| 9415                       | 181.06 | 362.12  | 4.828  | 4.526  | 4.311  | 3.233  | 4.703  |          |
| 9886                       | 190.12 | 380.23  | 5.070  | 4.753  | 4.527  | 3.395  | 4.938  |          |
| 10380                      | 199.62 | 399.23  | 5.323  | 4.990  | 4.753  | 3.565  | 5.185  |          |
| 10899                      | 209.60 | 419.19  | 5.589  | 5.240  | 4.990  | 3.743  | 5.444  |          |
| 11444                      | 220.08 | 440.15  | 5.869  | 5.502  | 5.240  | 3.930  | 5.716  |          |
| 12016                      | 231.08 | 462.15  | 6.162  | 5.777  | 5.502  | 4.126  | 6.002  |          |
| 12617                      | 242.63 | 485.27  | 6.470  | 6.066  | 5.777  | 4.333  | 6.302  |          |
| 13248                      | 254.77 | 509.54  | 6.794  | 6.369  | 6.066  | 4.549  | 6.617  |          |
| 13910                      | 267.50 | 535.00  | 7.133  | 6.688  | 6.369  | 4.777  | 6.948  |          |
| 14606                      | 280.88 | 561.77  | 7.490  | 7.022  | 6.688  | 5.016  | 7.296  |          |
| 15336                      | 294.92 | 589.85  | 7.865  | 7.373  | 7.022  | 5.266  | 7.660  |          |
| 16103                      | 309.67 | 619.35  | 8.258  | 7.742  | 7.373  | 5.530  | 8.043  |          |
| 16908                      | 325.15 | 650.31  | 8.671  | 8.129  | 7.742  | 5.806  | 8.446  |          |
| 17753                      | 341.40 | 682.81  | 9.104  | 8.535  | 8.129  | 6.096  | 8.868  |          |
| 18641                      | 358.48 | 716.96  | 9.559  | 8.962  | 8.535  | 6.401  | 9.311  |          |
| 19573                      | 376.40 | 752.81  | 10.037 | 9.410  | 8.962  | 6.721  | 9.777  |          |
| 20552                      | 395.23 | 790.46  | 10.539 | 9.881  | 9.410  | 7.058  | 10.266 |          |
| 21580                      | 415.00 | 830.00  | 11.067 | 10.375 | 9.881  | 7.411  | 10.779 |          |
| 22659                      | 435.75 | 871.50  | 11.620 | 10.894 | 10.375 | 7.781  | 11.318 |          |
| 23792                      | 457.54 | 915.08  | 12.201 | 11.438 | 10.894 | 8.170  | 11.884 |          |
| 24982                      | 480.42 | 960.85  | 12.811 | 12.011 | 11.439 | 8.579  | 12.479 |          |
| 26231                      | 504.44 | 1008.88 | 13.452 | 12.611 | 12.011 | 9.008  | 13.102 |          |
| 27543                      | 529.67 | 1059.35 | 14.125 | 13.242 | 12.611 | 9.458  | 13.758 |          |
| 28920                      | 556.15 | 1112.31 | 14.831 | 13.904 | 13.242 | 9.931  | 14.446 |          |
| 30366                      | 583.96 | 1167.92 | 15.572 | 14.599 | 13.904 | 10.428 | 15.168 |          |
| 31884                      | 613.15 | 1226.31 | 16.351 | 15.329 | 14.599 | 10.949 | 15.926 |          |
| 33478                      | 643.81 | 1287.62 | 17.168 | 16.095 | 15.329 | 11.497 | 16.722 |          |
| 35152                      | 676.00 | 1352.00 | 18.027 | 16.900 | 16.095 | 12.071 | 17.558 |          |
| 36910                      | 709.81 | 1419.62 | 18.928 | 17.745 | 16.900 | 12.675 | 18.437 |          |
| 38756                      | 745.31 | 1490.62 | 19.875 | 18.633 | 17.745 | 13.309 | 19.359 |          |
| 40694                      | 782.58 | 1565.15 | 20.869 | 19.564 | 18.633 | 13.975 | 20.327 |          |
| 42729                      | 821.71 | 1643.42 | 21.912 | 20.543 | 19.565 | 14.673 | 21.343 |          |
| 44865                      | 862.79 | 1725.58 | 23.008 | 21.570 | 20.543 | 15.407 | 22.410 |          |

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SECTION III

TOWN OF CHAPEL HILL  
LIST OF CLASSES ARRANGED BY GRADE

9

(11444/13190/18588)  
Laborer I

10

(12018/14808/17415)  
Bldgs & Groundskeeper I  
Equipment Service Attendant I  
Laborer II  
Parking Lot Attendant

11

(12617/15338/18286)  
Information Services Technician  
Library Assistant I  
Library Processing Clerk I  
Sanitation Collector I  
Secretary I  
Traffic Assistant I  
Truck Driver  
Weighmaster

12

(13248/16103/18200)  
Assistant Mason  
Assistant Tree Trimmer  
Buildings & Groundskeeper II  
Equipment Operator I  
Equipment Service Attendant II  
Police Support Services Technician I  
Sanitation Collector II

13

(13910/18908/20180)  
Police Records Specialist

14

(14806/17753/21180)  
Accounting Clerk  
Bus Driver I  
Engineering Aide  
Library Assistant II  
Library Processing Clerk II  
Maintenance Mechanic I  
Police Support Services Technician II  
Receptionist/Personnel Assistant  
Sanitation Equipment Operator I  
Secretary II

15

(15338/18641/22227)  
Animal Control Officer  
Buildings & Grounds Supervisor  
Equipment Mechanic I  
Equipment Operator II  
Labor Supervisor  
Mason  
Parts Supervisor  
Sanitation Equipment Operator II

15

(15338/18641/22227)  
Traffic Assistant II  
Tree Trimmer  
Word Processor I

16

(18103/19573/23339)  
Accounting Technician I  
Bookmobile Assistant  
Bus Driver II  
Buyer  
Drafting Technician  
Equipment Operator III  
Library Assistant III  
Permits Technician  
Personnel Technician  
Police Communications Specialist  
Secretary III  
Word Processor II

17

(18908/20552/24506)  
Assistant Recreation Center Supervisor  
Executive Secretary  
Library Technical Assistant  
Maintenance Mechanic II

18

(17753/21580/25731)  
Bus Dispatcher  
Equipment Mechanic II  
Office Manager  
Parking Services Supervisor  
Parts Manager  
Revenue Collector  
Transportation Operations Supervisor

19

(18641/22659/27018)  
Accounting Technician II  
Equipment Mechanic Supervisor I  
Fire Equipment Mechanic  
Grounds Program Supervisor  
Housing Officer  
Landfill Supervisor  
Maintenance Mechanic III  
Sanitation Supervisor  
Traffic Signal Technician

20

(19573/23782/28389)  
Assistant Transportation Operations Superintendent  
Equipment Mechanic Supervisor II  
Fire Equipment Operator  
Librarian I  
Streets Supervisor

\*(Figures in parentheses are hiring rate, job rate and maximum pay for positions assigned to the related grade)

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TOWN OF CHAPEL HILL  
LIST OF CLASSES ARRANGED BY GRADE

21

(20552/24982/29788)  
Assistant Fire Marshall  
Buildings Program Supervisor  
Engineering Inspector  
Evidence/ID Specialist  
Inspector  
Librarian II  
Public Safety Officer  
Recreation Center Supervisor  
Recreation Specialist II  
Surveyor

22

(21580/26231/31277)  
Crisis Counselor  
Planner I

23

(22656/27543/32841)  
Chief Inspector  
Engineering Technician  
Fire Captain  
Grants Coordinator  
Human Services Coordinator  
Librarian III  
Master Officer  
Parking Services Superintendent  
Personnel Analyst I

24

(23792/28920/34482)  
Administrative Assistant II  
Assistant To The Mayor  
Crisis Unit Supervisor  
Field Operations Supervisor  
Fire Inspections & Administrative Officer  
Information Services Coordinator/Town Clerk  
Planner II  
Police Planner/Analyst  
Solid Waster Planner  
Urban Forestry Officer

25

(24982/30368/38207)  
Assistant To The Manager  
Construction Superintendent  
General Svcses Superintendent  
Housing Maintenance Program Superintendent  
Parks Superintendent  
Personnel Analyst II  
Recreation Superintendent  
Risk Manager

26

(26231/31884/38017)  
Assistant Fire Chief  
Fire Marshall  
Planner III  
Police Lieutenant

26

(26231/31884/38017)  
Sanitation Superintendent  
Streets Superintendent

27

(27543/33478/39919)  
Deputy Fire Chief  
Equipment Services Superintendent  
Purchasing Agent  
Senior Personnel Analyst

28

(28920/35152/41915)  
Accounting Services Manager  
Assistant Director of Housing & CD  
Assistant Engineering Director  
Landfill & Sanitation Administrator  
Police Captain  
Senior Planner  
Transportation Operations Superintendent

31

(33478/40694/48521)  
Inspections Director

32

(35152/42729/50947)  
Fire Chief  
Housing & CD Director  
Library Director  
Personnel Director

33

(38910/44865/53494)  
Parks & Recreation Director

34

(38758/47108/58169)  
Engineering Director  
Finance Director  
Police Chief

35

(40694/49463/58978)  
Planning Director  
Public Works Director  
Transportation Director

36

(42729/51938/61927)  
Public Safety Director

37

(44865/54533/65023)  
Assistant Town Manager

\*(Figures in parentheses are hiring rate, job rate, and maximum pay for positions assigned to the related grade)

SECTION IV  
BUDGETED POSITIONS

A. Bonded Positions

| <u>Positions</u>          | <u>Bond</u> |
|---------------------------|-------------|
| Director of Finance       | \$100,000   |
| Other Employees (blanket) | \$100,000   |

B. Elected and Appointed Officials

| <u>Position</u> | <u>No.</u> |           |
|-----------------|------------|-----------|
| Mayor           | 1          | \$ 8,000  |
| Council Members | 8          | \$ 4,000  |
| Town Manager    | 1          | \$ 74,500 |
| Town Attorney   | 1          | \$ 48,000 |

C. Full and Part-Time Positions

| <u>Position</u>                                 | <u>Full-Time</u> |             | <u>Part-Time</u> |             | <u>Grade No.</u> |
|-------------------------------------------------|------------------|-------------|------------------|-------------|------------------|
|                                                 | <u>No.</u>       | <u>Hrs.</u> | <u>No.</u>       | <u>Hrs.</u> |                  |
| <b>MAYOR AND LEGISLATIVE OFFICE</b>             |                  |             |                  |             |                  |
| Assistant to the Mayor                          | 1                | -           | -                |             | 24               |
| <b>TOWN MANAGER'S OFFICE</b>                    |                  |             |                  |             |                  |
| Assistant Town Manager                          | 2                | *           | -                | -           | 37               |
| Assistant to the Manager                        | 1                | 37.5        | -                | -           | 25               |
| Information Services Coordinator/<br>Town Clerk | 1                | 37.5        | -                | -           | 24               |
| Office Manager                                  | 1                | 37.5        | -                | -           | 18               |
| Executive Secretary                             | 1                | 37.5        | -                | -           | 17               |
| Word Processor II                               | 1                | 37.5        | -                | -           | 16               |
| Word Processor I                                | 1                | 37.5        | -                | -           | 15               |
| Secretary II                                    | 1                | 37.5        | -                | -           | 14               |
| Information Services Technician                 | 1                | 37.5        | -                | -           | 11               |
| <b>PERSONNEL</b>                                |                  |             |                  |             |                  |
| Personnel Director                              | 1                | *           | -                | -           | 32               |
| Senior Personnel Analyst                        | 1                | 37.5        | -                | -           | 27               |
| Personnel Analyst II                            | 1                | 37.5        | -                | -           | 25               |
| Personnel Analyst I                             | 1                | 37.5        | -                | -           | 23               |
| Personnel Technician                            | 1                | 37.5        | -                | -           | 16               |
| Receptionist/Personnel Assistant                | 1                | 37.5        | -                | -           | 14               |
| <b>FINANCE</b>                                  |                  |             |                  |             |                  |
| Finance Director                                | 1                | *           | -                | -           | 34               |
| Accounting Services Manager                     | 1                | 37.5        | -                | -           | 28               |
| Purchasing Agent                                | 1                | 37.5        | -                | -           | 27               |
| Risk Manager                                    | 1                | 37.5        | -                | -           | 25               |
| Accounting Technician II                        | 2                | 37.5        | -                | -           | 19               |
| Revenue Collector                               | 1                | 37.5        | -                | -           | 18               |
| Accounting Technician I                         | 1                | 37.5        | -                | -           | 16               |
| Buyer                                           | 1                | 37.5        | -                | -           | 16               |
| Accounting Clerk                                | 1                | 37.5        | -                | -           | 14               |

\*Hours as required to perform the duties of the position, not less than 40 hours per week.

| <u>Position</u>                             | <u>Full-Time</u> |             | <u>Part-Time</u> |             | <u>Grade No.</u> |
|---------------------------------------------|------------------|-------------|------------------|-------------|------------------|
|                                             | <u>No.</u>       | <u>Hrs.</u> | <u>No.</u>       | <u>Hrs.</u> |                  |
| <b>PLANNING</b>                             |                  |             |                  |             |                  |
| Planning Director                           | 1                | *           | -                | -           | 35               |
| Senior Planner                              | 2                | 37.5        | -                | -           | 28               |
| Planner II                                  | 5                | 37.5        | -                | -           | 24               |
| Planner I                                   | 1                | 37.5        | -                | -           | 22               |
| Office Manager                              | 1                | 37.5        | -                | -           | 18               |
| Drafting Technician                         | 1                | 37.5        | -                | -           | 16               |
| Secretary II                                | 2                | 37.5        | -                | -           | 14               |
| <b>INSPECTIONS</b>                          |                  |             |                  |             |                  |
| Inspections Director                        | 1                | *           | -                | -           | 31               |
| Chief Inspector                             | 1                | 37.5        | -                | -           | 23               |
| Inspector                                   | 4                | 37.5        | -                | -           | 21               |
| Permits Technician                          | 1                | 37.5        | -                | -           | 16               |
| <b>ENGINEERING</b>                          |                  |             |                  |             |                  |
| Engineering Director                        | 1                | *           | -                | -           | 34               |
| Assistant Engineering Director              | 1                | 37.5        | -                | -           | 28               |
| Field Operations Supervisor                 | 1                | 37.5        | -                | -           | 24               |
| Engineering Technician                      | 1                | 37.5        | -                | -           | 23               |
| Engineering Inspector                       | 1                | 37.5        | -                | -           | 21               |
| Surveyor                                    | 1                | 37.5        | -                | -           | 21               |
| Drafting Technician                         | 1                | 37.5        | -                | -           | 16               |
| Engineering Aide                            | 1                | 37.5        | -                | -           | 14               |
| Secretary II                                | 1                | 37.5        | -                | -           | 14               |
| <b>PUBLIC SAFETY</b>                        |                  |             |                  |             |                  |
| Public Safety Director                      | 1                | *           | -                | -           | 36               |
| Police Chief                                | 1                | *           | -                | -           | 34               |
| Fire Chief                                  | 1                | *           | -                | -           | 32               |
| Police Captain                              | 3                | 40          | -                | -           | 28               |
| Deputy Fire Chief                           | 1                | 40          | -                | -           | 27               |
| Assistant Fire Chief                        | 3                | 40/56       | -                | -           | 26               |
| Fire Marshall                               | 1                | 40          | -                | -           | 26               |
| Police Lieutenant                           | 8                | 40;42       | -                | -           | 26               |
| Fire Inspections and Administrative Officer | 1                | 40          | -                | -           | 24               |
| Police Planner/Analyst                      | 1                | 40          | -                | -           | 24               |
| Crisis Unit Supervisor                      | 1                | 40          | -                | -           | 24               |
| Fire Captain                                | 9                | 56          | -                | -           | 23               |
| Master Officer                              | 16               | 40;42/56**  | -                | -           | 23               |
| Crisis Counselor                            | 2                | 40          | -                | -           | 22               |
| Assistant Fire Marshall                     | 1                | 40          | -                | -           | 21               |
| Public Safety Officer                       | 49               | 42/56**     | -                | -           | 21               |
| Evidence and ID Specialist                  | 1                | 40          | -                | -           | 21               |
| Fire Equipment Operator                     | 16               | 56          | -                | -           | 20               |
| Fire Equipment Mechanic                     | 1                | 40          | -                | -           | 19               |
| Secretary III                               | 1                | 37.5        | -                | -           | 16               |
| Police Communications Specialist            | 5                | 38.5        | -                | -           | 16               |
| Animal Control Officer                      | 1                | 40          | -                | -           | 15               |
| Police Support Services Technician II       | 1                | 40          | -                | -           | 14               |
| Secretary II                                | 2                | 37.5        | -                | -           | 14               |
| Police Records Specialist                   | 4                | 37.5        | -                | -           | 13               |
| Police Support Services Technician I        | 1                | 40          | -                | -           | 12               |

\*Hours as required to perform the duties of the position, not less than 40 hours per week.

\*\*The hours of Public Safety Officers and Master Officers assigned to Public Safety are 42 per week when performing Police duties; 56 when rotating through the Fire Department.

| <u>Position</u>                          | <u>Full-Time</u> |             | <u>Part-Time</u> |             | <u>Grade No.</u> |
|------------------------------------------|------------------|-------------|------------------|-------------|------------------|
|                                          | <u>No.</u>       | <u>Hrs.</u> | <u>No.</u>       | <u>Hrs.</u> |                  |
| <b>PUBLIC WORKS (ADMINISTRATION)</b>     |                  |             |                  |             |                  |
| Public Works Director                    | 1                | *           | -                | -           | 35               |
| Administrative Assistant II              | 1                | 40          | -                | -           | 24               |
| Secretary III                            | 1                | 37.5        | -                | -           | 16               |
| Secretary I                              | 1                | 37.5        | -                | -           | 11               |
| <b>PUBLIC WORKS (CONSTRUCTION)</b>       |                  |             |                  |             |                  |
| Construction Superintendent              | 1                | 40          | -                | -           | 25               |
| Mason                                    | 2                | 40          | -                | -           | 15               |
| Equipment Operator II                    | 4                | 40          | -                | -           | 15               |
| <b>PUBLIC WORKS (EQUIPMENT SERVICES)</b> |                  |             |                  |             |                  |
| Equipment Services Superintendent        | 1                | 40          | -                | -           | 27               |
| Equipment Mechanic Supervisor I          | 1                | 40          | -                | -           | 19               |
| Equipment Mechanic II                    | 2                | 40          | -                | -           | 18               |
| Parts Manager                            | 1                | 40          | -                | -           | 18               |
| Equipment Mechanic I                     | 2                | 40          | -                | -           | 15               |
| Equipment Service Attendant II           | 1                | 40          | -                | -           | 11               |
| <b>PUBLIC WORKS (GENERAL SERVICES)</b>   |                  |             |                  |             |                  |
| General Services Superintendent          | 1                | 40          | -                | -           | 25               |
| Urban Forestry Officer                   | 1                | 40          | -                | -           | 24               |
| Buildings Program Supervisor             | 1                | 40          | -                | -           | 21               |
| Grounds Program Supervisor               | 1                | 40          | -                | -           | 19               |
| Maintenance Mechanic III                 | 1                | 40          | -                | -           | 19               |
| Traffic Signal Technician                | 1                | 40          | -                | -           | 19               |
| Tree Trimmer                             | 1                | 40          | -                | -           | 15               |
| Traffic Assistant II                     | 1                | 40          | -                | -           | 15               |
| Assistant Tree Trimmer                   | 1                | 40          | -                | -           | 12               |
| Buildings and Groundskeeper II           | 1                | 40          | -                | -           | 12               |
| Traffic Assistant I                      | 1                | 40          | -                | -           | 11               |
| Buildings and Groundskeeper I            | 2                | 40          | -                | -           | 10               |
| <b>PUBLIC WORKS (SANITATION)</b>         |                  |             |                  |             |                  |
| Sanitation Superintendent                | 1                | 40          | -                | -           | 26               |
| Sanitation Supervisor                    | 2                | 40          | -                | -           | 19               |
| Sanitation Equipment Operator II         | 6                | 40          | -                | -           | 15               |
| Sanitation Equipment Operator I          | 11               | 40          | -                | -           | 14               |
| Sanitation Collector II                  | 3                | 40          | -                | -           | 12               |
| Sanitation Collector I                   | 21               | 40          | -                | -           | 11               |
| <b>PUBLIC WORKS (LANDFILL)</b>           |                  |             |                  |             |                  |
| Landfill and Sanitation Administrator    | 1                | 40          | -                | -           | 28               |
| Solid Waste Planner                      | 1                | 40          | -                | -           | 24               |
| Landfill Supervisor                      | 1                | 40          | -                | -           | 19               |
| Equipment Operator III                   | 4                | 40          | -                | -           | 16               |
| Weighmaster                              | 2                | 40          | -                | -           | 11               |
| <b>PUBLIC WORKS (STREETS)</b>            |                  |             |                  |             |                  |
| Streets Superintendent                   | 1                | 40          | -                | -           | 26               |
| Streets Supervisor                       | 2                | 40          | -                | -           | 20               |
| Mason                                    | 1                | 40          | -                | -           | 15               |
| Labor Supervisor                         | 1                | 40          | -                | -           | 15               |
| Equipment Operator II                    | 3                | 40          | -                | -           | 15               |
| Equipment Operator I                     | 3                | 40          | -                | -           | 12               |
| Assistant Mason                          | 1                | 40          | -                | -           | 12               |
| Truck Driver                             | 6                | 40          | -                | -           | 11               |
| Laborer II                               | 2                | 40          | -                | -           | 10               |
| Laborer I                                | 4                | 40          | -                | -           | 9                |

\*Hours as required to perform the duties of the position, not less than 40 hours per week.

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| <u>Position</u>                               | <u>Full-Time</u> |             | <u>Part-Time</u> |             | <u>Grade No.</u> |
|-----------------------------------------------|------------------|-------------|------------------|-------------|------------------|
|                                               | <u>No.</u>       | <u>Hrs.</u> | <u>No.</u>       | <u>Hrs.</u> |                  |
| <b>PARKS AND RECREATION</b>                   |                  |             |                  |             |                  |
| Parks and Recreation Director                 | 1                | *           | -                | -           | 33               |
| Recreation Superintendent                     | 1                | 37.5        | -                | -           | 25               |
| Parks Superintendent                          | 1                | 40          | -                | -           | 25               |
| Administrative Assistant II                   | 1                | 37.5        | -                | -           | 24               |
| Recreation Specialist II                      | 7                | 37.5        | -                | -           | 21               |
| Recreation Center Supervisor                  | 1                | 40          | -                | -           | 21               |
| Asst. Recreation Center Supervisor            | 1                | 40          | -                | -           | 17               |
| Secretary III                                 | 1                | 37.5        | -                | -           | 16               |
| Parks Supervisor                              | 2                | 40          | -                | -           | 15               |
| Maintenance Mechanic I                        | 1                | 40          | -                | -           | 14               |
| Secretary I                                   | -                | -           | 1                | 20          | 11               |
| Buildings and Groundskeeper I                 | 5                | 40          | -                | -           | 10               |
| <b>TRANSPORTATION (ADMINISTRATION)</b>        |                  |             |                  |             |                  |
| Transportation Director                       | 1                | *           | -                | -           | 35               |
| Administrative Assistant II                   | 1                | 37.5        | -                | -           | 24               |
| Grants Coordinator                            | 1                | 37.5        | -                | -           | 23               |
| Secretary II                                  | 1                | 37.5        | -                | -           | 14               |
| <b>TRANSPORTATION (OPERATIONS)</b>            |                  |             |                  |             |                  |
| Transportation Operations Supt.               | 1                | 40          | -                | -           | 28               |
| Asst. Transportation Operations Supt.         | 1                | 40          | -                | -           | 20               |
| Bus Dispatcher                                | 4                | 40          | -                | -           | 18               |
| Transportation Operations Supervisor          | 4                | 40          | -                | -           | 18               |
| Bus Driver II                                 | 3                | 40          | 1                | varies      | 16               |
| Bus Driver I                                  | 43               | 37.5-40     | 23               | varies      | 14               |
| Secretary II                                  | 1                | 37.5        | -                | -           | 14               |
| <b>TRANSPORTATION (EQUIPMENT MAINTENANCE)</b> |                  |             |                  |             |                  |
| Equipment Services Superintendent             | 1                | 40          | -                | -           | 27               |
| Equipment Mechanic Supervisor II              | 1                | 40          | -                | -           | 20               |
| Equipment Mechanic Supervisor I               | 1                | 40          | -                | -           | 19               |
| Equipment Mechanic II                         | 3                | 40          | -                | -           | 18               |
| Parts Manager                                 | 1                | 40          | -                | -           | 18               |
| Equipment Mechanic I                          | 1                | 40          | -                | -           | 15               |
| Equipment Service Attendant II                | 1                | 40          | -                | -           | 12               |
| Equipment Service Attendant I                 | 3                | 40          | -                | -           | 10               |
| Buildings and Groundskeeper I                 | 1                | 40          | -                | -           | 10               |
| <b>TRANSPORTATION (PARKING)</b>               |                  |             |                  |             |                  |
| Parking Services Superintendent               | 1                | 40          | -                | -           | 23               |
| Parking Services Supervisor                   | 1                | 37.5        | -                | -           | 18               |
| Parking Lot Attendant                         | 5                | 37.5        | -                | -           | 10               |
| <b>TRANSPORTATION (PLANNING)</b>              |                  |             |                  |             |                  |
| Planner III                                   | 1                | 37.5        | -                | -           | 26               |
| Planner II                                    | 1                | 37.5        | -                | -           | 24               |
| Planner I                                     | 1                | 37.5        | -                | -           | 22               |

\*Hours as required to perform the duties of the position, not less than 40 hours per week.

| <u>Position</u>                                      | <u>Full-Time</u> |             | <u>Part-Time</u> |             | <u>Grade No.</u> |
|------------------------------------------------------|------------------|-------------|------------------|-------------|------------------|
|                                                      | <u>No.</u>       | <u>Hrs.</u> | <u>No.</u>       | <u>Hrs.</u> |                  |
| <b>LIBRARY</b>                                       |                  |             |                  |             |                  |
| Library Director                                     | 1                | *           | -                | -           | 32               |
| Librarian III                                        | 1                | 37.5        | 1                | 30          | 23               |
| Librarian II                                         | 1                | 37.5        | 2                | 22/27/28    | 21               |
| Librarian I                                          | -                | -           | 1                | 30          | 20               |
| Library Technical Assistant                          | 1                | 37.5        | -                | -           | 17               |
| Secretary III                                        | 1                | 37.5        | -                | -           | 16               |
| Library Assistant III                                | -                | -           | 1                | 30          | 16               |
| Bookmobile Assistant                                 | 1                | 37.5        | -                | -           | 16               |
| Library Assistant II                                 | 7                | 37.5        | -                | -           | 14               |
| Library Processing Clerk II                          | -                | -           | 2                | 30          | 14               |
| Library Processing Clerk I                           | -                | -           | 2                | 20-25       | 11               |
| Library Assistant I                                  | -                | -           | 3                | 20-25       | 11               |
| <b>HOUSING AND COMMUNITY DEVELOPMENT</b>             |                  |             |                  |             |                  |
| Housing and Community Development Director           | 1                | *           | -                | -           | 32               |
| Housing and Community Development Assistant Director | 1                | 37.5        | -                | -           | 28               |
| Housing Maintenance Program Superintendent           | 1                | 40          | -                | -           | 25               |
| Human Services Coordinator                           | 1                | 37.5        | -                | -           | 23               |
| Planner I                                            | 1                | 37.5        | -                | -           | 22               |
| Maintenance Mechanic III                             | 1                | 40          | -                | -           | 19               |
| Housing Officer                                      | 1                | 37.5        | -                | -           | 19               |
| Maintenance Mechanic II                              | 3                | 40          | -                | -           | 17               |
| Buildings and Grounds Supervisor                     | 1                | 40          | -                | -           | 15               |
| Maintenance Mechanic I                               | 1                | 40          | -                | -           | 14               |
| Secretary II                                         | 1                | 37.5        | -                | -           | 14               |

\*Hours as required to perform the duties of the position, not less than 40 hours per week.

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D. Specific Contract Classifications\*

| <u>General</u>               | <u>No.</u> | <u>Hrs.</u>      | <u>Salary</u>        |
|------------------------------|------------|------------------|----------------------|
| Bus Driver I                 | varies     | avg 6-20         | Grade 14             |
| Legal Assistant              | 1          | varies           | \$13,500/year        |
| Library Aide (summer months) | 2          | 37.5             | Grade 7              |
| Library Page                 | 2          | 10; 20 in summer | Grade 1              |
| Maintenance Aide             | varies     | 40               | Grade 2              |
| Football Parking Monitor     | 15         | 28/season        | Grade 1              |
| Relief Parking Lot Attendant | 5          | varies           | Grade 8              |
| School Crossing Guard        | 5          | 10               | \$4.00 - \$8.00/hr.  |
| Student Intern               | varies     | varies           | \$3.35 - \$10.00/hr. |

Parks and Recreation

|                             |        |        |                       |
|-----------------------------|--------|--------|-----------------------|
| Clerk                       | 1      | 20     | Grade 1               |
| Program Assistant I         | varies | varies | Grade 1               |
| Program Assistant II        | varies | varies | Grade 2               |
| Park Maintenance Aide       | varies | varies | Grade 2               |
| Class Instructor            | varies | varies | \$4.00 - \$15.00/hr.  |
| Athletic Supervisor         | varies | varies | \$3.35 - \$7.00/hr.   |
| Game Official               | varies | varies | \$4.00 - \$12.50/game |
| Gym/Center/Supervisor (MAE) | varies | varies | Grade 3               |
| Gym/Field Game Supervisor   | varies | varies | \$4.00 - \$6.00/game  |
| Scorer-Timer                | varies | varies | \$3.35 - \$7.00/game  |
| Assistant Pool Manager      | varies | varies | Grade 3               |
| Desk Attendant              | varies | varies | Grade 2               |
| Lifeguard                   | varies | varies | Grade 3               |
| Swim Instructor             | varies | varies | Grade 4               |

Summer Classifications (used for 6 to 8 weeks during the summer):

|                    |        |        |         |
|--------------------|--------|--------|---------|
| Day Camp Counselor | varies | varies | Grade 3 |
| Day Camp Director  | varies | varies | Grade 4 |

\*Permanent classifications or other titles may be used for contract positions on a temporary basis, as approved by the Manager.



## Section V

### GENERAL PROVISIONS

All Town employees shall be paid bi-weekly or weekly. The Finance Director shall issue warrants for payments of all claim for compensation when approved by the Town Manager and within the appropriation, and shall issue warrants bi-weekly for payments of compensation of members of the Council and the Mayor upon certification of the correctness of the amounts.

## Section VI

### OVERTIME COMPENSATION

To the extent that local government jurisdictions are so required, the Town will comply with the Fair Labor Standards Act (FLSA).

The Manager, following FLSA regulations, shall determine which jobs are "non-exempt" and are therefore subject to the Act in areas such as hours of work and work periods, rates of overtime compensation, and other provisions. Non-exempt employees will be paid at a straight time rate for hours up to the FLSA established limit for their position (usually 40 hours in a 7 day period); hours worked beyond the FLSA established limit will be paid at the appropriate overtime rate. In determining eligibility for overtime in a work period, only hours actually worked shall be considered.

Whenever practicable, departments will schedule time off on an hour-for-hour basis within the applicable work period for non-exempt employees, instead of paying overtime. When time off within the work period cannot be granted, overtime worked will be paid in accordance with the Fair Labor Standards Act.

Employees in positions determined to be "exempt" from the Fair Labor Standards Act (as Executive, Administrative, or Professional staff) will not receive pay for hours worked in excess of their normal work periods. These employees may be granted compensatory leave by their department heads where the convenience of the department allows.

## Section VII

### CALLBACK PAY

Employees in classes eligible for overtime compensation whose supervisors require them, because of emergencies, to report to work at times which are not merely an extension of their normal work days will be paid for a minimum of two hours of work, even if their actual work time was shorter. Extensions of employees' normal work days, either by their being required to report early or by their being required to work beyond their normal quitting

times, shall be covered by the overtime/compensatory leave provisions of Section VI of this ordinance.

Section VIII

LONGEVITY PAY

The Town will recognize the length of service of its full-time employees with a longevity payment, effective in December. Payment shall be based on the following schedule:

At least 5 years, not more than 10 years of service -- \$300  
At least 10 years, not more than 15 years of service -- \$400  
At least 15 years, not more than 20 years of service -- \$500  
At least 20 or more years of service -- \$600

Part-time employees' payments will be prorated based on their hours of work, as specified in policies approved by the Manager.

An employee's eligibility for longevity pay will be based on his/her total Town service as of December 1 of each year.

Section IX

401(K) PROGRAM

The Town will contribute 5% of gross salary for all permanent full- and part-time employees to an account with the State of North Carolina's 401(K) (tax deferred savings) program.

This the 25th day of May, 1988.

User Fee Policies

COUNCIL MEMBER HERZENBERG MOVED, SECONDED BY COUNCIL MEMBER ANDRESEN TO ADOPT RESOLUTION 88-5-25/R-4.

Council Member Andresen asked why users were required to pay \$.10 to play basketball in Community Center gymnasium. Mike Loveman, Parks and Recreation Director, said that the men's over 35 evening group that played basketball had asked for a \$.25 per person fee since they were not being considered a Town-sponsored basketball league that was required to have open registration and pay the normal registration fees. He said the users had felt they should make some payment for use of the facility.

THE MOTION PASSED UNANIMOUSLY, (9-0).

The resolution, as adopted, reads as follows:

A RESOLUTION ADOPTING USER FEE POLICIES AND SCHEDULES FOR VARIOUS TOWN DEPARTMENTS (88-5-25/R-4)

BE IT RESOLVED by the Council of the Town of Chapel Hill that the Council hereby adopts the following user fee policies and schedules for 1988-89 as recommended in the Manager's Recommended Budget and accompanying document dated April 25, 1988:

- Development Review User Fees
- Inspections User Fee Policy
- Building Inspections Permit Fees General Policy and Schedule of Building Permit Fees
- Engineering Department's Inspection Fee Policy
- Sanitation Services User Fee Policy
- Parks and Recreation User Fees Policies and Schedules
- Chapel Hill Public Library Fines and Fees Policies and Schedules
- Transportation User Fees Policies and Schedules
- Municipal parking User Fee Rates and Schedules

BE IT FURTHER RESOLVED by the Council of the Town of Chapel Hill that the Council hereby adopts the following tipping fees for the Landfill:

|                 |               |
|-----------------|---------------|
| Municipal Waste | \$10 per ton  |
| Bulk Refuse     | \$12 per ton  |
| Ash             | \$15 per ton  |
| Asbestos        | \$100 per ton |

This the 25th day of May, 1988.

Bond Interest Rate Approval

Manager Taylor said that he was pleased to report that the Town had sold \$5 million in general obligation bonds at an interest rate of less than 7%. He said closing for the sale was scheduled for June 7.

COUNCIL MEMBER WERNER MOVED, SECONDED BY COUNCIL MEMBER PRESTON TO ADOPT RESOLUTION 88-5-25/R-5. THE MOTION PASSED UNANIMOUSLY, (9-0).

The resolution, as adopted, reads as follows:

A RESOLUTION APPROVING THE INTEREST RATE ON \$5,000,000 IN GENERAL OBLIGATION BONDS SOLD ON MAY 10 (88-5-25/R-5)

WHEREAS, the Local Government Commission of North Carolina has informed the Town Council of the Town of Chapel Hill that it has sold in the manner prescribed by law the Town's \$5,000,000 Public Improvement Bonds, Series 1988, dated June 1, 1988 (the "Bonds"), and that the contract of sale contemplates that the Bonds shall bear interest as hereinafter provided;

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NOW, THEREFORE BE IT RESOLVED by the Town Council of the Town of Chapel Hill, as follows:

1. The Bonds described shall bear interest as follows:

bonds payable in each of the years 1990 to 1995, inclusive, 6.80% per annum,

bonds payable in each of the years 1996 to 2001, inclusive, 6.90% per annum, and

bonds payable in each of the years 2002 to 2005, inclusive, 7.00% per annum.

This resolution shall become effective upon its adoption.

This the 25th day of May, 1988.

#### Noise Ordinance Review Committee Update

Mayor Howes said that he had met with members of the Noise Ordinance Review Committee and that the Committee had requested no action on any revisions until the fall when there would be the possibility of more participation. He said he wanted the Committee to continue working and that in the fall he felt the Council should establish a formal Noise Review Committee with a specified charge and then make appointments. He said the Committee and Town staff would meet with the UNC Fraternities in the fall before school began to discuss specific goals. Mayor Howes said there was also a group within the University reviewing the health effects of noise pollution.

Council Member Andresen asked if the Noise Ordinance Review Committee would make its formal recommendations to the Council in the fall. Mayor Howes replied yes.

Council Member Andresen said she supported the idea of the Council formalizing its relationship with the Noise Committee in the fall.

Kevin Martin, UNC Student Body President, thanked the Mayor, Council and staff for their cooperation in the noise ordinance review.

Council Member Herzenberg stated that the staff and Committee also needed to review how effective the ordinance was in dealing with noise generated from within an apartment complex. He said using the property line measurement was often meaningless to residents within the complex who were bothered by noise.

#### OWASA - Chatham County Water Agreement - Update of Joint Meeting

Mayor Howes said that the tone of the meeting had been positive and that all the entities involved were interested in better communication. He said that the Chatham County delegates had recognized actions in northern Chatham County affected southern

Orange County. He said the results of the meeting were that OWASA and Chatham County needed to file the application for use of Jordan Lake water as soon as possible and that this joint application was not contingent upon the signing of a water sale agreement between OWASA and Chatham County. Mayor Howes also said that concerns had been expressed about the sale of water to Chatham County by OWASA and that Carrboro and Orange County had already approved the sale with reservations. He said the Managers of the local governments had been asked to meet and further study the agreement. Mayor Howes stated that the question of joint planning between Chapel Hill and Chatham County had been discussed and that Chatham County had expressed a willingness to try joint planning. He suggested an intergovernmental work group to study the issue.

Pat Davis, representing OWASA, gave the Council an explanation of the Chatham County water plan. He said that Chatham County needed a decision in the near future so that they could make their plans. He said that if the sale was not approved then Chatham County would need to review its alternatives which included increasing the Pittsboro water treatment supply. Mr. Davis said the proposal was to sell to Chatham County, once Cane Creek Reservoir was on-line, approximately 1% to 5% of the total water use. He said OWASA would not bear the cost of extending the lines and would get help from Chatham County in maintaining the WSI classification for the University Lake watershed. He said Chatham County would be charged at 75% of the normal retail sale which was similar to the charges made to Hillsborough and Durham for water use. He said the benefits of the sale was that it would promote regional water supply, improve watershed protection, facilitate Jordan Lake water receipt and allow for the fixed operational and debt service costs to be spread over a larger constituent.

Council Member Godschalk asked when OWASA expected water to be available from Jordan Lake. Mr. Davis said that OWASA based on its Capital Improvements Plan did not anticipate using water from Jordan until probably 1990 - 2003 when an additional treatment plant was proposed to be built. He said Chatham County would need a water treatment facility before this and would expect them to have something on-line within 5 years. Mr. Davis said the allocation requests for Jordan Lake water would hopefully be considered this year but that he did not know when the actual allocation of the water would occur.

Council Member Godschalk asked how many dwelling units would be able to be served through the sale of water to Chatham County. Mr. Davis replied that the average single family detached unit used between 6,000 to 9,000 gallons of water a month. Council Member Godschalk said that this would equate to about an additional 2,000 Chatham County units having access to the water. Mr. Davis said that the 2000 units would include dwellings which already exist, replacing some individual wells.

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Council Member Wallace said that Chatham County had to help maintain the University Lake watershed by State law. He said he agreed that OWASA and Chatham County should make the joint application for use of Jordan Lake water as soon as possible because there would be more applicants than water available. He also said that he felt OWASA should help Chatham County with water in the short term as long as it did not become a long term obligation.

Mayor Howes asked the Manager on the status of the joint meeting of local government managers. Manager Taylor said that the meeting was still in the process of being scheduled and he asked the Council for guidance on what they would like for him to learn and accomplish at the meeting.

Council Member Werner asked what was the likelihood of linking the joint planning agreement with the provision of water? Mayor Howes said that the joint planning process would take a lot of time to develop and that he did not think Chatham County would be able to wait that long for a decision on the water issue.

Pat Davis stated that timing was an issue for Chatham County in that they had to make a decision as to how to proceed - whether to expand the Pittsboro facility which was already reaching its capacity or to work toward another solution, possibly in relation to Jordan Lake.

Council Member Werner asked how wastewater discharge would be handled. Mr. Davis said that Chatham County was not in the position to develop a facility and that septic tanks and package wastewater treatment plants were being used.

Council Member Werner asked what alternatives OWASA was looking at if Jordan Lake water was not available for its future use. Mr. Davis replied that it was looking at expanding its water capacity in University Lake watershed, the use of regional water supplies, expansion of the Stone Quarry reservoir and tapping additional water sources within the watershed.

Mayor Howes stated that the State would have to take a major role in water supply and set aside prime reservoir sites throughout the state. He said the consensus was that the intergovernmental work group be established and begin work and that Council Members Andresen and Wilkerson and he would be on that group, and that the managers were to meet to discuss the water agreement.

Manager Taylor asked that the Council provide him with a list of questions/comments/answers they would like from the meeting.

#### Animal Control Ordinance - Proposed Changes

Arnold Gold, Chief of Police, stated that the staff proposed some changes to the Animal Control Ordinance to further strengthen the ordinance and to further clarify certain definitions. He said

the proposal was consistent with the Orange County Animal Control Ordinance.

Manager Taylor said that he proposed having the proposed changes reviewed by area citizens and have the Council hold a public hearing to receive citizen input.

Council Member Werner left the meeting at this point, 10:10 p.m.

Council Member Godschalk stated that the definition of restraint really addressed dogs and not "animal" and that maybe the wording should be changed to better reflect the actual meaning. He also commented that it was odd that Section 4.10(d) indicated that ducks constituted a public nuisance but yet the Council could not declare a 40' outdoor skateboard ramp such a nuisance.

COUNCIL MEMBER GODSCHALK MOVED, SECONDED BY COUNCIL MEMBER ANDRESEN TO SCHEDULE A PUBLIC HEARING FOR AUGUST 29 TO DISCUSS PROPOSED CHANGES IN THE ANIMAL CONTROL ORDINANCE. THE MOTION PASSED UNANIMOUSLY, (9-0).

#### Sidewalk Sales Downtown

Manager Taylor said that this was an interim report on a petition for sidewalk sales downtown. He said that this was an important issue that generated numerous opinions. He said the staff would like to hear from all concerned before making a recommendation to the Council and therefore request that the Council adopt a resolution requesting comments from the Downtown Commission and Downtown Association and other interested parties to be submitted to the Manager by June 10.

Joe Hakan said the Downtown merchants would be discussing this issue soon and that there was a lot of support. He said the Downtown businesses needed help in revitalizing the Downtown area. He stated that the merchants would provide the Council with a unified response to the proposition.

Council Member Godschalk said that even though the Main Street application had been denied there needed to be a unified plan for revitalizing the Downtown area. He asked if there had been any efforts by the business community in this regard. Mr. Hakan said that they were working on getting someone to head a revitalizing program.

COUNCIL MEMBER HERZENBERG MOVED, SECONDED BY COUNCIL MEMBER PRESTON TO ADOPT RESOLUTION 88-5-25/R-7. THE MOTION PASSED UNANIMOUSLY, (9-0).

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The resolution, as adopted, reads as follows:

A RESOLUTION REQUESTING COMMENTS AND RECOMMENDATIONS TO THE MAYOR AND COUNCIL FOR DEVELOPING A PROPOSED ORDINANCE ALLOWING SIDEWALK SALES ON FRANKLIN STREET (88-5-25/R-7)

BE IT RESOLVED by the Council of the Town of Chapel Hill that the Council requests the Downtown Commission of Chapel Hill-Carrboro and the Downtown Chapel Hill Association and any other interested parties to submit recommendations to the Town Manager by June 10, 1988 for transmittal to the Mayor and Council and consideration at the June 27 Council meeting in regard to sidewalk sales in downtown Chapel Hill.

BE IT FURTHER RESOLVED that the Council requests the Association and Commission to take into consideration the comments of downtown businesses and interested citizens in the open meeting sponsored by the Commission and Association on May 19, 1988.

This the 25th day of May, 1988

#### Space Needs for Senior Citizens

Manager Taylor said that he felt this was an issue that needed to be reviewed by the Library Board of Trustees and Library Committee, Parks and Recreation Commission and the Human Services Advisory Board for both short and long-term solutions.

Mayor Howes said he was not sure the Library Committee should be involved in this issue. Manager Taylor replied that since the Library Committee would be advising on the general use of the facility he thought they would like to be consulted.

Council Member Andresen asked if there would be any space to meet this need in the current Municipal Building and its expansion. Manager Taylor replied that he did not believe there would be room.

Council Member Godschalk suggested that the current Library could be used for these types of services once the new Library were built.

Council Member Pasquini stated that the Library Committee would need more direction from the Council if it was expected to designate how rooms were to be used. He said the Committee expected that most of the available rooms would be multipurpose rooms and not dedicated to one specific use. Manager Taylor replied that this was the type of information he wanted from those reviewing the issue.

COUNCIL MEMBER PRESTON MOVED, SECONDED BY COUNCIL MEMBER WALLACE TO ADOPT RESOLUTION 88-5-25/R-8. THE MOTION PASSED UNANIMOUSLY, (9-0).



The resolution, as adopted, reads as follows:

A RESOLUTION REQUESTING ASSISTANCE FROM COUNCIL-APPOINTED ADVISORY BOARDS IN MEETING SPACE NEEDS FOR SENIOR CITIZENS' EDUCATIONAL AND RECREATIONAL PROGRAMS (88-5-25/R-8)

WHEREAS, the Council of the Town of Chapel Hill has been made aware of the need for suitable classroom space for senior citizens' educational and recreational programs; and

WHEREAS, the Council values the advice of its advisory boards and commissions, particularly with regard to this specific community need;

NOW, THEREFORE, BE IT RESOLVED by the Council of the Town of Chapel Hill that the Council requests the Human Services Advisory Board, Library Board of Trustees, Library Committee and Parks and Recreation Commission to carefully study and analyze the need for senior citizen space for educational and recreational programs and to advise the Council on both short and long-term strategies to meet this vital need.

BE IT FURTHER RESOLVED that the Council requests the Manager to consider the need for additional meeting space as he develops the five-year Capital Improvements Program for 1989 and beyond.

This the 25th day of May, 1988.

Tractor Crawler Bid

COUNCIL MEMBER PASQUINI MOVED, SECONDED BY COUNCIL MEMBER GODS-CHALK TO ADOPT RESOLUTION 88-5-25/R-10. THE MOTION PASSED UNANIMOUSLY, (9-0).

The resolution, as adopted, reads as follows:

A RESOLUTION REJECTING BIDS FOR THE PURCHASE OF A TRACTOR CRAWLER (88-5-25/R-10)

WHEREAS, the Town of Chapel Hill solicited formal bids by legal notice in the Chapel Hill Newspaper on March 13 in accordance with G.S. 143-129 for one (1) tractor crawler for the landfill; and

WHEREAS, the following bids were received and opened on March 30:

Option I - Outright Purchase

| <u>Vendor</u>              | <u>Equipment</u> | <u>Cost</u> | <u>W/3yr. Warranty</u> |
|----------------------------|------------------|-------------|------------------------|
| Gregory Poole<br>Equipment | D8N Catepillar   | \$242,291   | \$242,291              |
| NC Equip. Co.              | TD25G Dresser    | \$233,528   | \$241,528              |

Option II - Total Cost Bid

| <u>Vendor</u>              | <u>Equipment</u>       | <u>Cost</u>       |
|----------------------------|------------------------|-------------------|
| Gregory Poole<br>Equipment | D8N Catepillar         | Base: \$242,291   |
|                            | (+) Guaranteed Repair: | \$ 80,710         |
|                            | (-) Repurchase:        | <u>-\$110,000</u> |
|                            |                        | \$213,001         |

NOW, THEREFORE, BE IT RESOLVED by the Council of the Town of Chapel Hill that the Council rejects the bids of March 30 submitted by N.C. Equipment Company and Gregory Poole Equipment Company in order to rebid and readvertise for a Tractor Crawler in a manner that would enhance the competitive bidding process.

This the 25th day of May, 1988.

Consent Agenda

Mayor Howes asked that item #14 c be removed from the consent agenda.

COUNCIL MEMBER GODSCHALK MOVED, SECONDED BY COUNCIL MEMBER WALLACE TO ADOPT RESOLUTION 88-5-25/R-11 MINUS ITEM #C. THE MOTION PASSED UNANIMOUSLY, (9-0).

The resolutions and ordinance, as adopted, read as follows:

A RESOLUTION APPROVING VARIOUS ORDINANCES AND RESOLUTIONS (88-5-25/R-11)

BE IT RESOLVED by the Council of the Town of Chapel Hill that the Council hereby adopts the ordinances and resolutions submitted by the Manager in regard to the following:

- a. Deleted
- b. Noise ordinance change (O-5)
- d. Maple Drive paving (R-13)
- e. Audit contract (R-14)
- f. Transit paving contract (R-15)
- g. Transit/land use grant application (R-16)

This the 25th day of May, 1988.

Noise Ordinance Amendment for Community Crusade

The ordinance, as adopted, reads as follows:

AN ORDINANCE AMENDING CHAPTER 11 OF THE TOWN CODE OF ORDINANCES REGARDING NOISE CONTROL FOR SPECIAL EVENTS TO BE HELD ON MAY 30, JULY 12 AND JULY 13 BETWEEN 5:30 P.M AND 9:00 P.M. (88-5-25/O-5)

WHEREAS, the United Christian Fellowship of Chapel Hill is proposing to hold a community crusade on the Ridgefield Ballfield on Monday, May 30 and Tuesday through Friday, July 12 - 15; and

WHEREAS, this event includes plans for outdoor amplified sound between 5:30 p.m. and 9:00 p.m.; and

WHEREAS, a change in Chapter 11 of the Town Code of Ordinances regarding the time during which a permit to use sound amplifying equipment outdoors and to exceed the normal sound levels, would be required to approve all six days requested for the event; and

WHEREAS, organizers of the event have agreed to the following conditions, if the ordinance is amended to enable the event to include amplified sound:

- On Monday, May 30, Tuesday, July 12 and Wednesday July 13, the crusade will end at 9:00 p.m. rather than 10:00 p.m.
- The crusade coordinator will monitor parking to prevent crusade attendees from parking in areas designated for residents of the Ridgefield Public Housing neighborhood and their visitors.
- The United Christian Fellowship will clean the ballfield of all litter each night after the crusade.
- If there are any complaints from area residents and the complaint cannot be resolved by lowering volumes, relocating vehicles, etc., the permit for the crusade may be revoked by the Police Department.

NOW, THEREFORE, BE IT ORDAINED by the Council of the Town of Chapel Hill that Chapter 11 of the Town Code of Ordinances is hereby amended as follows:

SECTION I

Amend Section 11-39(d)(3) as follows:

- (3) Daytime/Evening sound levels in excess of (60) dB(A) will be permitted upon the issuance of a permit and allow sound levels exceeding those set above as follows:

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|                                                       |         |
|-------------------------------------------------------|---------|
| Monday Evening<br>(5:30 p.m. - 9:00 p.m Monday)       | 75dB(A) |
| Tuesday Evening<br>(5:30 p.m. - 9:00 p.m Tuesday)     | 75dB(A) |
| Wednesday Evening<br>(5:30 p.m. - 9:00 p.m Wednesday) | 75dB(A) |
| Thursday Evening<br>(5:00 p.m. - 11:00 p.m Thursday)  | 75dB(A) |
| Friday Evening<br>(5:00 p.m. - midnight Friday)       | 75dB(A) |
| Saturday<br>(10:00 a.m. - midnight Saturday)          | 75dB(A) |

SECTION II

Section I of this Ordinance shall be effective only on Monday, May 30; Tuesday, July 12 and Wednesday, July 13, 1988 between 5:30 p.m. and 9:00 p.m., after which days and times in the previously adopted Ordinance (87-2-9/0-1) shall again become effective.

This the 25th day of May, 1988.

Maple Drive Improvements

The resolution, as adopted, reads as follows:

A RESOLUTION OF INTENT TO UNDERTAKE THE PAVING OF MAPLE DRIVE (88-5-25/R-13)

BE IT RESOLVED by the Council of the Town of Chapel Hill that the Council intends to undertake a project for the paving and other improvements to Maple Drive during fiscal year 1988-89.

1. The Town has received a petition for paving of Maple Drive including curb and gutter, and the petition has been determined to be valid under G.S. 160A-217(a); and
2. Maple Drive is comprised of approximately 800 linear feet of gravel road extending north off of Mt. Bolus Road; and
3. The Town would pave Maple Drive to Town standards and assess owners of property abutting the presently unpaved sections of Maple Drive at an equal rate per foot of frontage; and
4. The assessment amount will be 50% of the actual, total project cost upon completion (not including the cost of improvements made at street intersections), which costs

shall include design and construction, legal services, any interest charges, right-of-way acquisition, and publication expenses; and

- 5. Owners of assessed property shall have the option of paying the assessment in one cash payment within 30 days after publication of confirmation of the final assessment roll, or in not more than 10 annual installments, the first of which will be due and payable 60 days after the assessment roll confirmation with interest, at an annual rate of 8%; and
- 6. The Town herewith calls a public hearing at 7:30 p.m. on June 27, 1988 in the Municipal Building, 306 N. Columbia Street, to consider adoption of a resolution to undertake the above-described project.

This the 25th day of May, 1988.

Audit Contract

The resolution, as adopted, reads as follows:

A RESOLUTION AUTHORIZING THE MAYOR TO ENTER INTO A CONTRACT FOR AUDIT SERVICES (88-5-25/R-14)

BE IT RESOLVED by the Council of the Town of Chapel Hill that the Mayor of the Town of Chapel Hill is hereby authorized to enter into a contract with the firm of Touche Ross and Company for audit services covering the activities in the 1987-88 fiscal year, in an amount not to exceed \$24,700.

This the 25th day of May, 1988.

Transit Paving Contract

The resolution, as adopted, reads as follows:

A RESOLUTION AWARDDING A CONTRACT FOR THE TRANSIT FACILITY PAVING PROJECT (88-5-25/R-15)

WHEREAS, the Town Council of the Town of Chapel Hill has solicited formal bids by legal notice on April 15, 1988 in accordance with G.S. 143-129 for reconstruction, expansion, and repair of the Transit Facility Parking Lot; and

WHEREAS, the following bids have been received and opened on May 6, 1988:

| <u>Contractor</u>              | <u>Bid Amount</u> |
|--------------------------------|-------------------|
| Crowder Construction Company   | \$641,000.00      |
| J. C. Edwards, Inc.            | \$680,258.50      |
| R. F. Kirkpatrick & Sons, Inc. | \$811,032.00      |

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NOW, THEREFORE, BE IT RESOLVED by the Council of the Town of Chapel Hill that the contract for the Transit Facility Paving Project be awarded to Crowder Construction Company in the amount of \$641,000.00.

This the 25th day of May, 1988.

Transit Land Use Grant Application

The resolution, as adopted, reads as follows:

A RESOLUTION AUTHORIZING THE FILING OF AN APPLICATION WITH THE NORTH CAROLINA DEPARTMENT OF TRANSPORTATION FOR A PUBLIC TRANSIT PLANNING GRANT (88-5-25/R-16)

WHEREAS, the Secretary of Transportation is authorized to make grants for mass transportation projects; and

WHEREAS, it is required by the U. S. Department of Transportation in accord with the provisions of Title VI of the Civil Rights Act of 1964, that in connection with the filing of applications for assistance under the Urban Mass Transportation Act of 1964, as amended, the applicant give an assurance that it will comply with Title VI of the Civil Rights Act of 1964 and the U. S. Department of Transportation requirements thereunder; and

WHEREAS, it is the goal of the applicant that minority business enterprise be utilized to the fullest extent possible in connection with these projects, and that definitive procedures shall be established and administered to ensure that minority businesses shall have the maximum feasible opportunity to compete for contracts when procuring construction contracts, supplies, equipment contracts, or consultant and other services;

NOW, THEREFORE, BE IT RESOLVED by the Council of the Town of Chapel Hill:

1. That the Town Manager is authorized to execute and file applications on behalf of the Town of Chapel Hill with the U. S. Department of Transportation and the North Carolina Department of Transportation, to aid in the financing of transit planning assistance projects pursuant to Section 9 of the Urban Mass Transportation Act of 1974, as amended.
2. That the Town Manager is authorized to execute and file with such applications any and all assurances or any other documents required by the U. S. Department of Transportation effectuating the purposes of Title VI of the Civil Rights Act of 1964.
3. That the Town Manager is authorized to furnish such additional information as the U. S. Department of Transportation may require in connection with the applications for the project.

4. That the Town Manager is authorized to set forth and execute affirmative minority business policies in connection with the project's procurement needs.
5. That the Town Manager is authorized to execute grant agreements on behalf of the Town of Chapel Hill with the State of North Carolina for aid in the financing of planning assistance projects.

This the 25th day of May, 1988.

Marilyn Lane Paving Petition

Sonna Loewenthal, Assistant Town Manager, said that the Town had received a petition for Town improvements to Marilyn Lane. She said the Town had recently agreed to accept several private streets in the Countryside Development for public maintenance provided the adjacent property owners would grant the necessary rights-of-way and pay 100% of the costs for repairing and resurfacing the streets. She said the staff recommended similar treatment for Marilyn Lane with minor street repairs and drainage work and pavement resurfacing. She stated that the petition was received after budget recommendations for FY 1988-89 and that if all the funds allocated for the paving projects scheduled for 1988-89 was not used then Marilyn Lane might be able to be improved during the 1989 construction season, otherwise it would be next year before funds would be available.

Howard Henry, representing the property owners along Marilyn Lane, asked that the improvements be made as soon as possible. He asked if the pot-holes could be filled right away even if the remainder of the work could not be done for another year.

COUNCIL MEMBER WALLACE MOVED, SECONDED BY COUNCIL MEMBER PASQUINI TO ADOPT RESOLUTION 88-5-25/R-12.

Council Member Godschalk asked if there would be any additional right-of-way required beyond the current 25'? Ms. Loewenthal replied that the staff viewed each situation individually and that in this instance with the walls, etc. along the road only the 25' right-of-way was being required but that generally the Town preferred more than 25'.

Bruce Heflin, Public Works Director, stated that the law required that the right-of-way had to be granted prior to any assessment of work done on the street. He said his staff would try to minimize the impact of the road deterioration in the interim before the actual repair and paving was done.

THE MOTION PASSED UNANIMOUSLY, (9-0).

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The resolution, as adopted, reads as follows:

A RESOLUTION RECEIVING A PETITION FOR STREET IMPROVEMENTS ON MARILYN LANE (88-5-25/R-12)

WHEREAS, the Town has received a petition for street improvements on Marilyn Lane; and

WHEREAS, the petition has been determined to be valid under G.S. 160A-217(a); and

WHEREAS, the Town does not now have funds available for this project;

NOW, THEREFORE, BE IT RESOLVED by the Council of the Town of Chapel Hill that the Council receives said petition for street improvements on Marilyn Lane, and the project shall be considered for funding during the 1989-90 budget process.

This the 25th day of May, 1988.

Executive Session

COUNCIL MEMBER PRESTON MOVED, SECONDED BY COUNCIL MEMBER WILKERSON TO ADJOURN TO EXECUTIVE SESSION TO DISCUSS LITIGATION AND PROPERTY MATTERS. THE MOTION PASSED UNANIMOUSLY, (9-0).

The meeting adjourned to executive session at 10:28 p.m.

COUNCIL MEMBER PRESTON MOVED, SECONDED BY COUNCIL MEMBER WILKERSON TO ADJOURN THE MEETING. THE MOTION PASSED UNANIMOUSLY, (9-0).

The meeting adjourned at 10:40 p.m.