

MINUTES FOR BOARD OF ALDERMEN MEETING
March 8th, 2011
6:00 PM

The following elected officials were present: Mayor Coleman, Alderman Beaty, Alderman Friday, Alderman Huggins, Alderman Martin, and Alderman Withers.

The following staff members were present: Ed Munn, Interim Town Manager; Maria Stroupe, Administrative Services Director; Doug Huffman, Electric Director; Gary Buckner, Police Chief; Bill Trudnak, Public Works Director; David Kahler, Community Development Director; Anne Martin, Recreation Director; and Steve Lambert, Fire Chief. Pennie Thrower, Town Attorney, was absent.

The Mayor called the meeting to order at 6:02 pm.

Mayor Coleman opened with the Invocation and the Pledge of Allegiance to the Flag. The Mayor asked if there were any additions or deletions to the agenda. Mayor Coleman requested two additions to the agenda: 1) Street Closures for May events and 2) A request for use of Dennis Frankin Gym. Mr. Withers made a motion to set the agenda including the two additions, seconded by Mr. Martin, and carried unanimously.

Mr. Huggins made a motion to approve the minutes from the February 8, 2011 regular meeting and the February 22, 2011 special meeting, seconded by Mr. Beaty, and carried unanimously.

Recognition of Citizens:

Mr. Frank Milton, 518 E. Carpenter St., brought three items to the Board. The first item concerned property at the corner of E. Carpenter St. and S. Davis St. There is excessive runoff from this property during rain events that impacts E. Carpenter St. The second item concerned trees on the property next to his. During the last weather event a tree from that property fell into the street, but if it had fallen the other direction it would have hit his carport. There are other trees on the property that concern him. Finally, he requested that a community policing event be held in his community similar to the one held in Summey Knoll previously. He would like to see this event held during the spring this year.

Ms. Mary Anne Carpenter, 108 Church St., informed the audience that the Women of the Methodist Church were sponsoring a Port-a-Pit Chicken fundraiser to raise money for their Scholarship Fund. Wanted to invite all to come, but tickets must be purchased in advance.

Recognition of Employees:

Item 6A, recognized Connie Cobb for 10 years of service with the Town of Dallas. February 14, 2011 marked Connie's 10th year of service. Connie was originally hired as a Telecommunicator at the Police Department and continues to serve the Town in this capacity still. Mayor Coleman and the Board expressed their appreciation to Connie for her service. (Exhibit A)

Item 6B, recognized the Town's newest Police Officer, Ryan Bruce Maxwell. Bruce began his career with Dallas on November 17, 2010. Mayor Coleman and the Board welcomed Bruce to Dallas.

Consent Agenda:

There was no consent agenda.

Public Hearing:

There was no public hearing.

Old Business:

There was no old business.

New Business:

The first item, Item 8-A, was information concerning a Clean Water Management Trust Fund grant opportunity. The Town has been given the opportunity to receive CWMTF grant monies to address a critical stormwater issue at 110 E. Gibbs St. (Exhibit B) The creek that runs along the property has eroded the banks and is within about 10 feet of the residence. The owners of the property are John and Jane Jarrell. They have indicated that they would be willing to allow the County to do the work. The grant would provide \$13,000 to repair the creek and shore up the banks to prevent further erosion. The Town would have to match ¼ of that amount (\$3,250), using storm water funds. Gaston County is going to be the applying agency for this grant and would be responsible for the administration of the grant; Dallas would receive the funds from them. Mr. Beaty made a motion to accept the funds and provide the match, seconded by Mr. Martin, and carried unanimously.

The second item, Item 8-B, was a discussion concerning the Gaston Career Climb. The Gaston Chamber of Commerce has approached the Town and requested that we officially support the Gaston Career Climb program. The program encourages high school students to stay in school and graduate, and provides a certification to help residents of Gaston County obtain training and jobs. (Exhibit C) The program tries to match prospective employees with employers. Next year the program will be expanded to North Gaston High School. Other towns such as Cherryville, Stanley, and Belmont have agreed to recognize the Career Readiness Certificates. Mr. Martin made a motion to support the Gaston Career Climb program, seconded by Mr. Beaty, and carried unanimously.

The third item, Item 8-C, was a report from Mr. Trudnak concerning Water Plant improvement and reporting procedures. The State recently completed an inspection of our water plant and had several suggestions to improve operations. The staff have reviewed these recommendations and have scheduled improvements to address all the items identified. In addition, changes have been made to improve reporting procedures, public notices, and accountability at the water plant. Amelia Hamrick, Water Plant ORC, was present and discussed an incident that occurred on

December 25th that required a public notice. The notice was required by state law as the water level fell ½ foot outside of standard parameters. At no time was the public in danger. Extra alarms and procedures have been implemented to prevent this occurring again.

The fourth item, Item 8-D, was the additional item concerning street closures for May events. The first event, Blues Out Back, will be held on May 13, 2011 at the Museum. Mr. Huggins made a motion to close Holland St. from Main St. to Church St. from 5:30 pm until 8:30 pm to allow for this event, seconded by Mr. Withers, and carried unanimously. The second event, Memorial Day Car Show, will be held May 28, 2011 on Main Street. Mr. Beaty made a motion to close Main St. from College St. to Holland St. for this event (time to be best determined by the Police Department), seconded by Mr. Martin, and carried unanimously.

The fifth item, Item 8-E, was the additional item concerning a request for use of the Dennis Franklin Gym. A request has been received from an AAU basketball coach to use the gym facility 2 days per week during the season for practices. Mr. Huggins made a motion to approve the use, seconded by Mr. Beaty. Current Town policies do not allow for use of the gym outside of the Town recreation department. The motion was withdrawn after discussion of the policy.

Item 9, was a manager's report from Mr. Ed Munn, Interim Town Manager.

Closed Session:

There was no closed session.

Mr. Beaty made a motion to adjourn, seconded by Mr. Withers, and carried unanimously. (6:58)

Rick Coleman, Mayor

Maria Stroupe, Town Clerk

CERTIFICATE OF APPRECIATION

This certificate is awarded to

CONNIE M. COBB

in recognition of her 10th anniversary with the Town of Dallas on **February 14, 2011**
and in gratitude for her years of dedication and service

TOWN OF DALLAS

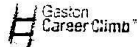


<i>Rick Coleman</i>	<u>3-8-11</u>
Signature	Date
<i>[Signature]</i>	<u>3-8-11</u>
Signature	Date





Executive Summary



2009 Advisory Board

Tuga Adams
First Gaston Foundation

Robert Becker
Office of US Rep. Sue Myrick

Elyse Cochran
Gaston Regional Chamber

Patty Crawford
Gaston Career Climb

David Hampton
WIX

Cathy Kenzig
Alliance for Children & Youth

Donna Lockett
Gaston Together/
Gaston 2012

Dr. Malinda Lowery
Multiple Choice, Inc.
Spurgeon Mackie Community
Foundation
of Gaston County

Fred Padgett
Bridgestone/Firestone

Tracy Philbeck
Gaston County Commission

Dr. Richard Rankin
Glenn Foundation

Dr. Ed Smith
Gaston Career Climb

Barbara Voorhees
Glenn Foundation

Program Mission:

Gaston Career Climb (formerly named Diploma Plus) is a collaborative workforce development process that will position Gaston County as the preferred location for economic development by establishing and sustaining a Nationally Certified and Skilled Workforce.

What is it?

Gaston Career Climb is a partnership between local philanthropic Foundations and community organizations including Gaston Together/Gaston 2012, Gaston College, Gaston County Schools, Gaston Regional Chamber (GRC), Gaston Economic Development Commission (EDC), JobLink/Employment Security Commission (ESC), Gaston Workforce Development Board, and the Alliance for Children & Youth (Communities in Schools.) The program is not initially creating "new" methodologies in our area. The goal is to establish and maintain a collaborative partnership among agencies in Gaston County that are currently involved in workforce development to implement a comprehensive marketing plan to businesses to create a "demand" for existing workforce development programs. *Gaston Career Climb* represents a countywide approach to elevate the value of education and prepare individuals for career and salary advancement opportunities. The marketing initiative will include promoting employment skills training enhancement to ALL citizens of Gaston County.

Desired Outcomes:

- Create/maintain nationally certified skilled workforce to support economic development
- Provide career track for GED and Adult learners (ages 16-99) at Gaston College (approximately 400 GED graduates annually and more than 4,000 students currently in Adult learning programs)
- Provide career enhancement for Gaston College Students who have a High School Diploma
- Create a demand from businesses for employees with a Career Readiness Certificate (CRC)
- Promote Career Readiness Certificate (CRC) and KeyTrain, the complimentary training program, in local law enforcement agencies and the judicial system
- Work with all populations served by Workforce Development Board and Joblink/ESC to enhance/strengthen work skill readiness
- Increase the usage of KeyTrain by current high school dropouts using the Workforce Investment Act Teen Center
- Create a Collaborative Marketing Campaign for WorkKeys and KeyTrain to include all program partners designed to increase the use of WorkKeys as a selection and development tool
- Engage Emerging Workforce in a work skills specific certification process thereby creating graduates with both a High School Diploma and a Career Readiness Certificate
- Contribute to a reduction in the drop-out rate in Gaston County Schools



Specific Outcomes (at the end of the first 3 year cycle):

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- Reduce employee turnover rates at 10 Gaston County businesses per year by implementing use of WorkKeys as an employee placement/ selection tool
- Engage 4,000 new Keytrain users per year in 12 existing and/or new public access career resource centers across Gaston County
- Increase the number of current high school dropouts who can utilize Workforce Investment Act Youth Service Center .by 10% per year
- Issue 500 Career Readiness Certificates per year issued through Gaston College
- Increase the number of inmates in the Gaston County jail prepared for employment by 100% to 30 graduates per year
- Promote the advantages of a Career Readiness Certificate and a High School Diploma to Gaston County citizens through a targeted marketing campaign
- Evaluate all 3,000 ninth grade students using the KeyTrain skills evaluation process
- Evaluate and train 400 ninth grade students with the KeyTrain skill development process as a pilot program in year one

Organizational Structure and Accountability:

Gaston Together (501C3 organization) will receive grant funding, provide general oversight to *Gaston Career Climb* and contract with collaborative partners to implement the *Gaston Career Climb* process. While each partnering organization will be actively engaged in implementation, the Gaston Regional Chamber (GRC) under the direction of the GRC President/CEO will serve as the primary partner. Gaston Together will serve as the point of contact for funding sources and the *Gaston Career Climb* Advisory Board. Accountability and benchmarks of outcomes will be developed and maintained. Businesses' commitment to recognize, recommend or require the Career Readiness Certificate (CRC) is critically important to the success of this initiative. To date 20 employers have agreed to fully participate in and support this initiative upon implementation in the county. Gaston Regional Chamber members and non-members are being asked to participate in the process by recognizing, recommending or requiring the Career Readiness Certificate (CRC) for employment.

Funding:

Generated in response to a joint philanthropic request from three local foundations, Gaston Together, under its Gaston 2012 initiative, has developed a community collaborative to launch a major workforce development preparedness process that has the potential to leave lasting legacy on the entire county while creating and enhancing job opportunities for local citizens. Of the three year \$725,000 budget (with an additional \$737,000 in in-kind contributions), the local foundations have provided \$600,000 in funding. Program partners will actively pursue additional funding upon approval and implementation of *Gaston Career Climb*. Sustainability will be achieved by funding from local business, other foundations, federal and state grants in years four and beyond. Existing financial and staff resources will also be allocated, as needed, from all partnership organizations.

Governance:

Gaston Together, in partnership with the Gaston Regional Chamber (Primary Partner), will form a *Gaston Career Climb* Advisory Board to guide the progress, advancement and accountability of the program consisting of representatives from funding sources, partnering organizations charged with developing the workforce, and the business community.

(02-09-09)

HIRE THE RIGHT PERSON.
PROVIDE THE RIGHT TRAINING.
PROMOTE THE RIGHT CANDIDATE.

Companies that have already
agreed to recommend,
recognize or require a
Career Readiness Certificate
for their hiring practices:



FOR EMPLOYERS, THE CAREER
READINESS CERTIFICATE (CRC):
ASSESSES THE JOB SKILLS VIA ACT
WORKKEYS, SIMPLIFIES HIRING BY
STREAMLINING THE APPLICATION
PROCESS, MATCHES THE RIGHT
PERSON WITH THE JOB THEREBY
REDUCING TURNOVER, REDUCES
TRAINING TIME AND INCREASES
THE SKILL LEVEL OF EXISTING
EMPLOYEES.

Where do I send my employees for the
assessment?

Gaston College www.gaston.edu

Contact Becky McLain at 704-922-6352

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- City of Gastonia
- Cookson Company
- Curtiss Wright
- Danaher Tool Group
- Dole Agricultural Food Products
- Emergency Medical Services (GEMS)
- enVert Entertainment
- Express Employment Professionals
- Firestone Fibers and Textiles
- Freightliner
- Gaston College
- Gaston County
- Gaston County Police Department
- Gaston County Sheriff's Office
- Gaston Day School
- Gaston Regional Chamber of Commerce
- Gastonia City Fire Department
- Gastonia City Police Department
- Gastonia Plumbing and Heating
- Gastonia Sheet Metal
- Gray, Layton, Kersh, Solomon, Furr and Smith, PA
- Holy Angels
- Jackson Hewitt Tax Service
- Montcross/Belmont Chamber of Commerce
- Multiple Choice
- Nueman Technologies
- Personnel Services Unlimited
- Pharr Yarns
- PSNC Energy
- Roechling
- School Resources
- Staffmark
- Stanley Police Department
- Stanley Total Living Center
- Stanton Enterprises-McDonalds Franchises (6)
- Treescape, Inc.
- Type G Engineered Development, LLC
- U.S. National Whitewater Center
- Watson Insurance
- WIX

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Career Readiness Certificate

What is a Career Readiness Certificate?

The Career Readiness Certification (CRC) is an assessment-based credential that gives employers and career seekers a uniform measure of workplace skills.

Gaston Career Climb Community Partners

The Glenn Foundation

*The Community Foundation
of Gaston County, Inc.*

First Gaston Foundation

*Gaston Together
(Gaston 2020 Initiative)*

Gaston Regional Chamber

Gaston College

Gaston County Schools

*NC Employment Security
Commission (Joblink)*

*Gaston County
Workforce Development Board*

*Gaston County Economic
Development Commission*

*The Alliance for Children & Youth
(Communities in Schools)*

For information regarding Gaston Career Climb:

Ed Smith, Ph.D.

Director

Phone: 704-864-2621 ext 103
EdSmith@gastonchamber.com

Sheron N. King, MS.Ed

Program Coordinator

Phone: 704-864-2621 ext 13
Sheron@gastonchamber.com

How does the CRC work?

The certificate is based on the WorkKeys assessment tests. To earn a CRC, individuals undergo testing related to reading, applied math, and locating information. Individuals can earn 3 levels of Career Readiness Certificates based on their test performance.

What are the requirements?

Anyone with a high school diploma or GED is qualified to take this assessment. This is a computer-based assessment; however, if you do not feel comfortable using a computer, a pencil and paper version is offered as well.

What are the 3 CRC levels?

A *Gold* certificate signifies that a recipient possesses skills for 85% of jobs profiled by WorkKeys in the three specific skill areas.

A *Silver* certificate signifies that a recipient possesses skills for approximately 65% of jobs profiled by WorkKeys in the three specific skill areas.

A *Bronze* certificate signifies that a recipient possesses skills for approximately 30% of the jobs profiled by WorkKeys in the three specific skill areas.

How does one obtain a CRC?

Career seekers can obtain a Career Readiness Certificate by taking the WorkKeys assessment at any Gaston College campus. You do not have to take college classes to obtain a CRC; it is simply a job skills assessment offered through all NC Community Colleges.

How will job seekers benefit?

For job seekers, the CRC serves as a portable credential that can be more meaningful to employers than a high school diploma or resume citing experience in a different job setting. Obtaining a CRC further verifies that you can handle the kinds of tasks that are common in today's workplace.

What are companies looking for?

Over 100 businesses in Gaston County now recommend or require applicants obtain a Career Readiness Certificate before going through the hiring process. Obtaining a CRC allows you to show prospective employers that you possess the basic skills required for the job. For more information, visit www.CRCNC.org

