



The Mebane City Council held its regular monthly meeting at 6:00 p.m., Monday, November 2, 2020. The meeting was held in person, streamed live on YouTube and allowed for electronic participation via Zoom.

Councilmembers Present:

Mayor Ed Hooks  
Mayor Pro-Tem Jill Auditori  
Councilmember Sean Ewing  
Councilmember Patty Philipps  
Councilmember Tim Bradley  
Councilmember Everette Greene

Also Present:

David Cheek, City Manager  
Chris Rollins, Assistant City Manager  
Lawson Brown, City Attorney  
Stephanie Shaw, City Clerk  
Cy Stober, Development Director  
Kirk Montgomery, IT Director  
Aaron Davis, Recreation and Parks Director  
Genice Akins, Board of Adjustment Member

Mayor Hooks called the meeting to order and requested a moment of silence in honor of two members of the community that recently passed, Pastor Gary Hendrix and Mr. Eldon Nance. After the moment of silence, Mr. Bradley gave the invocation.

During the Public Comment Period, Clerk Shaw read aloud the following comments received via email.

*My name is Mickel Hosey. I live in Winston Salem NC. I am the Senior Leader of United Fellowship Alliance in the city of Winston Salem.*

*Mr. Lanier Jones is a trusted friend and supporter of our organization. He has proven himself to also be a leader of true integrity and upstanding moral character.*

*As a community leader myself I eagerly support this worthwhile and timely endeavor for the city and community of Mebane.*

*The challenge of racial reconciliation and diversity education is paramount to our success as a Nation especially during such tension and unrest.*

*The Program Mr. Jones is proposing, I believe will be a tremendous asset to the city of Mebane as well as the neighboring communities that are near.*

*It is my sincere hope that genuine consideration along with appropriate action will be given to this proposal.*

*Respectfully yours  
Rev. Mickel Hosey*

\*\*\*

*My name is Lartonya Foster and I am a resident of Mebane emailing in support of the Minority Advisory Committee. I am also committing my support for my good friend Tommy Jones who brought this to my attention.*

\*\*\*

*Council Members,*

*I'm writing in support of Mr. Jones's Minority Advisory Council presented at the October 5th meeting. As a lifetime resident of Alamance County, employee with the Alamance-Burlington School System, and resident of Mebane for the past 10 years, I've come to value the viewpoints of those that do not look nor live like I do. As the son of a businessman, I was taught to value the*

*viewpoints of everyone in an organization so that areas of need in one department could be rectified and keeps the group as a whole from having to experience additional difficulties. I was also taught that where people are recognized, and listened to, they will stay and invest their time and energy.*

*I believe this council would be a valuable platform for those in the community that don't often connect with the city council. It would provide a venue to be recognized, heard, and helped. As I look at our growing community and current events I'm reminded of a piece of advice: if you want to know how inclusive you really are look at who you invite to your dinner table.*

*I hope that this council is approved and provides support and information to the council in a way that invites and welcomes members of our community to be engaged and invest their time, energy, and money into Mebane.*

*Thank you for your time,*

*John Dodson  
1105 Newberry Dr.  
Mebane, NC 27302*

**\*\*\***

## **RECOMMENDATION TO ESTABLISH AN OFFICE OF RACIAL EQUITY TO ADDRESS SYSTEMIC RACISM ACROSS THE CITY OF MEBANE AND ADVANCE EQUITABLE OUTCOMES FOR OUR COMMUNITY**

### **THE CHALLENGE**

*For centuries, people of color have experienced inequality and systemic and institutionalized racism. As of the 2010 census the racial makeup of Mebane was 73.5% White, 20.4% Black, 0.5% Native American, 1.2% Asian, 0.1% Pacific Islander, 0.2% from other races, and 2.6% from two or more races. Hispanic or Latino of any race were 6% of the population (U.S. Census Website, 2011). Decades of underinvestment and unjust systems in Mebane have left Black, Brown, and Indigenous communities with high levels of poverty, a lack of quality jobs and education opportunities, outdated and weak critical infrastructure, disproportionately high costs for energy, basic necessities, and limited access to public services. Moreover, Black and Brown communities have long been excluded from policy and funding decision-making processes that can be used to address the injustices they experience and support a transition to healthy communities.*

### **THE SOLUTION**

*The City of Mebane must establish an Office of Racial Equity and I recommend Tommy Jones to lead the charge. Now more than ever we have to embrace racial equity, which means transforming the behaviors, institutions, and systems that disproportionately harm marginalized communities by increasing access to power, redistributing and providing additional resources, and eliminating barriers to opportunity, to empower low-income communities of color to thrive and reach their full potential. Establishing an Office of Racial Equity will help Mebane practice equity, turning our commitment into actionable equity strategies in our immediate response to the crisis, in our recovery efforts, and as the world reshapes the global economy. Tommy Jones would work to make equity a reality.*

### **The Mebane Office of Racial Equity**

*I highly recommend Tommy Jones for The Office of Racial Equity. His experience will allow him to identify existing policies and practices in the city that contribute to, uphold, or exacerbate racial disparities and develop proposals to address these disparities. As a high ranking member of the Freemasonry or Masonry fraternal organization, Mr. Jones has a long-standing history of developing various branches of the Masons and therefore is knowledgeable on enacting measures to support capacity building and provide technical assistance for citywide agencies to invest in strategies for racial equity, including employee training and support, development of racial equity programming, and assistance to departments to change departmental policies and practices to improve racial equity outcomes.*

Sincerely,

Annette W. Lancaster, MHA  
(336) 587.7313

\*\*\*

*I would like to submit a public comment in support of the committee spearheaded by Mr. Tommy Jones designed to bring a voice from the minority community in Mebane. As the Political Action Committee Chairman for the Alamance Branch of the NAACP, we feel this is a great opportunity for this committee to work alongside the Mebane City Council leadership to address issues that face our minority Mebane community. We applaud the Council's efforts for their willingness to collaborate and it is our hope that the council will authorize this committee in their next meeting.*

*Anthony Pierce, PAC Chair, ANAACP*

Mayor Hooks introduced and welcomed the City's new Board of Adjustment member Genice Adkins. Clerk Shaw then administered the oath to Ms. Akins.

Mayor Hooks gave an overview of the Consent Agenda:

- a. Approval of Minutes- October 5, 2020 – Virtual Regular Meeting
- b. Council Meeting Procedure- Resolution and Policy
- c. Final Plat- Keystone, Phase T1A
- d. Final Plat- The Meadows, Phase 2B
- e. Petition for Voluntary Non-Contiguous Annexation- West Ten Road
- f. Petition for Voluntary Non-Contiguous Annexation- Signature Flooring
- g. Petition for Voluntary ~~Non~~-Contiguous Annexation- Havenstone, Phase 1
- h. Appoint Audrey Vogel as an Alamance County Review Officer

Ms. Philipps said regarding item b., Council Meeting Procedure- Resolution and Policy, she believes Council needs to decide on how the public will be allowed to participate during "in-person" meetings moving forward as mentioned in paragraph six (6) of the policy (excerpt shown below), by either choosing Option A or B. Mr. Brown stated that is correct.

**6. OPTION A: The procedure for citizens, applicants and others not physically present but appearing at a City Council meeting shall allow participation by conference telephone, conference video or other electronic means, at all Council meetings.**

**OPTION B: The procedure for citizens, applicants and others not physically present, appearing at a City Council meeting shall allow participation by conference telephone, conference video or other electronic means, only at Council meetings being conducted pursuant to the Remote Meeting Statute.**

Ms. Auditori said she thought there was discussion at last month's meeting about the option of only allowing telephone conferences as the video conferencing was more technically challenging. Mr. Rollins stated staff will move forward with whatever Council decides. Mr. Montgomery said the video conferencing challenge often comes in with internet bandwidths of those conferencing in. Mr. Bradley said until Council and staff are comfortable that all participants have the same opportunity to present, he prefers to only allow telephone conferencing or emails to be read aloud as the means for public participation. Ms. Auditori agreed. Ms. Philipps made a motion, seconded by Mr. Ewing, to pull this item, item 3b., from the Consent Agenda for a separate vote. The motion carried unanimously. Ms. Philipps made a motion, seconded by Mr. Bradley, to choose option A with the removal of conference video and other electronic means; only allowing conference telephone. The motion carried unanimously.

Mr. Ewing made a motion, seconded by Mr. Bradley, to approve the Consent Agenda, with the removal of item b. which was previously voted upon. The motion carried unanimously.

Mr. Cheek presented a proposal for the Facilities Assessment and Capital Plan firm selection. He

explained that the 2020-2021 budget included an appropriation for the FACP of \$110,000. The City Council approved a Request for Qualifications process to seek an architectural/engineering firm to perform a comprehensive facilities assessment on September 14<sup>th</sup>. Staff received four proposals and the FACP Committee interviewed the top two firms and selected CPL as its choice to perform the study. The FACP Committee includes the City Manager, Assistant City Manager, Police Chief, Fire Chief, and Utilities Director. CPL and staff have agreed to a fee of \$94,880 for the project. CPL provided two alternates that the staff is not recommending at this point. CPL has also agreed to the quick schedule to have the plan completed by February with a presentation to the City Council at a Budget Work Session. William Moser and Jennifer Turner, both from the CPL team, gave a PowerPoint presentation, attached. After a brief discussion, Mr. Bradley made a motion, seconded by Ms. Philipps, to approve the agreement with CPL to perform the Facilities Assessment and Capital Plan. The motion carried unanimously.

Mayor Hooks requested that Lee Isley come forward for a special presentation. Mr. Isley and several other gentlemen presented the 2020 Old North State Council-Boy Scouts of America Alamance County Man of the Year to the Honorable Glendel Stephenson. Mr. Isley presented Mr. Stephenson with an Eagle Scout plaque and statute that will be placed in the lobby of the Glendel Stephenson Municipal Building and a plaque commemorating this event for Mr. Stephenson to take home. Mr. Isley explained that traditionally, a special dinner is held at the County Club in honor of the award recipient but this year with COVID-19 the dinner was not possible so instead, the committee decided to honor Mr. Stephenson by awarding two (2) scouts with camper scholarships to attend Camp Cherokee for the next five years in Mr. Stephenson's honor. Mr. Isley said lastly, an eagle brick will be placed in the Eagle Scout Courtyard at Camp Cherokee with Mr. Stephenson's name, along with his son's Asley and Reid, who were also Eagle Scouts. Mr. Stephenson, former Mayor of the City of Mebane for 35 plus years, humbly accepted the award and gave an emotional acceptance speech. He received a standing ovation from everyone in attendance.

A Public Hearing was held on a request for approval of an Economic Incentive Grant for Project Thunder (Chick-fil-A). Mr. Cheek introduced Mac Williams, President of the Alamance County Chamber of Commerce. Mr. Williams announced that Chick-fil-A is interested in putting a facility in Mebane and the incentives agreement with the City of Mebane and Alamance County need approval by the boards. Mr. Williams introduced Matt Lowell, Director with Ryan, LLC and Consultant for Chick-fil-A, along with Dave Fader, Senior Director with Chick-fil-A.

Mr. Fader gave a brief PowerPoint presentation, highlighting the points below. The proposed facility location is +/-78.86 acres on Park Center Drive.

#### Company Overview-

- Chick-fil-A, headquartered in Atlanta, Georgia, has 2,600 restaurant locations across 47 states;
- Chick-fil-A is the largest quick service chicken restaurant in the United States;
- Chick-fil-A is one of the largest privately-held restaurant chains in the United States;
- Chick-fil-A currently utilizes third-party distributors to supply its locations and plans to move its distribution in house to better serve its restaurants.

#### Giving Back-

- The Chick-fil-A model creates a unique business opportunity by placing local ownership of restaurants with Operators who exercise their entrepreneurial spirit by personally serving their Team Members, customers, and community;
- Through our Shared Table program, restaurant Operators fight hunger in local communities by donating over 6 million meals to local soup kitchens, shelters, and nonprofits;
- Since 1973, Chick-fil-A has helped over 59,000 Team Members achieve their remarkable futures through a total investment of \$92 million in scholarships;
- Chick-fil-A Foundation, the company's corporate giving arm, is dedicated to the issues of hunger, homelessness and education and has donated \$52 million to community organizations since inception.

#### Project Overview-

- Chick-fil-A is considering Mebane for its second in-house distribution center.
- 182,625 square foot distribution facility proposed to begin construction in Early 2021.
  - Proposed construction completion in mid-2022.
- Estimated 160 new full-time jobs at an average wage of \$63,375.
- Total estimated investment: \$52,000,000
  - Real Property
    - Estimated \$30,000,000 investment in real property (Land and Building Construction)
  - Personal Property
    - Estimated \$22,000,000 investment in personal property
    - Personal property includes warehouse and office equipment, and trailers.

Ms. Philipps asked if the company will be committed to using best practices for environmentally sound building construction as well as the vehicles that will be traveling in and out of the facility. Mr. Fader said he cannot speak to Ms. Philipps concerns specifically but he can assure her that Chick-fil-A does have commitments towards environmental sustainability. Mr. Fader also addressed Ms. Philipps concern about chicken production plants: Chick-fil-A does not own, nor operate any chicken production plants.

Mr. Cheek gave an overview of the City's incentives which will be shared in partnership with the County. He shared the following highlights of the three-party agreement.

- b) New Capital Investment \$52,000,000
- c) 106 jobs at an average annual salary of \$63, 375
- 1) Case grants \$780,000 (Mebane \$390,000)
  - 1a) 5 annual grants \$156,000 (Mebane\$78,000)
  - 1b) Each grant not to exceed 1.5% of taxable value
  - 1c) Incentive adjustments if jobs/investment less than 100%
  - 1d) Mebane waives up to \$150,000 in fees

Mr. Stephenson shared a few words regarding incentives. He shared his personal dislike for incentives but knows that incentives are now a part of business program development, especially for industrial recruitment. He shared some history about Mebane's past efforts regarding industrial recruitment, some unsuccessful and many successful. He concluded by saying that while he does not like incentives, he supports them, if used correctly. He stated that incentives must benefit all citizens of Mebane first and foremost. He thanked the Council for being wise and keeping Mebane fiscally strong.

Mr. Greene made a motion, seconded by Ms. Auditori, to close the public hearing. The motion carried unanimously. Mr. Bradley made a motion, seconded by Ms. Philipps, to approve the performance agreement based upon findings that the company will be annexed, add \$52,000,000 to the tax base, create 160 new jobs, and generally benefit the City's taxpayers. The motion carried unanimously.

Mayor Hooks called for a brief break at 7:25pm. Mayor Hooks called the meeting back to order at 7:35pm.

A Quasi-judicial Board of Adjustment Public Hearing was held on a request from Bradford Academy, c/o Tony Fairchild, for approval of a special use request for an elementary/secondary school for a 450-student private school campus on a +/-14.02-ac portion of a +/-54.12-acre property off NC Highway 119 at Nereus Drive, a private unpaved road. The property is located in the City's extraterritorial jurisdiction. The applicant is not seeking annexation into the City and will be providing on-site septic treatment for wastewater needs and using Orange Alamance Water System, Inc., services for water service needs.

Clerk Shaw swore in or affirmed the following:

Tony Fairchild, Bradford Academy Board President  
 Dionne C. Brown, Traffic Engineer, Davenport Engineering

Tom Taylor, Appraiser, Taylor and Associates Appraisers  
Allan Hill, PE, Civil Engineer, Triad Design  
John Plageman, Architect, Plageman Architecture  
Amanda Hodierne, Attorney representing the applicant  
Cy Stober, Mebane Development Director

Mr. Stober gave an overview of the request, sharing that the proposed project is located in the City's G-4 Secondary Growth Area and is connected to the Summerhaven subdivision road and sidewalk networks. The project is proposed to have two limited access driveways, a sidewalk along NC 119 with a waiver request for use of fabricated metal siding on the building, which is not allowed, per Article 6-1 of the UDO.

Ms. Hodierne stated she will be speaking on behalf of the applicant, Bradford Academy. She introduced various people that were present on behalf of the project. She requested that Mr. Fairchild, school board President, come forward to speak first. Mr. Fairchild shared a brief history of how the school began, the tremendous growth experienced over the years and the current need to build a new facility.

Ms. Hodierne said the first prong of the test is to prove that the proposed project will not materially endanger the public health or safety. She asked that Council recall the provided staff report which shows that the City's competent staff has done their job of ensuring that the applicant meets all city standards and requirements as written in the UDO. She then asked the project engineer, Mr. Hill, to speak regarding the thorough and rigorous City TRC process. He said they received a lot of feedback during the TRC process and have addressed all concerns, meeting the City staff approval. He gave an overview of the site plan which shows three separate buildings. He shared that the project has adequate coverage for water and sewer, adequate parking spaces without exceeding the maximum allowance, and allows for adequate stacking and drop-off areas.

Ms. Hodierne said as the application shows, the applicant has one waiver request. Mr. Plageman spoke to the elevations of each building, stating that the gym building would be a large building to accommodate a lot of needs including offices, a gym, a library, a weight room, a wrestling area, etc. and to best meet that span, they are proposing a structural system that is open and typically the kind of skins you see on those buildings are the metal skins that are prohibited in the City's UDO. He said on past projects successfully completed in Mebane, they have used an insulated metal panel as shown in the packets. He stated that the metal would only be used on the second floor, the remaining exterior would be brick.

Ms. Hodierne introduced Ms. Brown, traffic engineer that worked on the traffic impact analysis. Ms. Brown shared testimony stating that the study reviewed the impacts of both background traffic and this development traffic, and has determined that with the recommended improvements in place, there will be adequate capacity to accommodate future traffic. The project was reviewed and approved by NCDOT.

Ms. Hodierne said she will now move on to the second prong of the test which asks whether or not the proposed project will substantially injure the value of adjoining or abutting properties. She requested that Mr. Taylor, a licensed appraiser, to speak to that component. Mr. Taylor stated that after he completed his study, it is his professional opinion that the proposed project will not injure the value of any surrounding property values.

Ms. Hodierne then spoke to the third prong of the test, whether or not the project will be in harmony with the area in which it is located. She referred to the zoning map and explained that the school is a classic supporting use for residential development and the proposed location provides an appropriate transition between the B-2 and M-2 uses to the true residential uses to the south. Mr. Plageman stated that his design approach, a multiple building approach was best. It gave the school flexibility for classrooms as well as gave a nice transitional design between industrial and residential.

Ms. Hodierne addressed the fourth and last prong of the test, whether or not the project will be

consistent with the objectives and goals in the City's adopted plans, including its Comprehensive Land Development Plan *Mebane Bu Design*. She stated that the project is in conformance as it meets the goals and objectives of the G-2 Primary Residential Growth Area, meets the public facilities and infrastructure goals and exemplifies the "village concept" mixing of uses, as well as it is a well-planned and attractive site outside of the City limits. Ms. Hodierne concluded the presentation by summarizing the four findings of fact, each prong of the test.

No one from the public spoke. Mr. Bradley made a motion, seconded by Mr. Ewing, to close the public hearing. The motion carried unanimously. Ms. Philipps made a motion, seconded by Mr. Bradley, to approve the special use request for an Elementary/Secondary School as presented with the waivers and conditions as discussed and a motion to find that the request is both reasonable and in the public interest because it finds that it:

1. Will not materially endanger the public health or safety;
2. Will not substantially injure the value of adjoining or abutting property;
3. Will be in harmony with the area in which it is located; and
4. Will be consistent with the objectives and goals in the City's adopted plans, including its Comprehensive Land Development Plan *Mebane Bu Design*. Specifically, the request meets: The goals and objectives of the G-2 Primary Residential (VI) Growth Area (Jones Drive & South Mebane Oaks Road)

The motion carried unanimously.

Council requested that planning staff research the issue of metal siding for a possible amendment to the UDO to allow or not allow for future developments.

Mr. Stober presented a request for approval of an amendment to the City's Bicycle and Pedestrian Advisory Committee (BAPC) Ordinance, Article 25, Sec. 2. He explained that Article 25, Section 02, specifies the appointment of members to the BPAC, including five (5) members representing the City and two members preferably representing the unincorporated extraterritorial jurisdictions (ETJs) in both Alamance and Orange Counties. One of the 5 City members was identified as being a City Council delegate. The BPAC is currently the only appointed body that has a City Council delegate as a voting member. The proposed amendment will remove that delegate and replace them with an at-large position of a resident from anywhere within the City's planning jurisdiction: City limits or the ETJs. Mr. Bradley made a motion, seconded by Mr. Ewing, to approve the amendment as presented. The motion carried unanimously.

Mr. Davis presented a request for approval of restructuring the Recreation and Parks Advisory Board. Mr. Davis explained that the previous Recreation and Parks Advisory Committee has not been consistently active since the planning stages of the Mebane Community Park. The new structure asks for Board Members to not only advise, but also be "Champions" for Recreation and Parks in our community. Since all former board member terms have expired, six new members will need to be selected to the board along with a Board Chair, Vice-Chair and Secretary, who will be voted in by the members at the first meeting in January 2021. City Council will also need to appoint a liaison to act as the boards, 7th member. The restructuring will also amend the City's Code of Ordinance, Article II, Recreation and Parks Commission, Sec. 24- 31-40. Mayor Hooks stated since the BPAC Advisory Board was amended to remove the Councilmember as a liaison, the same should be done for this board. Mr. Ewing made a motion, seconded by Ms. Philipps, to adopt the restructuring of the Recreation and Parks Advisory Board as presented with the change as discussed. The new board shall have seven (7) members; six (6) members at large and one (1) member from a local school. The motion carried unanimously.

Mr. Davis gave an update of recent events that have taken place in the Recreation Department, including the drive thru trick-or-treat and costume contest and the new Christmas decorations being placed around the City. Council commended Mr. Davis for a job well done.

Mr. Brown opened up a discussion on the Racial Equity Advisory Committee. He stated that he and staff have had individual conversations with each Councilmember regarding this topic and the more it has been discussed, it seems that everyone agrees that it is a much broader topic than one

might have suspected. He said certainly staff could draft an ordinance and prepare an application for this committee much like those that have been established for other Council appointed committees but having researched many sources on this topic, including the Racial Equity Toolkit that was included in the packets, staff recommends that the Council determine and articulate the mission and objectives of the Committee. This will involve more discussion and focus on the mission and objectives. Once the mission and objectives are articulated, the Council will need to determine the composition of the Committee including race or other demographic factors, the number of persons on the Committee and the selection criteria and process. After considerable discussion, Mr. Brown said Council could designate a committee now and have that committee draft a mission statement, then staff could build the ordinance framework at that time. He said this is new ground and an application process would be appropriate. Council suggested that the committee have seven (7) members; three (3) members that reside inside the city limits and three (3) members that reside outside of the city limits with one (1) at-large member. Mr. Cheek requested Council's permission to work with other organizations such as Impact Alamance to give staff some guidance or to mediate the process. Council agreed that staff could move forward in that direction.

Mr. Ewing spoke regarding mural art downtown and the hopes that the City would be supportive of such. Mr. Bradley said the same discussion took place years ago, the art is fine but the City funding the art is not. Mr. Cheek spoke about a façade grant program which could include murals. He also spoke of establishing an Arts Council.

Ms. Auditori said this may be the time to begin looking at the sign ordinance for possible amendments. Mr. Stober asked for a timeline. Council agreed to May 2021.

There being no further business, the meeting ended at 9:10pm.

Attest: \_\_\_\_\_  
Stephanie W. Shaw, City Clerk

\_\_\_\_\_  
Ed Hooks, Mayor





**CITY OF MEBANE**  
**COMPREHENSIVE FACILITY PLAN**

November 2, 2020

# OUR TEAM



**Kenneth C. Mayer, Jr. FAIA,  
CPL**  
Principal in Charge



**Rachel Nilson, AIA,  
CPL**  
Project Manager



**William D. Moser, Jr., AIA,  
CPL**  
Resource Principal



**Jennifer Turner, NCIDQ  
CPL**  
Space Needs Analysis



**Tod Dalton, AIA,  
CPL**  
Public Works Analysis



**Harold Owen, MPA**  
O&L Associates  
Operations Analysis



**Greg Grayson,  
Chief Fire Officer**  
NC Fire Chief Consulting  
Fire Analysis



**Donald Wertzberger, AIA**  
720 Design  
Police Analysis



# WHY WE THINK DIFFERENTLY?

CPL specializes in Local Government Design.

CPL programs and designs every type of facility built and managed by local governments.

CPL delivers government services.

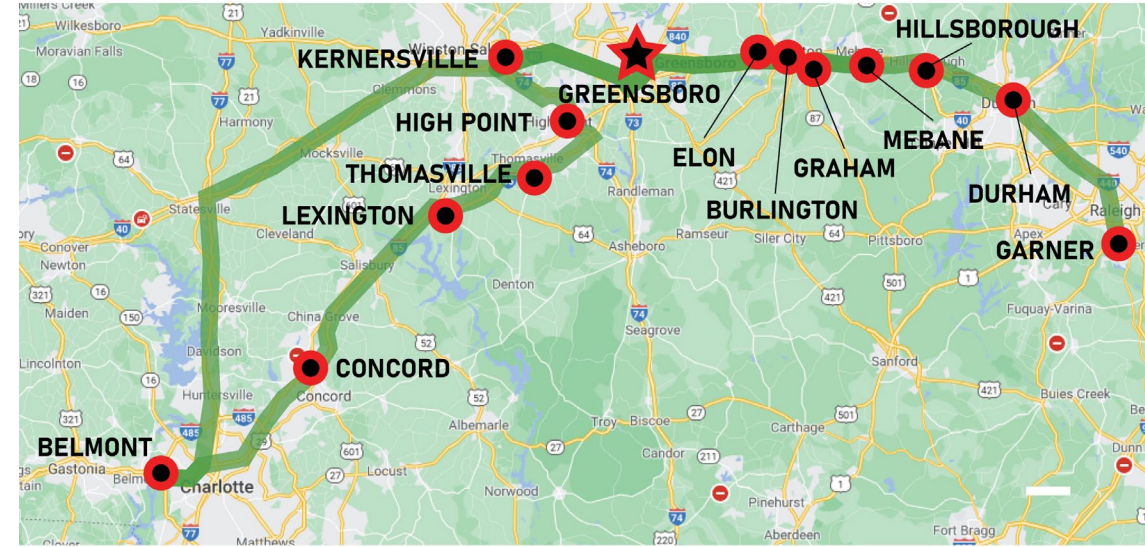
CPL also serves as City/Town Architect, Engineer and Planner for over 50 other communities.

CPL recruits team members who have experience working as city employees.

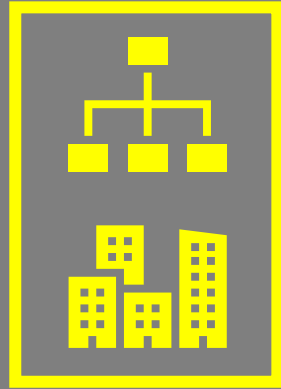
CPL has worked with over 100 cities, towns and counties across North Carolina, South Carolina, Georgia and New York.

CPL has worked with over 20 local governments in North Carolina

CPL works with fast-growing cities on the interstate corridor



# PROCESS



ASSESS



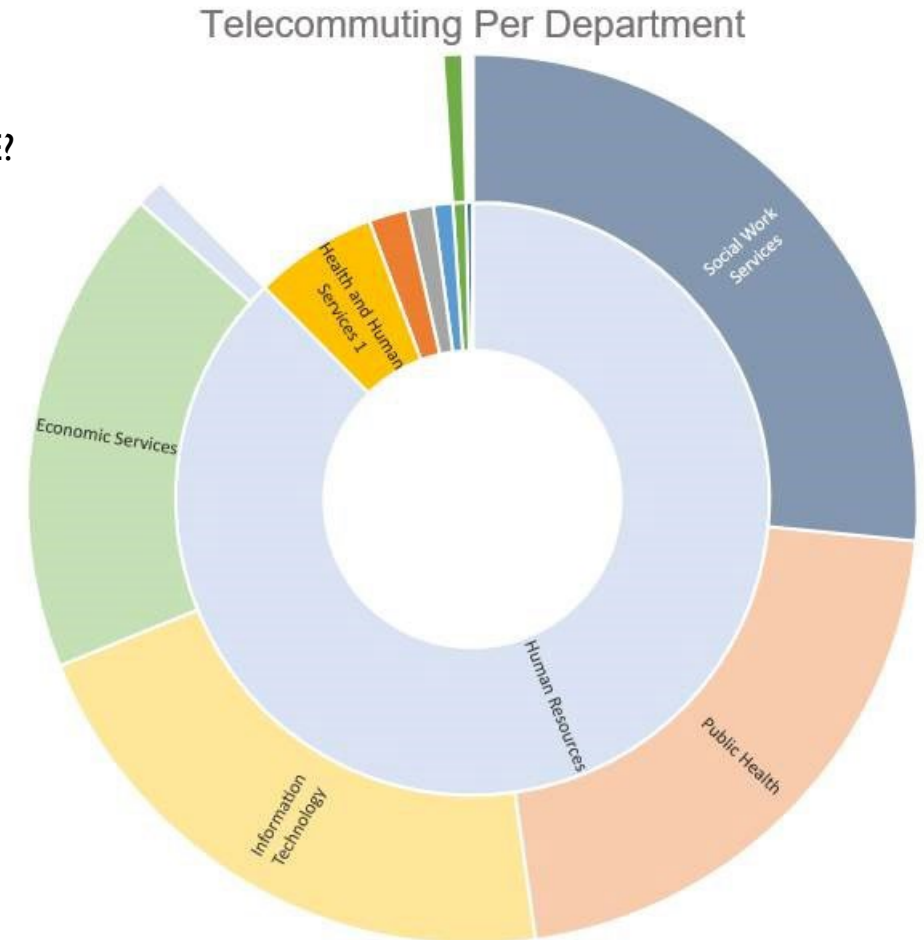
ANALYZE



DELIVER

# FACILITY PLAN DRIVERS

- DO YOU SEE A CHANGE IN THE PUBLIC'S INTERFACE WITH CITY SERVICES?
- WHAT PERCENTAGE OF THE WORKFORCE MAY BE OUTSOURCED OR TELECOMMUTE?
- HOW DO TAXES AND INCOMING FUNDS AFFECT HOW WE PRIORITIZE NEEDS?
- WILL WE REDEFINE HOW WE HANDLE THE INDOOR ENVIRONMENT?
- HOW DO MATERIALS, LIGHTS, AND ACCESSORIES PROMOTE CLEANLINESS?
- EMERGENCY OPERATION CENTERS – CRISIS VS. STANDARD OPERATING MODEL
- SQUARE FOOT PER PERSON CALCULATIONS, FLEX SPACE, ADAPTABLE SPACE
- TRANSIENT VS. FIXED POPULATION
- CITY SUSTAINABILITY AND ENERGY GOALS
- LAND OPPORTUNITIES
- DEPARTMENT ADJACENCIES
- BUILDING STATE



# BUILDING ASSESSMENT

## 3D Scanning (matterport)

- Allows The Team Virtual Access To Buildings At Any Time.
- Allow Notes To Be Added Where Challenges And Opportunities Exist
- Can Be Accessed By City Facilities For Ongoing Maintenance.



### Life Safety Concerns

Safety Hazards

### Ada Compliance

Deferred Maintenance

MEP Function

Sustainability

Short Term Maintenance Concerns

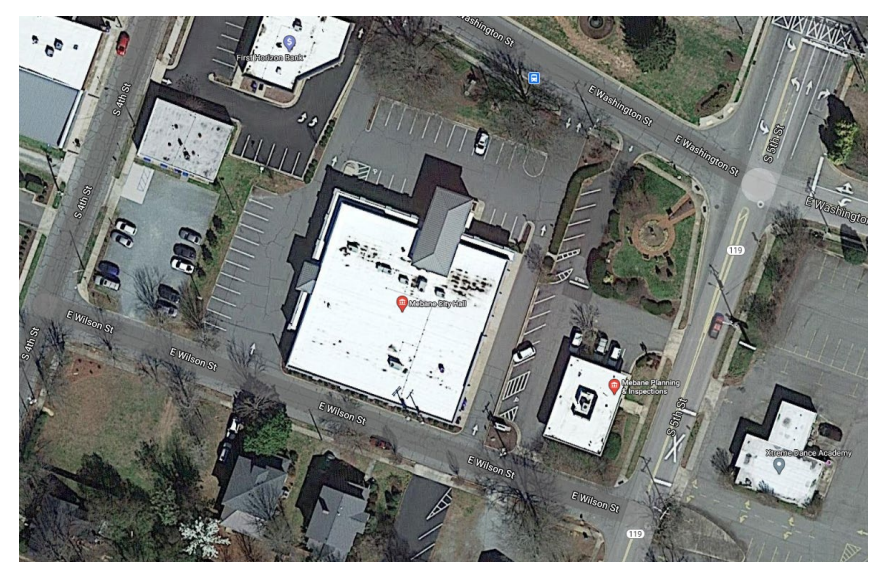
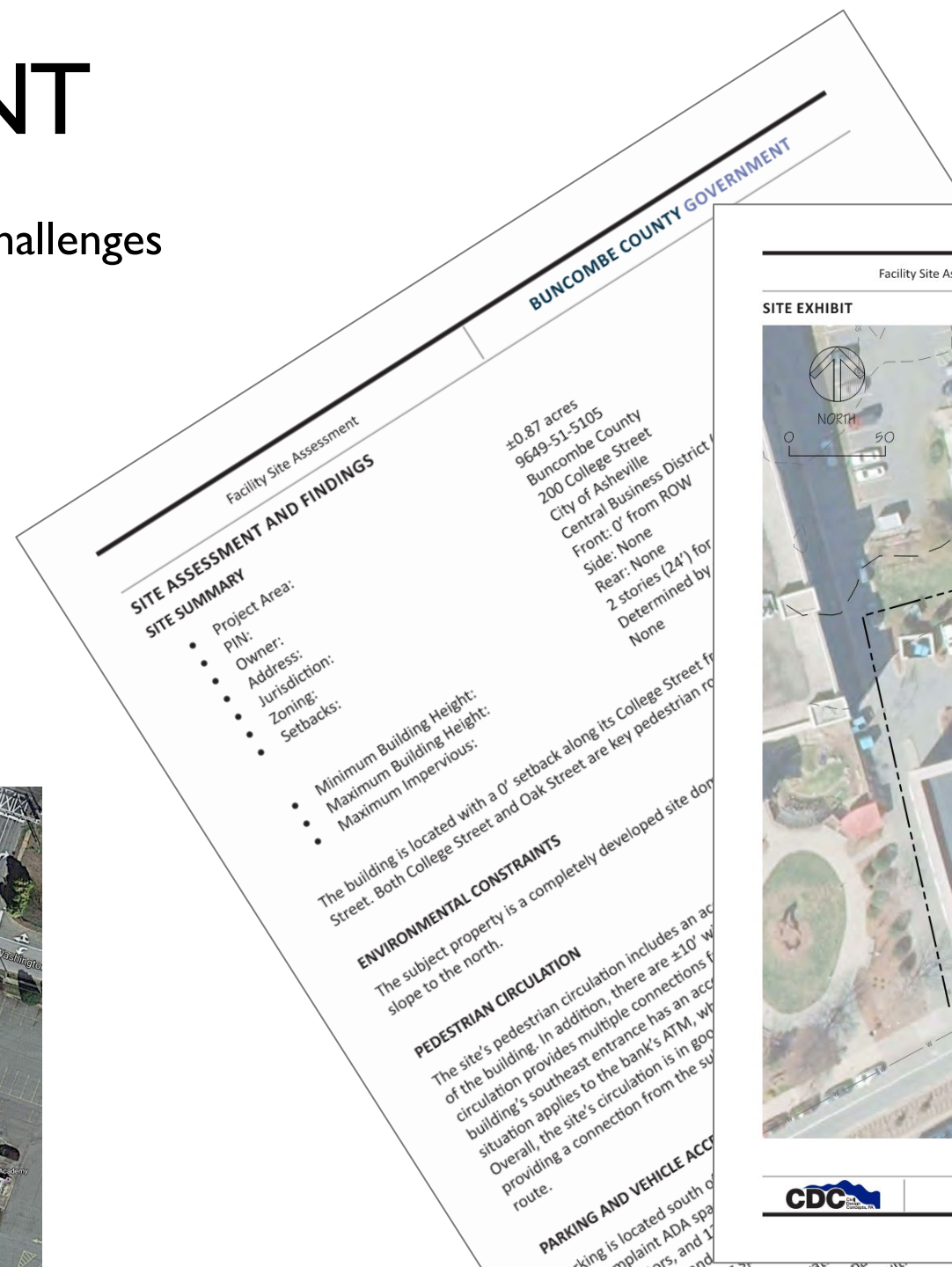
Long Term Maintenance Concerns

Efficiencies



# SITE ASSESSMENT

- Expansion Opportunities and Challenges
- Site Constraints
- Exterior Improvements
- Utility Infrastructure
- Parking and Vehicle Access
- Stormwater Management



# DEPARTMENTAL ASSESSMENT

- Organizational Charts
- Department Surveys
- Department Workshops
- Growth Projections in 5-year increments
- CPTED



Buncombe County Departmental Assessment  
CONFERENCE ROOM SPACE (includes Community Meeting/Training Space)

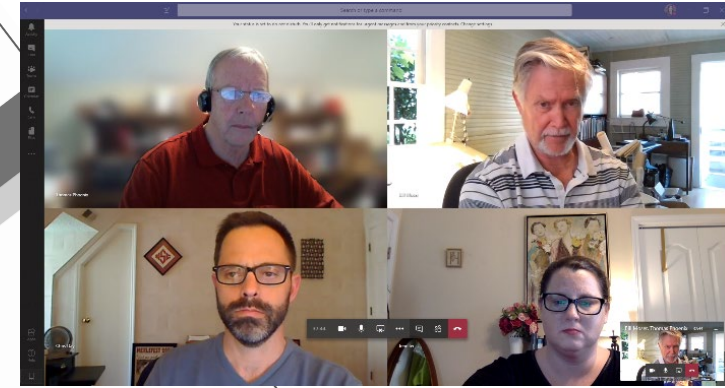
**DEFINITION**

- Small Conference Room - 8 people or less
- Medium Conference Room - 15 people or less
- Large Conference Room - 25 people or less
- Extra Large Conference Room - more than 25 people

\* If telecommuting **DOES** continue, how many and what size conference room will you continue to use virtual meetings vs. face-to-face meetings?

Small Conference Room(s)  
Medium Conference Room(s)  
Large Conference Room(s)  
Extra Large Conference Room(s)

\* If telecommuting **DOES NOT** continue, how many and what size conference room will you continue to use virtual meetings vs. face-to-face meetings?





# DEPARTMENTAL ASSESSMENT

## POLICE (Don Wertzberger)

- Crime Trends And Statistics
- Internal Growth Strategy: Patrol, Investigations, Evidence And Property
- Fixed vs. Transient Coverage
- Community Programs

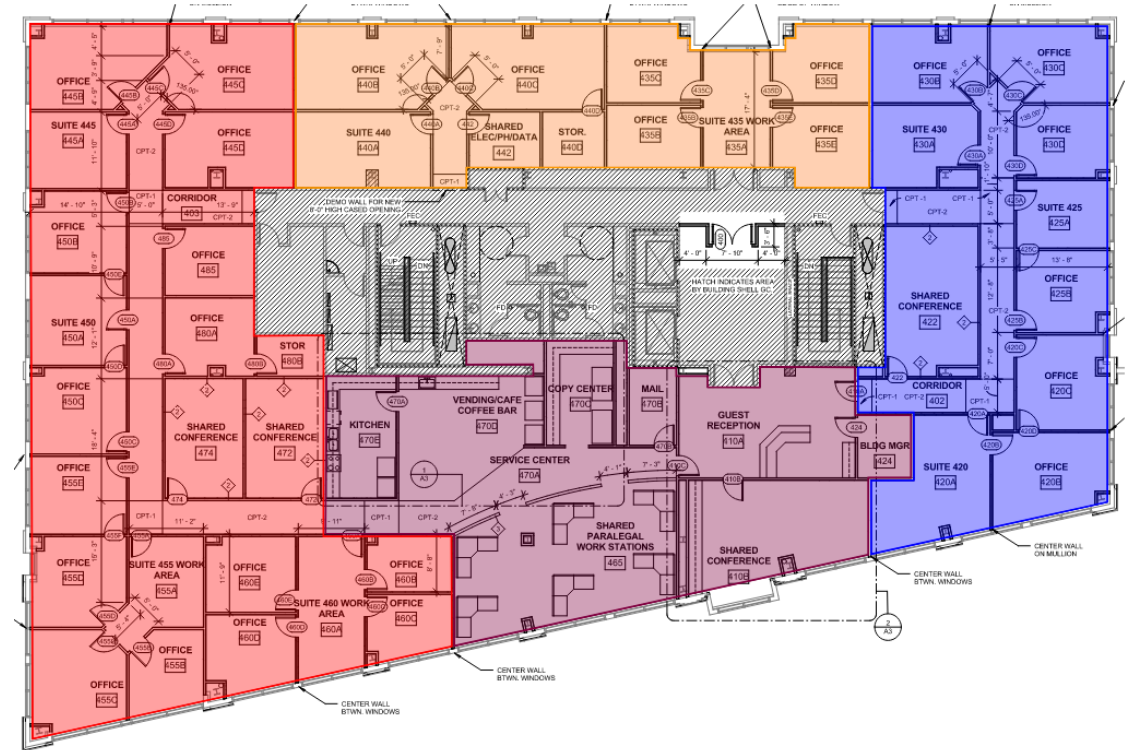
## FIRE (Greg Grayson)

- Station Location Analysis
- Opportunities to Collaborate
- Stakeholder Feedback and Input
- Equipment Costs



# DEPARTMENTAL ANALYSIS

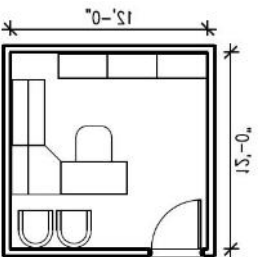
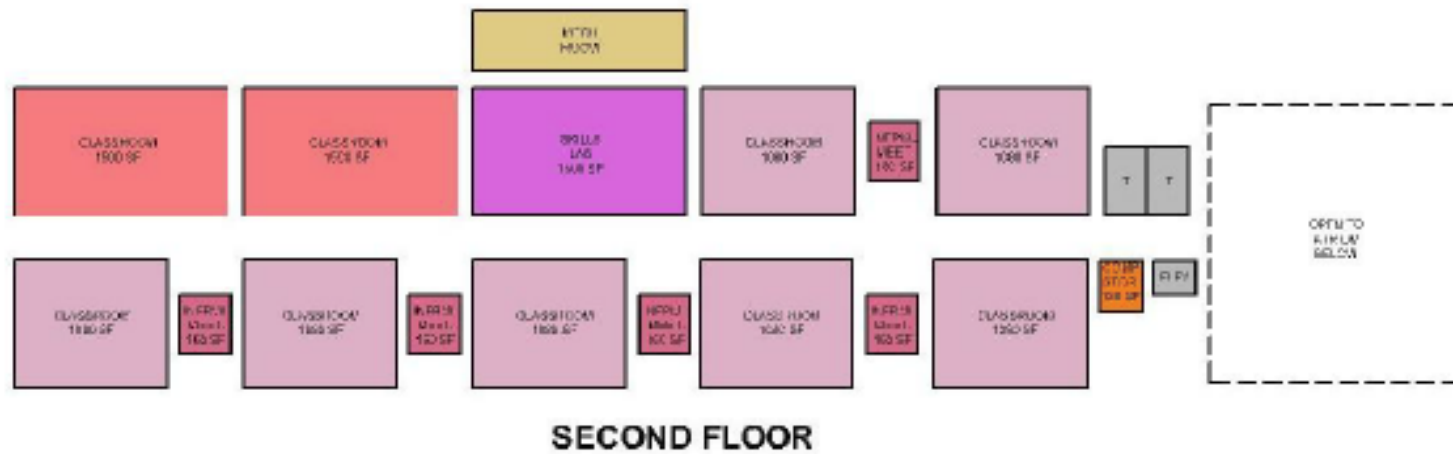
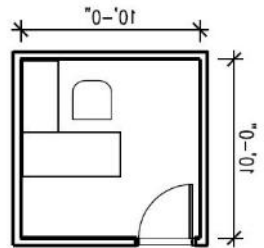
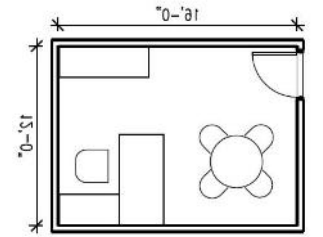
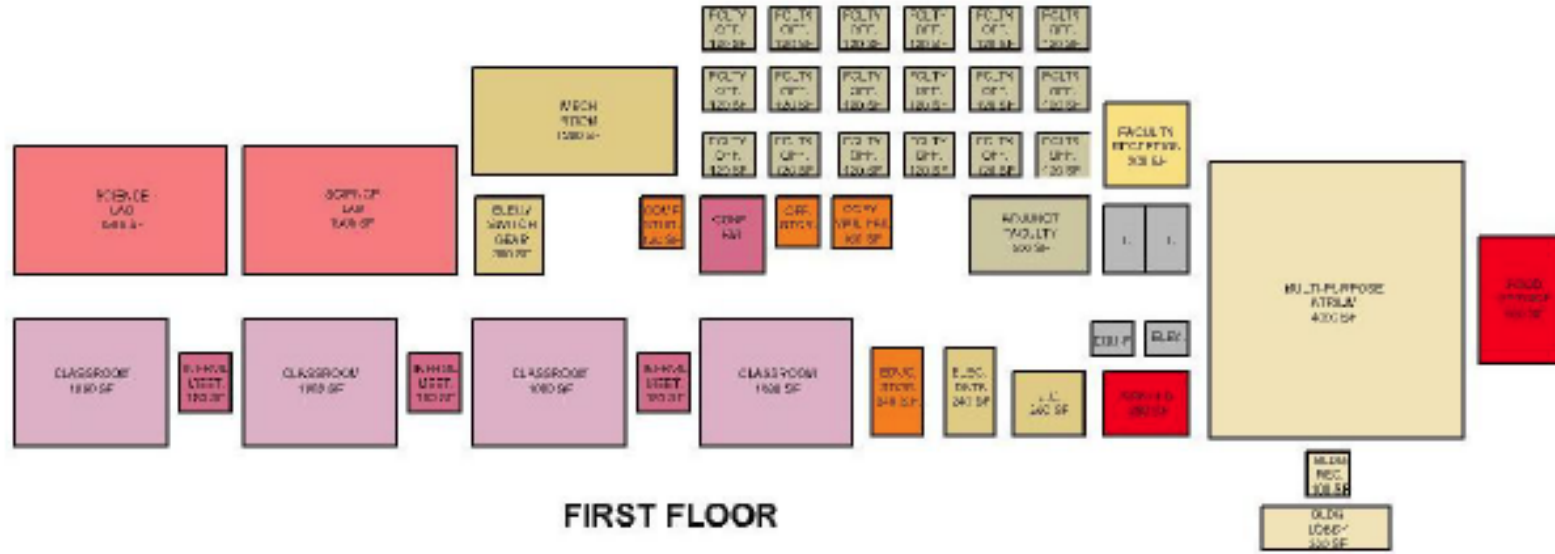
- Current vs. Future State
- Adjacencies and Efficiencies
- Agile Workplaces



# SPACE PLANNING ADJACENCIES AND EFFICIENCIES



OFFICE/  
WORKSTATIONS  
AGILE/FLEX  
HUDDLE  
TOWN HALL



# METRICS

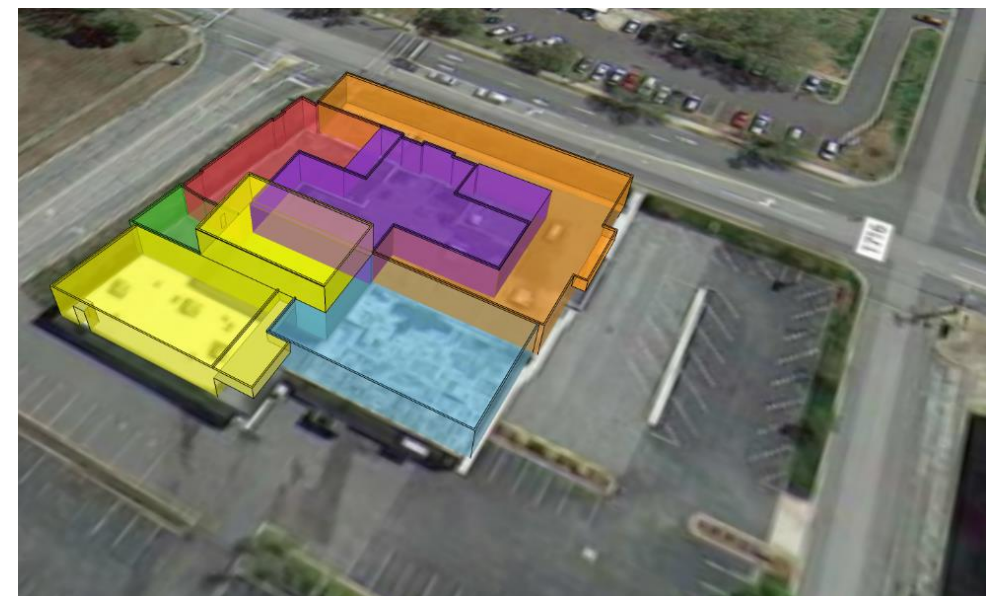
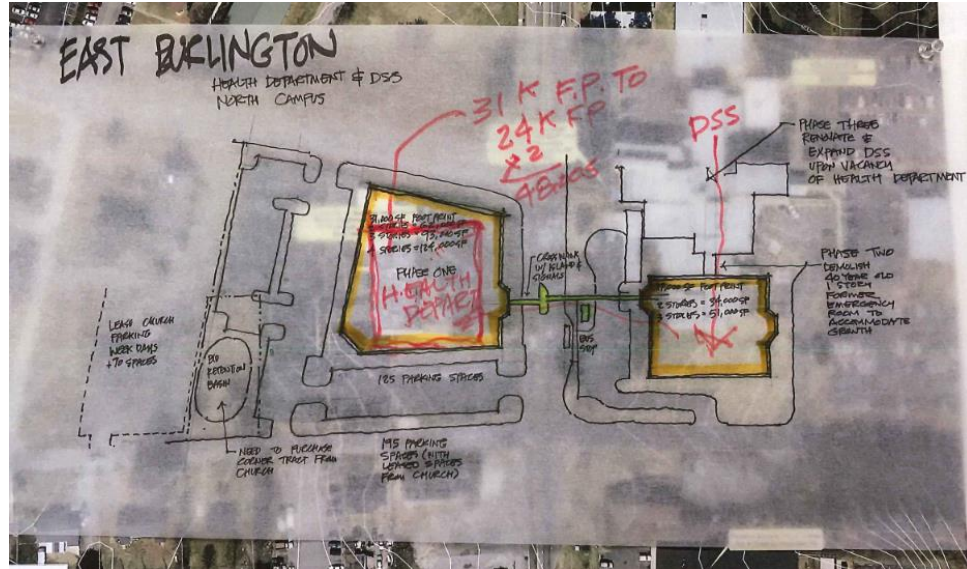
## CITY POPULATION

- Population to double between 2020 and 2035
- Residential Population vs. Commercial/Industrial Population
- Comparisons between Fuquay-Varina and Morrisville with Mebane. They have been through the growth that is anticipated for Mebane.

City	Population	Year
Mebane	32,000	2035
Morrisville	30,901	2020
Sanford	30,615	2020
New Bern	30,157	2020
Fuquay-Varina	33,080	2020


City	2010	2020	Percent Increase
Mebane*	11,459	17,499	52%
Graham	14,321	15,464	8%
Belmont	10,229	13,315	30%
Clemmons	18,685	21,169	13%
Kernersville	23,133	25,281	9%
Statesville	24,543	27,904	13%

# BUILDING / SITE ANALYSIS




# DASHBOARD

**ALAMANCE COUNTY, NC**  
FACILITIES Rating ASSESSMENT & SPACE NEEDS DASHBOARD



**SEARCH BY COUNTY BUILDING** **SEARCH BY COUNTY DEPARTMENT** **SEARCH BY SCHOOLS**



**ALAMANCE COUNTY**  
NORTH CAROLINA

### Search Buildings By County Sector



Administration and Central Permitting Services  
Graham Campus **1**

Judicial and Law Enforcement Services  
Graham Campus **2**

Emergency Services  
Martin St Campus/East Burlington Campus **3**

Human Services  
N. Graham-Hopedale Rd Campus/East Burlington Campus **4**

Miscellaneous/ Other Facilities **5**

**ALAMANCE COUNTY**  
NORTH CAROLINA

### County Office Building

124 W. Elm St



**INFO**  
Gross Area (SF) = 30,760 SF    Year Built = 1976  
Rating = B    Last Renovation = N/A

**RECORD DRAWINGS**

**DEPARTMENTS**

Finance	Purchasing	Central Communications
HR	Tax	County Manager
IT		



### Search By Department

Clerk/Governing Board	GIS	CSI	Family Justice Center
County Manager	Planning Department	District Attorney	Veterans Dept.
Finance	Register of Deeds	Jail - Detention Center	Emergency Management
Human Resources	Tax Department	Sheriff's Office	Emergency Medical Svcs.
HR/ Safety/Occup. Health	Board of Elections	Cooperative Extension	Fire Marshal
IT Department	Central Communications	Soil and Water Cons.	Landfill
Legal Department	Clerk of Court	Dental Department	Library
Purchasing Department	Corrections	Diversion Center	Maintenance
Environmental Health	Courts - Juvenile Justice	DDS	Parks
Inspections Department	Courts - Superior Court	Health Department	

- **Dynamic:** easily navigable, a living document that will be updated through-out future years and not gather dust on a shelf
- **Easy to manage** (now and in the future): easy for your team to update the document as plans, organizational charts, and more change in the future
- **Accessible:** secure but mobile so that staff can bring it to the field to review at a building or accessible from their computer anywhere.

# CAPITAL PLANNING

Item	Estimated Cost of Repair					Beyond 5 years (Additional)
	1 Year	3 Year	5 Year	Total	Allow	
	\$327,500	\$1,889,420	\$128,500	\$2,345,420	\$2,378,250	\$891,000
	\$20,000	\$1,343,970	\$25,500	\$1,389,470	\$1,395,500	\$252,500
Move exhaust from Research Lab (animal lab exhaust discharges at ground level adjacent to an entrance)	15,000			15,000	15,000	
Repair stair handrail at first level, south stair	1,500			1,500	1,500	
Transformer upgrades if Wright/Heritage renovated. The utility transformer at Bowman supports Bowman, Wright, and Heritage, does not have adequate capacity to support the renovation at Wright and Heritage. MMPA recommends that Wright and Heritage have separate utility transformers for power.	Included in Wright Renovation			0	0	
Address west side water issue (Two locations: damage caused at the gutter line from likely leakage and also at the northernmost downspout where leakage is discoloring the brick)	3,000			3,000	3,000	
Parapet - Monitor brick spalling behind metal panel annually.	0			0	0	
Curb flashing should be checked and sealed for weather tightness.						
Clean debris from roof seasonally	500			500	500	
Repair/Replace heating system (many heating system components show signs of wear and corrosion)		1,343,970		1,343,970	1,350,000	
Replace water stained ceiling tiles in classrooms			500	500	500	
Upgrade exterior lighting for egress to the public way. Existing exterior lights at the exterior doors may remain as installed. When a building is renovated the exterior doorway lights are required by Code to have illumination for emergency egress. Buildings not renovated may have exterior door lighting replaced at the convenience of the college.						
Upgrade fire alarm system and provide network capabilities. The existing fire alarm appears well maintained and in good operating condition. When buildings are renovated the fire alarm systems are required by Code to be with added detection and alarm equipment. Buildings not renovated may have systems added and/or upgraded at the convenience of the college. MMPA recommends that the college extend the campus protection by having each building fire detection system networked to provide alarm notice to the campus safety office.						
Paint wood trim and exterior doors (MMPA recommends repainting all trim at the same time to for aesthetic consistency and consistent aging of paint)						
General finishes update (paint and repair damaged VCT on 1st floor)						
Evaluate water heaters for replacement (Check the installation dates for each water heater.)						
						250,000
						2,500

# SCHEDULE

ID	% Complete	Task Name	Duration	Start	Finish	Predecessors	November 2020				January 2021					
							11/1	11/15	11/29	12/13	12/27	1/10	1/24	2/7	2/21	
1	0%	Kickoff Meeting	1 w	Mon 11/2/20	Fri 11/6/20		11/6									
2	0%	<b>Mebane Comprehensive Facility Plan</b>	69 d	Mon 11/9/20	Wed 2/17/21											2/17
3	0%	<b>Building Assessment Phase</b>	35 d	Mon 11/9/20	Wed 12/30/20											12/30
4	0%	Project Planning and Scheduling	2 w	Mon 11/9/20	Fri 11/20/20	1										
5	0%	3D Capture - Matterport	2 w	Mon 11/23/20	Tue 12/8/20	4										12/8
6	0%	Assessment Group 1	1 w	Wed 12/2/20	Tue 12/8/20	5SS+1 w										
7	0%	Assessment Group 2	1 w	Wed 12/9/20	Tue 12/15/20	6										
8	0%	Summary	2 w	Wed 12/16/20	Wed 12/30/20	7										12/30
9																
10	0%	<b>Department Assessment Phase</b>	21 d	Mon 11/9/20	Wed 12/9/20											
11	0%	Prepare Department Survey	2 w	Mon 11/9/20	Fri 11/20/20	1										
12	0%	Finalize Department Survey	1 d	Mon 11/23/20	Mon 11/23/20	11										
13	0%	Sent out Survey	10 d	Tue 11/24/20	Wed 12/9/20	12										
14	0%	Survey Responses Due	0 d	Wed 12/9/20	Wed 12/9/20	13										12/9
15																
16	0%	<b>Department Analysis Phase</b>	36 d	Tue 12/8/20	Thu 1/28/21											1/28
17	0%	Set up Interviews with Departments	1 d	Tue 12/8/20	Tue 12/8/20	18FS-2 w										12/8
18	0%	Interviews #1	3 d	Thu 12/17/20	Mon 12/21/20	14FS+5 d										
19	0%	Analysis Development	2 w	Tue 12/22/20	Wed 1/6/21	18										
20	0%	Work Session with County	1 d	Thu 1/7/21	Thu 1/7/21	19										
21	0%	Analysis Development	2 w	Fri 1/8/21	Thu 1/21/21	20										
22	0%	Analysis Summary	1 w	Fri 1/22/21	Thu 1/28/21	21										
23																
24	0%	<b>Building Analysis Phase</b>	20 d	Thu 12/31/20	Thu 1/28/21											1/28
25	0%	Building Analysis Development	1 mon	Thu 12/31/20	Thu 1/28/21	8										1/28
26																
27	0%	<b>Deliverable</b>	26 d	Wed 1/13/21	Wed 2/17/21											2/17
28	0%	Assemble Bluebeam Document	3 w	Wed 1/13/21	Tue 2/2/21											
29	0%	Deliver Study to Mebane	1 d	Wed 2/3/21	Wed 2/3/21	28										
30	0%	Owner Review/Approval	2 w	Thu 2/4/21	Wed 2/17/21	29										2/17
31																
32	0%	<b>Final Presentation</b>	1 d	Wed 2/17/21	Wed 2/17/21											2/17
33	0%	Final Presentation	1 d	Wed 2/17/21	Wed 2/17/21											2/17

PROJECT PLANNING

BUILDING ASSESSMENTS

DEPARTMENT ASSESSMENTS

DEPARTMENT ANALYSIS

DELIVER LIVING PDF DOCUMENT

BUILDING ANALYSIS

PRESENTATION



# IMPLEMENTATIONS

- Consider 15 Year Plans For Both Staffing Projections And For Capital Projects In Three 5-year Implementation Periods From 2021 To 2036.
- Consider Growth Patterns Based On Mebane's Land Development Plan (Mebane By Design) And Upon Transportation Corridors.
- Consider How Population Growth Will Impact Each Municipal Services Agency Differently, and Remember That Population Growth Is Not Necessarily The Only Metric To Consider Regarding Future Operations.
- Work With City Staff And Your City Council To Consider "Top/Down" Options. Ultimately Community Engagement With The Citizens Of Mebane Will Be Important.
- Bluebeam Dashboard is revisited and revised as required during the next 15 years and beyond.
- Review Practices and Trends that impact the delivery of municipal services in the future; technology and communications, neighborhood and district safety and cohesiveness



# WHY CPL

## WE WILL

**GET YOU ACROSS THE FINISH LINE**

**BUILD CONSENSUS WITH CONSTITUENCIES**

**ENGAGE THE STEERING COMMITTEE**

**STEER BUDGET COMMUNICATION**

**EMBRACE COMMUNICATION STYLES**

**LISTEN**