

**GOLDSBORO CITY COUNCIL  
REGULAR MEETING AGENDA  
TUESDAY, SEPTEMBER 3, 2024**

*(Please turn off, or silence, all cellphones upon entering the Meeting)*

- I. WORK SESSION-5:00 P.M. – LARGE CONF. RM, CITY HALL ADDITION, 200 N. CENTER ST., ROOM 206**
  - 1. ROLL CALL**
  - 2. ADOPTION OF THE AGENDA**
  - 3. OLD BUSINESS**
    - a. ABC Commission Presentation (Darnay Barefoot, ABC Board)
  - 4. APPOINTED COMMITTEE REPORTS**
    - b. Planning Commission/Board of Adjustment (Nick Rose, Chair)
    - c. Mayors Committee for Persons with Disabilities (Wanda Becton, Chair)
    - d. Recreation Advisory Commission (Anthony Slater, Co-Chair)
  - 5. NEW BUSINESS**
    - e. Nuisance Abatement Process Overview (Police)
    - f. Council Code of Ethics Discussion (Mayor)
- II. CALL TO ORDER – 7:00 P.M. – COUNCIL CHAMBERS, 214 N. CENTER STREET**

Invocation (Father David Wyly, Police Chaplain)  
Pledge of Allegiance
- III. ROLL CALL**
- IV. PRESENTATIONS**
  - A. Employees and Supervisor of the Year
  - B. Suicide Prevention Awareness Proclamation
  - C. Latino Heritage Month Proclamation
- V. CEREMONIAL DOCUMENTS**
  - D. Constitution Week Proclamation
- VI. PUBLIC COMMENT PERIOD**
- VII. CONSENT AGENDA ITEMS**
  - E. Crossroads Agreement (City Manager’s Office)  
***\*\*Agenda item to be submitted before the meeting on September 3, 2024***
- VIII. ITEMS REQUIRING INDIVIDUAL ACTION**
- IX. CITY MANAGER’S REPORT**
- X. MAYOR AND COUNCILMEMBERS’ COMMENTS**
- XI. CLOSED SESSION**
- XII. ADJOURN**



MAYOR'S COMMITTEE FOR  
PERSONS WITH  
DISABILITIES

MCPD

# WHAT IS THE MCPD?



- The Mayor's Committee for Persons with Disabilities plans, conducts, and publicizes activities designed to promote the well being of people with disabilities.
- It is composed of 16 members making it the largest of the City's Boards and Commissions

# WHAT DOES THE MCPD DO?

- Hal K. Plonk Disability Awareness Walk
- Annual Awards Ceremony
- Education
- Volunteer
- Advocate
- Support

The goals of the MCPD are to:

- Promote the establishment and improvement of rehabilitation and recreational facilities
- Support and promote legislation advocating issues of interest for people with disabilities
- Advise the City Council about the goals, recommendations, and activities of the committee





# Community Support



A fulfilling Donation of Rod and Reels to Wayne Opportunity Center to enable the Consumers to fish at Camp Tuscarora and throughout the Summer at various locations.

# Outreach

The members of the MCPD volunteer, attend, and support various national and community events in support of the Disabled community.



# Educating

- The MCPD takes every opportunity available to educate the public on various topics concerning or related to disability awareness.
- We have included education material in the City of Goldsboro's Newsletter
- Spoken at many civic group meetings such as the New Hope Ruritan Club, Sunrise Kiwanis and the Rotary Club of Goldsboro-Three Eagles.
- Maintains a Facebook page with updates concerning various awareness days and local activities.





## MCPD Annual Awards

- The MCPD Annual Awards recognizes community nominated persons and businesses that have either overcome their disabilities or have gone the extra mile to serve or work with people with disabilities.
- It highlights National Disability Employment Awareness and Inclusion
- Categories include: The Mayor's Trophy, Employee of the Year, Employer of the Year, Committee Member of the year and Most Accessible Business.
- October 17, 2024

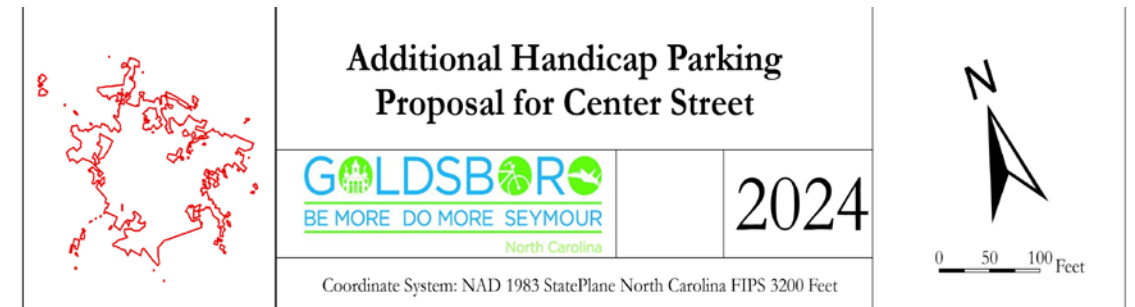
# Advocating for Accessible Parking

Consider adding two parallel handicap parking space within the 200 block of North Center Street City Hall.



- Working with the City of Goldsboro's amazing Engineering and Planning Departments to create additional handicap accessible parking.
- Proposed 6 additional spaces to be added to Center St.

Consider adding four angled handicap parking spaces within the 100 block of North Center Street that will be similar in design as those found within the 100 block of South Center Street.



# Making Strides for Inclusivity

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- The MCPD has spearheaded several fundraising initiatives to fund various activities throughout the year and future projects including lobbying our State representatives and finding grants
- The largest being a continuous campaign/fundraising to fund an inclusive playground for the community that would be located at North End





## MCPD

### The Mayor's Committee for Person's with Disabilities

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- Meetings are on the 3<sup>rd</sup> Thursday of Every Month
- 12:00pm-1:00pm
- City Hall-Large Conference Room
- Liaison Dep.-Community Relations & Development
- Ex-Officio- Brandi Matthews
- Follow us on Facebook



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# Nuisance Abatement Process Overview

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Michael D. West, Chief of Police

September 3, 2024



# What is Nuisance Abatement?



A LEGAL PROCESS TO ADDRESS  
PROPERTIES THAT POSE A THREAT TO  
PUBLIC HEALTH, SAFETY, AND WELFARE.



FOCUSES ON PROPERTIES THAT ARE  
NEGLECTED, ABANDONED, OR INVOLVED  
IN ILLEGAL ACTIVITIES.

# Key Objectives of Nuisance Abatement

1

## Protect Community Safety

- Ensure properties do not endanger residents or visitors.

2

## Enhance Property Values

- Maintain or increase the value of surrounding properties.

3

## Promote Community Well-being

- Foster a safe, clean, and healthy environment.

# Types of Nuisances



## Public Health Nuisances

- Unsanitary conditions, vermin infestations, stagnant water.



## Safety Hazards

Dilapidated structures, unsecured buildings, fire hazards.



## Illegal Activities

Drug-related activities, illegal gambling, chronic disturbances.

# Legal Framework



## Local Ordinances

Relevant city codes and regulations governing nuisance abatement.



## State Law

State statutes that empower local authorities to address nuisances.



## Due Process

Ensuring property owners are notified and given an opportunity to correct issues.

# The Nuisance Abatement Process

## 1. Identification

- Reports from residents, police, or inspections.

## 2. Investigation

- Assessing the severity of the nuisance through inspections.

## 3. Notification

- Issuing a notice to the property owner detailing the violations and required actions.

## 4. Correction Period

- Allowing the property owner time to remedy the situation.

## 5. Enforcement

- If not corrected, the city may take direct action (e.g., cleanup, repairs) and charge the owner.

# Enforcement Actions



## Administrative Remedies

- Fines, penalties, or liens placed on the property.



## Judicial Remedies

- Court orders for property cleanup, repair, or demolition.



## Emergency Actions

- Immediate intervention in cases posing an urgent threat to public safety.

# Challenges in Nuisance Abatement

Property Owner  
Resistance - Non-  
compliance, legal  
challenges, absentee  
owners.

Resource Allocation -  
Time and cost  
associated with  
abatement efforts.

Public Perception -  
Balancing community  
expectations with  
legal constraints.

# Case Studies/Examples

In 2017, the City of Goldsboro successfully conducted a nuisance abatement against a local hotel that had become a hotspot for criminal activity and a source of significant concern for the community. Over the course of several months, the city received numerous complaints from residents and businesses about ongoing issues at the hotel, including drug activity, prostitution, and frequent disturbances.

The Goldsboro Police Department (GPD) responded by launching a thorough investigation, collecting vital evidence and conducting surveillance operations. These efforts culminated in the execution of search warrants and the arrest of several individuals involved in illegal activities at the hotel. Following these law enforcement actions, the City Inspections Department, in collaboration with the Fire Department, conducted an in-depth assessment of the hotel. They discovered multiple safety violations, which ultimately led to the closure of the hotel to protect public safety.

Understanding the impact of the closure on the residents who were living at the hotel, the city took extra steps to ensure they were provided with alternative housing options, demonstrating a commitment to their well-being throughout the process.

To further support their efforts, GPD sent a formal request to the North Carolina Alcohol Law Enforcement (NC ALE) Abatement Team for assistance. This collaboration initiated a comprehensive 14-month investigation into the hotel's operations. The investigation provided substantial evidence, leading to a court ruling that imposed strict restrictions on the hotel, effectively preventing it from continuing to operate as a public nuisance.

This successful nuisance abatement not only resolved the immediate issues at the hotel but also highlighted the City of Goldsboro's dedication to maintaining a safe and secure environment for its residents. The combined efforts of local law enforcement, city officials, and the NC ALE were instrumental in restoring peace and safety to the community.

# Community Involvement

## Education and Outreach

- Informing residents about how to report nuisances.

## Collaboration

- Working with community groups, police, and other stakeholders.

## Prevention

- Encouraging property upkeep and timely maintenance.

# Benefits of Effective Nuisance Abatement

## Improved Quality of Life

- Safer, cleaner neighborhoods.

## Economic Growth

- Increased property values and attractiveness for new investments.

## Public Confidence

- Trust in the city's commitment to maintaining community standards.

# Next Steps

Council Support - Request for approval of resources or policy changes to enhance abatement efforts.

Ongoing Monitoring - Implementing systems for tracking and responding to nuisance reports.

Community Engagement - Expanding outreach efforts to keep the public informed and involved.

# QUESTIONS

Thank you for your time

Chief Michael D. West

[mwest@goldsboronc.gov](mailto:mwest@goldsboronc.gov)

Office: 919-580-4231

**CITY OF GOLDSBORO  
AGENDA MEMORANDUM  
SEPTEMBER 3, 2024 COUNCIL MEETING**

**SUBJECT:** Council Code of Ethics Policy Discussion

**BACKGROUND:** Council's Code of Ethics is codified in the Code of Ordinances in Chapter 31, Officials and Employees. The Code of Ethics Ordinance was adopted as part of the 70's code and revised in 1991 and 2018. The Resolution Adopting a Code of Ethics for the City of Goldsboro was adopted on September 20, 2010. The resolution was adopted due to the North Carolina General Assembly ratifying House Bill 1452 in 2009, requiring local governing boards to adopt a resolution or policy containing a code of ethics to guide actions by the governing board.

**DISCUSSION:** The mayor and city clerk have been working to take the existing Code of Ethics and update the resolution into policy format to bring transparency to policies and make access to policies easier for Council and citizens. The mayor requests that Council review the ordinance and resolution and provide feedback regarding other provisions needed to bring the current Code of Ethics into current standards. Also attached for review is the current NC General Statute related to Closed Session.

**RECOMMENDATION:** It is recommended that Council review the attached documents and contact the City Clerk with recommended revisions on the ordinance and resolution as soon as possible.

**Date:** \_\_\_\_\_  
Charles Gaylor, IV, Mayor

**Date:** 8-28-24 \_\_\_\_\_  
Matthew Livingston, Interim City Manager

## CODE OF ETHICS FOR CITY OFFICIALS

### § 31.15 DECLARATIONS OF POLICY.

(A) The proper operation of democratic government requires that public officials and employees be independent, impartial and responsible to the people; that governmental decisions and policy be made in proper channels of the governmental structure; that public office not be used for personal gain; and that the public have confidence in the integrity of its government.

(B) In recognition of these goals, a code of ethics for City officials is hereby adopted. The purpose of this subchapter is to establish guidelines for ethical standards of conduct for all such officials by setting forth those acts or actions that are incompatible with the best interests of the city.

('70 Code, § 2-168)

### § 31.16 DEFINITIONS.

As used in this subchapter, the following terms shall have the meanings indicated:

**BUSINESS ENTITY.** Any business, proprietorship, firm, partnership, person in representative or fiduciary capacity, association, venture, trust or corporation which is organized for financial gain or for profit.

**CITY OFFICIAL.** The Mayor, members of the City Council, City Manager, City Attorney, department heads, and citizen members of all boards and commissions of the city of Goldsboro.

**IMMEDIATE HOUSEHOLD.** The city official, his or her spouse, and all children of the city official.

**INTEREST.** Direct or indirect pecuniary or material benefit accruing to a city official as a result of a contract or transaction which is or may be the subject of an official act or action by or with the city. For the purpose of this subchapter a city official shall be deemed to have an interest in the affairs of:

(1) Any person in his or her immediate household, as such term is defined in this section;

(2) Any business entity in which the city official is an officer or director; or

(3) Any business entity in which in excess of 10% of the stock of, or legal or beneficial ownership of, is controlled or owned directly or indirectly by the city official.

**OFFICIAL ACT or ACTION.** Any legislative, administrative, appointive or discretionary act of any city official.

('70 Code, § 2-169)

### § 31.17 STANDARDS OF CONDUCT.

(A) *Scope.* All city officials as defined in this subchapter shall be subject to and abide by the following standards of conduct.

(B) *Interest in contract or agreement.* No city official, as herein defined, shall have or thereafter acquire an interest in any contract or agreement with the city of Goldsboro.

(C) *Use of official position.* No city official shall use official position or the city's facilities for his or her private gain, nor shall the city official appear before or represent any private person, group or interest before any department, agency, commission or board of the city except in matters of purely civic or public concern. The provisions of this paragraph are not intended to prohibit a city official's speaking before neighborhood groups and other nonprofit organizations.

(D) *Disclosure of information.* No city official shall use or disclose confidential information gained in the course of or by reason of his or her official position for purposes of advancing:

- (1) His or her financial or personal interest;
- (2) A business entity of which the city official is an owner (in part or in whole), an officer or a director; or
- (3) The financial or personal interest of a member of his or her immediate household or that of any other person.

(E) *Incompatible service.* No city official shall engage in, or accept private employment or render service for private interest, when such employment or service is incompatible with the proper discharge of his or her official duties or would tend to impair his or her independence of judgment or action in the performance of his or her official duties, unless otherwise permitted by law and unless disclosure is made as provided in this subchapter.

(F) *Gifts.* No city official shall directly or indirectly solicit any gift, or accept or receive any gift having a value of \$50 or more, whether in the form of money, services, loan, travel, entertainment, hospitality, thing or promise, or any other form, under circumstances in which it could reasonably be inferred that the gift was intended to influence him or her, or could reasonably be expected to influence him or her, in the performance of his or her official duties, or was intended as a reward for any official action on his or her part. Legitimate political contributions shall not be considered as gifts under the provision of this paragraph.

(G) *Special treatment.* No city official shall grant any special consideration, treatment or advantage to any citizen beyond that which is available to every other citizen.

('70 Code, § 2-170)

#### **§ 31.18 DISCLOSURE OF INTEREST IN LEGISLATIVE ACTION.**

(A) The Mayor or any member of the City Council who has an interest in any official act or action before the Council shall publicly disclose on the record of the council the nature and extent of such interest, and shall withdraw from any consideration of the matter if excused by the council.

(B) The citizen members of any board or commission who has an interest in any official act or action before any board or commission shall publicly disclose on the record of the board or commission the nature and extent of such interest, and shall withdraw from any consideration of the matter if excused by the board or commission on which the member is serving.

('70 Code, § 2-171)

#### **§ 31.19 GENERAL DISCLOSURE; CITY CLERK TO PRESCRIBE FORM AND FEES FOR COPYING.**

(A) The Mayor, City Council members, and members of citizen boards or commissions, shall file with the City Clerk on the first day of February of each year, a statement containing the following information:

- (1) The identity, by name and address, of any business entity of which he or she or any member of his or her immediate household is an owner (as defined in § 31.16), officer or director. Additionally, the city official and spouse shall give the name of their employer or, if self-employed, state the nature of their work.
- (2) The identity, by location and address, of all real property located in the city, including any extraterritorial jurisdiction, owned by the city official or any member of his or her immediate household, other than his or her personal residence.

(B) The statements required by this section shall be filed on a form prescribed by the City Clerk and are public records available for inspection and copying by any person during normal business hours. The city Clerk is authorized to establish and charge reasonable fees for the copying of statements.

('70 Code, § 2-172) (Am. Ord. 2018-67, passed 12-3-18)

### **§ 31.20 INVESTIGATIONS INSTIGATED BY CITY COUNCIL; CITY MANAGER; ANY OTHER PERSON.**

(A) The City Council may direct the City Attorney to investigate any apparent violation of this subchapter, as it applies to the Mayor, any member of the City Council, City Manager, or member of any citizen board or commission, and to report the findings of his or her investigation to the City Council.

(B) The City Manager may direct the City Attorney to investigate any apparent violation of this article as it applies to department heads, and to report the findings of his or her investigation to the City Manager.

(C) The City Council may direct the City Manager to investigate any apparent violation of this subchapter by the City Attorney, and to report the findings of his or her investigations to the City Council.

(D) Any person who believes that a violation of this subchapter has occurred may file a complaint in writing with the City Council when the Mayor, a member of the City Council, City Manager, City Attorney, or member of any citizen board or commission, is the subject of the complaint, or with the City Manager when a department head is the subject of the complaint, who may thereafter proceed as provided in paragraphs (a) through (c) of this section.

('70 Code, § 2-173)

### **§ 31.21 SANCTIONS BY CITY MANAGER; CITY COUNCIL; RIGHTS OF ACCUSED AT HEARINGS.**

(A) If the City Manager, after the receipt of an investigation by the City Attorney, has cause to believe a violation of this subchapter has occurred, the City Manager shall schedule a hearing on the matter. The city official who is charged with the violation shall have the right to present evidence, cross-examine witnesses, including the complainant or complainants, and be represented by counsel at the hearing. If, after such hearing and a review of all the evidence, the City Manager finds that a violation of this article has occurred, the City Manager shall take whatever lawful disciplinary action he or she deems appropriate, including but not limited to, reprimand, suspension, demotions or termination of service.

(B) If the City Council, after receipt of an investigation by the City Attorney, has cause to believe a violation has occurred, the City Council shall schedule a hearing on this matter. The City official who is charged with the violation shall have the right to present evidence, cross-examine witnesses, including the complainant or complainants, and be represented by counsel at the hearing. If, upon the conclusion of the hearing, at least five members of the Council vote to find a violation has occurred, the Council may adopt a resolution of censure which shall be placed as a matter of record in the minutes of an official council meeting.

(C) In order to further protect the rights of city officials, all investigations conducted under § 31.20 shall remain confidential and shall not be deemed a public record unless agreed upon by the alleged violator and City Council. In addition, the hearings conducted under this section shall not be opened to the public unless agreed upon by the alleged violator and City Council. Any disciplinary action taken by the City Manager or any resolution adopted by the City Council shall be made public.

('70 Code, § 2-174)

## **§ 31.22 ADVISORY OPINIONS.**

When any city official has a doubt as to the applicability of any provision of this subchapter to a particular situation, or as to the definition of terms used in this subchapter, he or she may apply to the City Attorney for an advisory opinion. The city official shall have the opportunity to present his or her interpretation of the facts at issue and of the applicability of provisions of this subchapter before such advisory opinion is made.

('70 Code, § 2-175)

**RESOLUTION NO. 2010-52**  
**RESOLUTION ADOPTING A CODE OF ETHICS FOR THE**  
**CITY COUNCIL FOR THE CITY OF GOLDSBORO**

Whereas, the proper operation of democratic government requires that public official be independent, impartial and responsible to the people; and

Whereas, government decisions and policy must be made in proper channels of the governmental structure; and

Whereas, the public office must not be used for personal gain; and

Whereas, the public must have confidence in the integrity of its government; and in recognition of these goals,

Whereas, the General Assembly of North Carolina ratified House Bill 1452 on the 28<sup>th</sup> day of July, 2009, requiring that all members of the governing boards covered by this act shall receive a minimum of two clock hours of ethics education within 12 months after initial election or appointment to the office and again within 12 months after each subsequent election or appointment to the office in accordance with N.C.G.S. 160A-84.

BE IT HEREBY RESOLVED by the City Council of the City of Goldsboro, North Carolina that the following is adopted:

**CODE OF ETHICS**  
**FOR THE GOLDSBORO MAYOR AND CITY COUNCIL**

The stability and proper operation of democratic representative government depends upon the continuing consent of the governed, upon the public confidence in the integrity of the government and upon responsible exercise of the trust conferred by the people. Government decisions and policy must be made and implemented through proper channels and processes of the governmental structure. The purpose of this code is to establish guidelines for ethical standards of conduct for the Mayor and City Councilmembers and all references herein to the City Councilmembers shall be understood to include the Mayor. It should not be considered a substitute for the law or a Councilmember's best judgment.

Councilmembers must be able to act in a manner to maintain their integrity and independence, yet must be responsive to the interests and needs of those they represent. Councilmembers serve in an important advocacy capacity in meeting the needs of their citizens and should recognize the legitimacy of this role as well as the intrinsic importance of this function to the proper functioning of representative government. At the same time, Councilmembers must, at times, act in an adjudicatory or administrative capacity and must, when doing so, act in a fair and impartial manner. Councilmembers must know how to distinguish these roles and when each role is appropriate and they must act accordingly. Councilmembers must be aware of their obligation to conform their behavior to standards of ethical conduct that warrant the trust of their constituents. Each City Council member must find within his or her own conscience the touchstone on which to determine appropriate conduct.

**Canon One**

**A City Council Member Shall Obey the Law**

Councilmembers shall support the Constitution of the United States, the Constitution of North Carolina and the laws enacted by the Congress of the United States

and the General Assembly pursuant thereto. Members specifically acknowledge and agree to comply with the requirements of NCGS §14-234 entitled "Public officers or employees benefiting from public contracts; exceptions."

**Canon Two**

**A City Council Member Should Uphold the Integrity and Independence of His or Her Office**

Councilmembers should demonstrate the highest standards of personal integrity, truthfulness, honesty and fortitude in all their public activities in order to inspire public confidence and trust in city government. Councilmembers should participate in establishing, maintaining, and enforcing, and should themselves observe, high standards of conduct so that the integrity and independence of their office may be preserved. The provisions of this Code should be construed and applied to further these objectives.

**Canon Three**

**A City Council Member Should Avoid Impropriety and the Appearance of Impropriety in All His or Her Activities**

It is essential that city government attract those citizens best qualified and willing to serve. Councilmembers have legitimate interests-economic, professional and vocational-of a private nature. Councilmembers should not be denied, and should not deny to other Councilmembers or citizens, the opportunity to acquire, retain and pursue private interests, economic or otherwise, except when conflicts with their responsibility to the public cannot be avoided. Councilmembers must exercise their best judgment to determine when this is the case.

Councilmembers should respect and comply with the law and should conduct themselves at all times in a manner that promotes public confidence in the integrity of the office of City Council and of city government.

Councilmembers should not allow family, social, or other relationships to unduly influence their conduct or judgment and should not lend the prestige of the office of City Council to advance the private interests of others; nor should they convey or permit others to convey the impression that they are in a special position to influence them. Councilmembers shall not grant any special consideration, treatment or advantage to any citizen beyond that which is available to every other citizen.

The Mayor or any member of the City Council who has an interest in any official act or action before the Board shall publicly disclose on the record of the Board the nature and extent of such interest and shall withdraw from any consideration of the matter if excused by the Board pursuant to NCGS §160A-75.

**Canon Four**

**A City Council Member Should Perform the Duties of the Office Diligently**

Councilmembers should, while performing the duties of the office as prescribed by law, give precedence to these duties over other activities. In the performance of these duties, the following standards should apply:

**A. Legislative Responsibilities**

1. Councilmembers should actively pursue policy goals they believe to be in the best interests of their constituents within the parameters of orderly decision-making, rules of the City Council and open government.
2. Councilmembers should respect the legitimacy of the goals and interests of other Councilmembers and should respect the rights of others to pursue goals and policies different from their own.

B. Adjudicative Responsibilities

1. Councilmembers should be faithful to the general and local laws pertaining to the office and strive for professional competence in them. They should be unwayed by partisan interests, public clamor, or fear of criticism.
2. Councilmembers should demand and contribute to the maintenance of order and decorum in proceedings before the City Council.
3. Councilmembers should be honest, patient, dignified and courteous to those with whom they deal in their official capacity, and should require similar conduct of their staff and others subject to their direction and control.
4. Councilmembers should accord to every person who is legally interested in a proceeding before the Board full right to be heard according to law.
5. Councilmembers should dispose promptly of the business of the city for which they are responsible.

C. Administrative Responsibilities

1. Councilmembers should clearly distinguish legislative, adjudicatory and administrative responsibilities and should refrain from inappropriate interference in the impartial administration of city affairs by city employees. Councilmembers should diligently discharge those administrative responsibilities that are appropriate, should maintain professional competence in the administration of these duties and should facilitate the diligent discharge of the administrative responsibilities of fellow Councilmembers and other city officials.
2. Councilmembers should conserve the resources of the city in their charge. They should employ city equipment property, funds and personnel only in legally permissible pursuits and in a manner that exemplifies excellent stewardship.
3. Councilmembers should require city employees subject to their direction and control to observe the standards of fidelity and diligence that apply to Councilmembers as well as those appropriate for employees.
4. Councilmembers who become aware of improper conduct by a city employee should promptly inform the City Manager, or, in the case of a City employee who reports directly to the Board, initiate appropriate disciplinary measures.
5. Councilmembers should not employ or recommend the appointment of unnecessary employees and should exercise the power of employment only on the

basis of merit, avoid favoritism and refrain from illegal discrimination and nepotism. They should not approve compensation of employees beyond the fair value of services rendered.

**Canon Five**

**A City Council Member Should Conduct the Affairs of the City Council in an Open and Public Manner**

Councilmembers should be aware of the letter and intent of the State's Open Meetings Law, should conduct the affairs of the City Council consistent with the letter and spirit of that law and consistent with the need to inspire and maintain public confidence in the integrity and fairness of city government and the office of City Council. Consistent with this goal of preserving public trust, Councilmembers should be aware of the need for discretion in deliberations when the lack of discretion would pose a threat to the resources of the city, to the reputation of current or potential city employees, to orderly and responsible decision making, to the integrity of other governmental processes or to other legitimate interests of the city.

**Canon Six**

**A City Council Member Should Regulate His or Her Extra Governmental Activities to Minimize the Risk of Conflict with His or Her Official Duties**

1. Councilmembers should inform themselves concerning campaign finance, conflict of interest and other appropriate state and federal laws and should scrupulously comply with the provisions of such laws.
2. Councilmembers should refrain from financial and business dealings that tend to reflect adversely on the Board or on city government or to interfere with the proper performance of official duties.
3. Councilmembers should manage their personal financial interests to minimize the number of cases in which they must abstain from voting on matters coming before the Board.
4. Information acquired by Councilmembers in their official capacity should not be used or disclosed in financial dealings or for any other purpose not related to official duties.

**Canon Seven**

**A City Council Member Should Refrain from Political Activity Inappropriate to His or Her Office**

1. Councilmembers have a civic responsibility to support good government by every available means, to continue to inform and educate the citizenry about the affairs and processes of city government, and to make themselves available to citizens of the city so that they may ascertain and respond to the needs of the community. In

doing so, Councilmembers may and should join or affiliate with civic organizations whether partisan or non-partisan, may and should attend political meetings, may and should advocate and support the principles or policies of civic or political organizations consistent with the Constitution and laws of the United States and North Carolina.

2. Candidates for the office of City Council, including incumbents:
  - A. Should inform themselves concerning the laws of this state with regard to campaigns and relevant disclosure requirements and should scrupulously comply with the provisions of such laws;
  - B. Should maintain the dignity appropriate to the office, and should encourage members of their families to adhere to the same standards of political conduct that apply to City Council;
  - C. Should not make pledges or promises of conduct in office that they will not or cannot perform or would be illegal if it were performed;
  - D. Should not misrepresent their identity, qualifications present position, or other fact; and
  - E. Should avoid pledges or promises of conduct in office other than the faithful and impartial performance of the duties of the office.

**BE IT FURTHER RESOLVED** that:

1. A violation of this Code of Ethics may subject a Mayor/Councilmember to a censure Resolution by the Goldsboro City Council; however, no such censure resolution shall be adopted until the person alleged to have committed the violation has been given notice of the alleged violation and provided with the opportunity to appear before the Board and be heard regarding the allegation.

2. When a Mayor/Councilmember has a question as to the applicability of this code to a particular situation, he or she may apply, orally or in writing, to the City Attorney for advisory guidance. Upon receipt of a request for advisory guidance and based only upon the information given to the City Attorney, the City Attorney will provide advisory guidance to the Mayor/Councilmember. In the City Attorney's discretion, he may retain outside legal counsel to advise him in connection with any request for advisory guidance. In no event will the City Attorney's advisory guidance excuse a Mayor/Councilmember from complying with the Code of Ethics or other applicable law.

Adopted this 20<sup>th</sup> day of September, 2010.

  
Alfonse Long, Mayor

ATTEST:

  
Melissa C. Brewer, CMC, City Clerk

**§ 143-318.10. All official meetings of public bodies open to the public.**

(a) Except as provided in G.S. 143-318.11, 143-318.14A, and 143-318.18, each official meeting of a public body shall be open to the public, and any person is entitled to attend such a meeting. Remote meetings conducted in accordance with G.S. 166A-19.24 shall comply with this subsection even if all members of the public body are participating remotely.

(b) As used in this Article, "public body" means any elected or appointed authority, board, commission, committee, council, or other body of the State, or of one or more counties, cities, school administrative units, constituent institutions of The University of North Carolina, or other political subdivisions or public corporations in the State that (i) is composed of two or more members and (ii) exercises or is authorized to exercise a legislative, policy-making, quasi-judicial, administrative, or advisory function. In addition, "public body" means the following:

(1) The governing board of a "public hospital" as defined in G.S. 159-39.

(2) The governing board of any nonprofit corporation to which a hospital facility has been sold or conveyed pursuant to G.S. 131E-8, any subsidiary of such nonprofit corporation, and any nonprofit corporation owning the corporation to which the hospital facility has been sold or conveyed.

(3) An administering organization as defined in G.S. 115C-407.50(1).

(c) "Public body" does not include (i) a meeting solely among the professional staff of a public body, or (ii) the medical staff of a public hospital or the medical staff of a hospital that has been sold or conveyed pursuant to G.S. 131E-8.

(d) "Official meeting" means a meeting, assembly, or gathering together at any time or place or the simultaneous communication by conference telephone or other electronic means of a majority of the members of a public body for the purpose of conducting hearings, participating in deliberations, or voting upon or otherwise transacting the public business within the jurisdiction, real or apparent, of the public body. However, a social meeting or other informal assembly or gathering together of the members of a public body does not constitute an official meeting unless called or held to evade the spirit and purposes of this Article.

(e) Every public body shall keep full and accurate minutes of all official meetings, including any closed sessions held pursuant to G.S. 143-318.11. Such minutes may be in written form or, at the option of the public body, may be in the form of sound or video and sound recordings. When a public body meets in closed session, it shall keep a general account of the closed session so that a person not in attendance would have a reasonable understanding of what transpired. Such accounts may be a written narrative, or video or audio recordings. Such minutes and accounts shall be public records within the meaning of the Public Records Law, G.S. 132-1 et seq.; provided, however, that minutes or an account of a closed session conducted in compliance with G.S. 143-318.11 may be withheld from public inspection so long as public inspection would frustrate the purpose of a closed session. (1979, c. 655, s. 1; 1985 (Reg. Sess., 1986), c. 932, s. 4; 1991, c. 694, ss. 1, 2; 1993 (Reg. Sess., 1994), c. 570, s. 1; 1995, c. 509, s. 135.2(p); 1997-290, s. 1; 1997-456, s. 27; 2011-326, s. 8; 2020-3, s. 4.31(b); 2023-133, ss. 17(b), 20(a).)

# CITY OF GOLDSBORO

THIS IS TO CERTIFY THAT

## THE SUPERVISOR OF THE YEAR AWARD (Fiscal Year 2023-2024)

HAS BEEN AWARDED TO  
**MATTHEW LANGLEY**  
FOR  
OUTSTANDING ACHIEVEMENT

Matthew Langley is the Distribution Operations Manager for the Distribution and Collections Division of the Public Works Department. He always strives to improve the Division as a whole, which has been even more apparent in his accomplishments in recent months. His can-do attitude, steadfast dedication, and determination, enable his team to resolve every challenge; ensuring customer needs are met, while improving procedures and saving thousands of dollars.

Matthew approaches every task from a customer-first perspective, scheduling repairs to limit the negative impact on local businesses. In the last three months his team has completed a total of 119 work orders. In addition to routine maintenance, Matthew has played a key leadership role in the William Street widening and the Mt. Olive Pickle projects, actively participating in meetings to ensure the success of projects.

In November, Matthew took the lead to repair a significant sewer manhole failure. He coordinated getting bypass pumps set up, preventing sewage from backing up into resident's homes and averting a sanitary sewer overflow. The manhole was replaced without incident; saving the City approximately \$30K in contractor costs, and building confidence in staff.


Matthew recently obtained his A-Distribution certification, allowing him to officially become the City's Water Distribution Operator in Responsible Charge (ORC). He is scheduled to take the Cross-Connection exam, which will complete his water distribution certifications. Matthew also successfully completed his Associate Degree from Liberty University.

Mathew's keen attention to detail and service mindset set him apart; he is a 100% committed and dedicated team player, who answers every call without fail. Matthew's work ethic and accomplishments reflect well upon himself and the City of Goldsboro.

AWARDED THIS DAY  
SEPTEMBER 3, 2024

  
**CHARLES GAYLOR, IV**  
Mayor  
City of Goldsboro



  
**MATTHEW LIVINGSTON**  
Interim City Manager  
City of Goldsboro

# CITY OF GOLDSBORO

THIS IS TO CERTIFY THAT

## THE EMPLOYEE OF THE YEAR AWARD (Fiscal Year 2023-2024)

HAS BEEN AWARDED TO

**HAKIEM JOHNSON**

FOR

OUTSTANDING ACHIEVEMENT

On February 8th, 2024, while on foot patrol in the downtown area, Police Support Technician Hakiem Johnson was alert, cognizant, and situationally aware of his surroundings. He observed and reported a working structure fire in the 100 block of South Center Street. Hakiem radioed the fire into Wayne County Communications and immediately began to notify and evacuate residents of the affected structure and apartments. He also assisted in the evacuation of animals by catching them as the residents tossed them from the second floor of the structure. In total, 5 residents and 2 pets were successfully evacuated.

Hakiem's situational awareness and quick thinking prevented further damage and potential loss of life, and enabled our fellow First Responders with the Fire Department to respond quickly and suppress the fire before the structure became fully engulfed in flames. His actions and early warning stopped the fire from potentially spreading to neighboring attached structures, which could have been catastrophic for many other residents and business owners.

Hakiem's actions are a direct reflection of his professionalism and his desire to serve not only the Goldsboro Police Department but the community as a whole. Hakiem's work ethic and situational awareness reflect well on himself and the City of Goldsboro.

AWARDED THIS DAY  
SEPTEMBER 3, 2024



**CHARLES GAYLOR, IV**  
Mayor  
City of Goldsboro



**MATTHEW LIVINGSTON**  
Interim City Manager  
City of Goldsboro

# CITY OF GOLDSBORO

THIS IS TO CERTIFY THAT

## THE EMPLOYEE OF THE YEAR AWARD (Fiscal Year 2023-2024)

HAS BEEN AWARDED TO  
**MICHAEL BRASWELL**

FOR  
OUTSTANDING ACHIEVEMENT

Michael Braswell is performing the duties of a Senior Maintenance Technician, training four Maintenance Technicians, filling the role of a supervisor, and he performs Superintendent duties when needed. Michael also strives to improve his knowledge and skill set, recently completing certification for Facilities and Grounds Manager through the American Public Works Association.

Michael has spearheaded numerous large projects including the re-installation of street light poles and rewiring food truck poles at The Hub, saving the city several thousand dollars. He was also responsible for leading the Building and Grounds Maintenance crews in preparation for the Main Street USA Conference. Michael's leadership and assistance led to the changing of 168 banners on Center Street and in the John Street parking lot, 26 window/door coverings installed at Goldsboro Union Station, hanging a new sign at The Hub, and numerous other improvements to ensure Downtown Goldsboro shined; all accomplished in a 2-week timeframe.

Michael is a volunteer on the ART Steering Committee, providing guidance on the installation process of the artwork for both the artist and the City. As a volunteer with the Arts Council, he has assisted in numerous projects helping to improve the aesthetics of our downtown.

Michael is a consummate team player, a benefit to Building and Grounds, Public Works, and the City of Goldsboro. He has a deep desire to improve the aesthetics, distinction, and reputation of the City of Goldsboro. Michael's work ethic and accomplishments reflect well on himself and the City of Goldsboro.

AWARDED THIS DAY  
SEPTEMBER 3, 2024

  
**CHARLES GAYLOR, IV**  
Mayor  
City of Goldsboro



  
**MATTHEW LIVINGSTON**  
Interim City Manager  
City of Goldsboro

**SUICIDE PREVENTION AWARENESS  
PROCLAMATION**

**WHEREAS**, suicide is a public health crisis impacting people of all ages and across all socioeconomic, racial, and ethnic backgrounds; and

**WHEREAS**, suicide is the 11<sup>th</sup> leading cause of death in the United States, the 3<sup>rd</sup> leading cause of death among those ages 15-24, and the 2<sup>nd</sup> leading cause of death among individuals ages 25-34; and

**WHEREAS**; nearly 50,000 people die by suicide across the United States each year, with an average of 137 suicides completed daily; and

**WHEREAS**; each and every suicide directly impacts a minimum of 100 additional people, including family, friends, co-workers, neighbors, and community members; and

**WHEREAS**, public awareness of the warning signs and support networks, including 988 for the National Suicide and Crisis Lifeline, is essential to continue lowering the rates of suicides; and

**WHEREAS**, people are encouraged to recognize that there is no single cause of suicide and no single suicide prevention program or effort that will be appropriate for all populations and communities; and

**WHEREAS**, initiatives based on the goals detailed in the National Strategy for Suicide Prevention and the North Carolina State Suicide Prevention Action Plan aim to prevent suicide by increasing access to evidence-informed services that address suicide, mental health, and substance abuse disorders.

**NOW, THEREFORE, BE IT RESOLVED**, that the Goldsboro City Council does hereby proclaim:

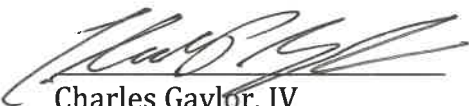
***SUICIDE PREVENTION AWARENESS***

in the City of Goldsboro, and call upon all citizens to create hope through action, and encourage all residents to take the time to understand the importance of mental health education and recognize that taking care of ourselves and others includes taking care of mental health.

**NOW, THEREFORE BE IT FURTHER RESOLVED**, that the Goldsboro City Council asks all citizens to support Suicide Prevention Awareness by attending the Suicide Prevention Awareness Vigil on September 24, 2024 on the steps of Historic City Hall.

**IN WITNESS WHEREOF**, I have hereunto set my hand and affixed the Seal of the City of Goldsboro, North Carolina, this 3<sup>rd</sup> day of September, 2024.



  
Charles Gaylor, IV  
Mayor

**LATINO HERITAGE MONTH  
PROCLAMATION**

200 North Center Street, 27530  
P 919.580.4362

**WHEREAS**, each year from the 15<sup>th</sup> of September to the 15<sup>th</sup> of October, National Latino Heritage Month is celebrated throughout the United States; and

**WHEREAS**, Latinos comprise roughly 11.4% of the population of the State of North Carolina as of June 2024, and have both an integral and necessary community in our state; and

**WHEREAS**, Latinos comprise 12.7% of the population of Wayne County as of 2022; and

**WHEREAS**, the City of Goldsboro openly welcomes and supports its distinct cultural diversity; and

**WHEREAS**, we are further inspired by the economic, social, and cultural contributions of the Latino community within the City of Goldsboro and Wayne County; and


**WHEREAS**, we understand that although this national recognition lasts each year for one month, we work endlessly to create a more socially-inclusive and diverse society with equality for all populations.

**NOW, THEREFORE, BE IT RESOLVED**, that the Goldsboro City Council does hereby proclaim September 15 - October 15, 2024 as

***LATINO HERITAGE MONTH***

in Goldsboro, North Carolina and extend best wishes to all of our communities as they hold appropriate ceremonies to commemorate this observance.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused the seal of the City of Goldsboro, North Carolina, to be affixed this 3<sup>rd</sup> day of September, 2024.



Charles Gaylor, IV  
Mayor

**CONSTITUTION WEEK  
PROCLAMATION**

200 North Center Street, 27530  
P 919.580.4362

**WHEREAS**, September 17, 2024, marks the two hundred and thirty-seventh anniversary of the drafting of the Constitution of the United States of America by the Constitutional Convention; and

**WHEREAS**, it is fitting and proper to officially recognize this magnificent document and the anniversary of its creation as well as the patriotic celebrations which will commemorate the occasion; and

**WHEREAS**, Public Law 915 guarantees the issuing of a proclamation each year by the President of the United States of America designating September 17 through 23 as Constitution Week; and

**WHEREAS**, Constitution Week commemorates the eventful week in September 1787 when the Constitution was signed, delivered to the Continental Congress, and made known to the people of the country; it laid the foundation for the birth of a new nation, and became one of the most significant chapters in our history; and

**WHEREAS**, North Carolina was one of the original thirteen colonies and was represented by three signers of the Constitution: William Blount, Richard Dobbs Spaight, and Hugh Williamson; and


**NOW, THEREFORE, BE IT RESOLVED**, that the Goldsboro City Council commemorates the official recognition being given to this magnificent document on its anniversary and does hereby proclaim the week of September 17 – 23, 2024 as

***CONSTITUTION WEEK***

in Goldsboro, North Carolina and ask our citizens to reaffirm the ideals that the Framers of the Constitution had in 1787 by vigilantly protecting the freedoms guaranteed to us through this guardian of our liberties, remembering that lost rights may never be regained.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused the seal of the City of Goldsboro, North Carolina, to be affixed this 3<sup>rd</sup> day of September, 2024.



  
Charles Gaylor, IV  
Mayor

CITY OF GOLDSBORO  
AGENDA MEMORANDUM  
SEPTEMBER 3, 2024 COUNCIL MEETING

SUBJECT: Crossroads Strategies Agreement

BACKGROUND: The Roosevelt Group currently provides advocacy and consulting services to the City of Goldsboro and Wayne County governments. The City of Goldsboro has in consultation with the County and Friends of Seymour made the decision to change consultants to support the relationship the City has with Seymour Johnson Air Force Base and state and federal legislators.

Crossroads Strategies (CRS) is a bipartisan, multi-disciplinary federal relations, advocacy, and advisory firm based in Washington DC. Founded in 2010 by longtime advocacy industry veterans, CRS offers a comprehensive suite of services ranging from congressional affairs to agency and regulatory lobbying.

The City Council approved an agreement with Crossroads Strategies for advocacy and consulting services on March 4, 2024 which was effective through June 30, 2024.

DISCUSSION: Crossroads Strategies will advise the City, County and Friends of Seymour on legislative issues impacting Seymour Johnson Air Force Base. They will also work with federal agencies on behalf of the City.

The terms of this Agreement shall commence on July 1, 2024, and remain in effect through June 30, 2025. The City of Goldsboro and County of Wayne will pay Crossroads Strategies a monthly retainer of \$15,000 (\$7,500 each). Crossroads Strategies shall send invoices approximately quarterly at the beginning of each quarter to the City of Goldsboro and the County of Wayne in the amount of \$22,500.00 due from each entity covering time periods as follows: 7/1/24 - 9/30/24, 10/1/24 - 12/31/24, 1/1/25 - 3/30/25, and 4/1/25 - 6/30/25.

The City and County will reimburse Crossroads Strategies for all reasonable expenses associated with the above services, the expenditure of which shall be pre-approved.

The deliverables of the agreement are listed in the attached agreement.

Henry Smith and Ken Gerrard, representing Friends of Seymour, will be the primary points of contact. Recurring updates and regular access to Crossroads Strategies will be provided to City and County leadership.

RECOMMENDATION: Staff recommends Council adopt the following Resolution authorizing the Mayor and City Clerk to execute the agreement with Crossroads Strategies.

Date: 9/3/24

  
Matthew Livingston, Interim City Manager

RESOLUTION NO. 2024 – 93

**RESOLUTION AUTHORIZING THE MAYOR AND CITY CLERK  
TO EXECUTE AN AGREEMENT WITH CROSSROADS STRATEGIES**

**WHEREAS**, it is estimated that Seymour Johnson Air Force Base has an economic impact in Goldsboro of at least 900 million dollars annually; and

**WHEREAS**, the City and County believe that a reduction of fighter planes, airman, and support personnel will have a deleterious effect on our region; and

**WHEREAS**, the City and County believe that our local voice must be more strongly heard by those that can and will affect change. Therefore, the City of Goldsboro has in consultation with the County and Friends of Seymour made the decision to change consultants to support the relationship the City has with Seymour Johnson Air Force Base and state and federal legislators; and

**WHEREAS**, Crossroads Strategies was founded in 2010 and offers a comprehensive suite of services ranging from congressional affairs to agency and regulatory lobbying; and

**WHEREAS**, Crossroads Strategies will advise the City, County, and Friends of Seymour on legislative issues impacting Seymour Johnson Air Force Base. They will also work with federal agencies on behalf of the City; and

**WHEREAS**, the terms of this Agreement shall commence on July 1, 2024, and remain in effect through June 30, 2025. The City of Goldsboro and County of Wayne will pay Crossroads Strategies a monthly retainer of \$15,000 (\$7,500 each). Crossroads Strategies shall send invoices approximately quarterly at the beginning of each quarter to the City of Goldsboro and the County of Wayne in the amount of \$22,500.00 due from each entity covering time periods as follows: 7/1/24 - 9/30/24, 10/1/24 - 12/31/24, 1/1/25 - 3/30/25, and 4/1/25 - 6/30/25; and


**WHEREAS**, the City and County will reimburse Crossroads Strategies for all reasonable expenses associated with the above services, the expenditure of which shall be pre-approved. The agreement may be terminated by either party with 30 days' written notice; and

**WHEREAS**, the City of Goldsboro and Wayne County have historically relied on and worked closely with Seymour Johnson Air force for over five decades providing benefit for both the city, county, and region.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Goldsboro North Carolina, that the Mayor and City Clerk are hereby authorized to sign an agreement with Crossroads Strategies in conjunction with the County of Wayne and Friends of Seymour for consulting services to maintain a strong military presence in our region.

Adopted this the 3<sup>rd</sup> day of September, 2024.


Attested by:



Holly Jones

Deputy City Clerk





Charles Gaylor, IV  
Mayor