

RESOLUTION NO. 13-50RESOLUTION AUTHORIZING THE CITY MANAGER TO CONVEY REAL PROPERTY
LOCATED OFF SUNRISE DRIVE

WHEREAS, North Carolina General Statutes Section 160A-269 provides for the sale of real property by negotiated offer, advertisement, and upset bids; and

WHEREAS, the City of Asheville owns certain property off Sunrise Drive, being PIN 9638-76-2779-00000; and

WHEREAS, the City of Asheville has received an offer to purchase said property from Michael Falknor of Asheville in the amount of \$35,000; and

WHEREAS, on February 15, 2013 the City Clerk duly published an advertisement for upset bids in the Asheville Citizen-Times; and

WHEREAS, the City received no upset bid in response to said advertisement; and

WHEREAS, the City has no anticipated need for the property;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ASHEVILLE THAT:

Pursuant to North General Statute Sec. 160A-269, the City Manager is hereby directed to convey the parcel of real property off Sunrise Drive, PIN 9638-76-2779-0000 to Michael Falknor for \$35,000.00. In addition, the City Manager is hereby authorized to execute any and all documents necessary to give effect to this resolution, subject to approval by the City Attorney, and compliance with applicable North Carolina law.

Read and approved and adopted this 26th day of March 2013.

Magdalen Boulson
CITY CLERK

Jim Bellamy
MAYOR

Approved as to form:

[Signature]
CITY ATTORNEY

Magdalen Boulson
City Clerk

RESOLUTION NO. 13-51

RESOLUTION AUTHORIZING THE CITY MANAGER TO CONVEY REAL PROPERTY LOCATED OFF JEFFERSON DRIVE

WHEREAS, North Carolina General Statutes Section 160A-269 provides for the sale of real property by negotiated offer, advertisement, and upset bids; and

WHEREAS, the City of Asheville owns certain property off Jefferson Drive, being a 0.11 acre portion of PIN 9648-08-1684-00000; and

WHEREAS, the City of Asheville has received an offer to purchase said property from Rebecca and Lee Lance of Asheville in the amount of \$25,000; and

WHEREAS, on February 15, 2013 the City Clerk duly published an advertisement for upset bids in the Asheville Citizen-Times; and

WHEREAS, the City received no upset bid in response to said advertisement; and

WHEREAS, the City has no anticipated need for the property;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ASHEVILLE THAT:

Pursuant to North General Statute Sec. 160A-269, the City Manager is hereby directed to convey a 0.11 acre parcel of real property off Jefferson Drive, portion of PIN 9648-08-1684-00000 to Rebecca and Lee Lance for \$25,000.00. In addition, the City Manager is hereby authorized to execute any and all documents necessary to give effect to this resolution, subject to approval by the City Attorney, and compliance with applicable North Carolina law.

Read and approved and adopted this 26th day of March 2013.

Magdalen Baulson
CITY CLERK

Jim Bellamy
MAYOR

Approved as to form:

[Signature]
CITY ATTORNEY

Magdalen Baulson
City Clerk

RESOLUTION NO. 13-52

RESOLUTION DIRECTING THE CITY CLERK TO ADVERTISE A SEALED BID SALE OF THREE PARCELS OF CITY OWNED PROPERTY, KNOWN AS THE (1) SHORT STREET LOT, (2) S. BEAUMONT LOT, AND (3) HANSEL AVENUE LOT

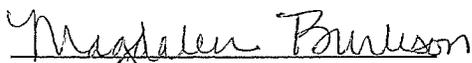
WHEREAS, North Carolina General Statutes Section 160A-268 provides for the sale of real property by advertisement and sealed bid; and

WHEREAS, the City of Asheville owns certain properties identified as Short Street lot (0.12 acres, PIN 9649-11-8703-00000), S. Beaumont lot (0.204 acre, PIN 9648-69-7439-00000) and Hansel Avenue lot (0.69 acres, – PINs 9638-49-6279-00000 and 9638-49-6460-00000);

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ASHEVILLE THAT:

1. The Asheville City Council hereby authorizes the sale of the following described vacant lots by sealed bid: Short Street lot (0.12 acres, PIN 9649-11-8703-00000), S. Beaumont lot (0.204 acre, PIN 9648-69-7439-00000) and Hansel Avenue lot (0.69 acres, PINs 9638-49-6279-00000 and 9638-49-6460-00000).
2. The City will accept sealed bids for the properties until 2 p.m., Friday May 3rd, 2013. Bids shall be delivered to the office of the Real Estate Manager, Room 508, fifth floor of Asheville City Hall, 70 Court Plaza, Asheville N.C.
3. At 2 p.m., Friday, May 3rd, 2013, all bids received shall be open in public and the amount of each bid recorded. The record of bids shall be reported to the Asheville City Council at their regular meeting on Tuesday, May 14th 2013 at 5 p.m.
4. The Asheville City Council will determine the highest qualifying bid for each property and award the bid(s).
5. To qualify, a bid must be accompanied by a bid deposit of five percent (5%) of the amount of the bid, in the form of cash, cashier's check, or certified check. The deposit of the highest bidder(s) will be held until the sale of property is closed; and if the bidder refuses to close, then the bid shall be forfeited to the City. The deposits of other bidders will be returned at the time of the award.
6. The City reserves the right to withdraw the any or all of the properties from sale at any time and the right to reject all bids.

Read and approved and adopted this 26th day of March 2013.


CITY CLERK


MAYOR

Approved as to form:


CITY ATTORNEY


City Clerk

RESOLUTION NO. 13-53

A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH THE ASHEVILLE HUMANE SOCIETY FOR ANIMAL SHELTER SERVICES FROM JULY 1, 2012 THROUGH JUNE 30, 2013

WHEREAS, pursuant to N.C.G.S. §160A-493, the City may contribute to the support of an animal shelter and for these purposes may appropriate funds not otherwise limited as to use by law; and

WHEREAS, pursuant to N.C.G.S. §160A-20.1, the City has authority to contract and appropriate money to any person, association, or corporation in order to carry out any public purpose; and

WHEREAS, the City Council has determined that it is in the public interest to provide animal shelter services for the City of Asheville; and

WHEREAS, the amount of the Agreement is \$230,004 and the monies have been budgeted in the Asheville Police Department's FY 12-13 budget;

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ASHEVILLE THAT:

The City Manager is hereby authorized to enter into an agreement with the Asheville Humane Society to provide animal sheltering services for the City of Asheville for the FY 2012-2013 for \$230,004.

Read, approved and adopted the 26th day of March, 2013.

Magdalena Burlington
City Clerk

Tommy Bellamy
Mayor

Approved as to form:

[Signature]
City Attorney

Magdalena Burlington
City Clerk

RESOLUTION NO. 13- 54

RESOLUTION AUTHORIZING THE CITY MANAGER TO ACCEPT GRANT FUNDS UNDER THE U.S. CONFERENCE OF MAYORS / PURDUE PHARMA PRESCRIPTION DRUG ABUSE AWARENESS RECOGNITION PROGRAM.

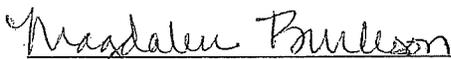
WHEREAS, the City has the authority pursuant to N.C.G.S. 160A-17.1 to apply for and receive grants from the State and to enter into contracts for the administration of said grants; and

WHEREAS, the U.S. Conference of Mayors/Purdue Pharma Prescription Drug Abuse Awareness Recognition Program has awarded a grant to the City of Asheville in the amount of \$5,000 to eliminate the use of illegal and non-prescribed drugs in school- aged children.

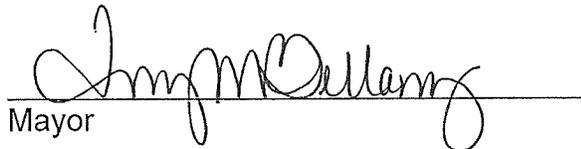
NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ASHEVILLE THAT:

The City Manager be, is hereby, authorized to accept and enter into an agreement with the U.S. Conference of Mayors / Purdue Pharma Prescription Drug Abuse Awareness Recognition Program, for a grant in the amount of \$5,000.

Read, approved and adopted this 26th day of March, 2013.



City Clerk



Mayor

Approved as to form:



City Attorney



City Clerk

RESOLUTION NO. 13-55

RESOLUTION AUTHORIZING THE CITY MANAGER TO ACCEPT DEMOCRATIC NATIONAL CONVENTION (DNC) EQUIPMENT DONATIONS FROM THE CITY OF CHARLOTTE FOR ASHEVILLE POLICE DEPARTMENT

WHEREAS, pursuant to N.C.G.S. 160A-240.1, a city may acquire, by gift, grant, devise, exchange, purchase, lease or any other lawful method, the fee or any lesser interest in real or personal property for use by the City or any department of the City; and

WHEREAS, pursuant to N.C.G.S. 160A-280, a city may donate to another governmental unit any personal property, including supplies, materials and equipment, that the governing board deems to be surplus, obsolete, or unused; and

WHEREAS, the City of Charlotte has approved by resolution the donation of DNC equipment to the Asheville Police Department;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ASHEVILLE THAT:

The City Manager is hereby authorized to accept Democratic National Convention equipment donated to the Asheville Police Department from the City of Charlotte.

Read, approved, and adopted this 26th day of March 2013.

Magdalen Boulson
CITY CLERK

Jim Bellamy
MAYOR

APPROVED AS TO FORM:

[Signature]
CITY ATTORNEY

Magdalen Boulson
City Clerk

RESOLUTION NO. 13-56

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A CONTRACT WITH RENAISSANCE PLANNING GROUP FOR THE PROJECT KNOWN AS THE TRANSPORTATION NETWORK PLAN FOR THE EAST OF THE RIVERWAY SUSTAINABLE COMMUNITIES INITIATIVE

WHEREAS, the City of Asheville has authority pursuant to Article 3 of Chapter 160A of the North Carolina General Statutes to enter into contracts for services with other entities; and

WHEREAS, on February 22, 2011, the City Council approved the Cooperative Agreement with the Federal Transportation Administration for the use of TIGER II Planning Grant funds, including the allocation of funds for Greenways; and

WHEREAS, proposals were solicited for the project known as Transportation Network Plan for the East of the Riverway Sustainable Communities Initiative; and

WHEREAS, Renaissance Planning Group submitted a proposal that was reviewed by a committee of Transportation and Community Development staff and that committee recommend approval of the contract;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ASHEVILLE THAT:

The City Manager is hereby authorized to execute on behalf of the City of Asheville a contract in the amount of \$100,000 with Renaissance Planning Group, or up to the budgeted amount for the project known as the Transportation Network Plan for the East of the Riverway Sustainable Communities Initiative.

Read, approved and adopted this the 26th day of March, 2013.

Madalen Boulton
City Clerk

Jim Bellamy
Mayor

Approved as to form:

[Signature]
City Attorney

Madalen Boulton
City Clerk

RESOLUTION NO. 13- 57

RESOLUTION SUPPORTING THE VISION AND MISSION OF THE NEIGHBORHOOD
ADVISORY COMMITTEE

WHEREAS, on April 24, 2012, City Council adopted Resolution No. 12-98 establishing a Neighborhood Advisory Committee for the City of Asheville and directing the Committee to provide a report to Council setting forth a plan for carrying out its functions; and

WHEREAS, on February 26, 2013, a report from the Neighborhood Advisory Committee was delivered to the Council; and

WHEREAS, the City Council finds that the Report fulfills the direction of Resolution 12-98, and is consistent with the City's Strategic Operating Plan;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ASHEVILLE AS FOLLOWS:

1. That the Report of the Neighborhood Advisory Committee delivered to Council on February 26, 2013, is approved as submitted;
2. That the Mission and Vision statements as set forth in the Report, with an amendment of an additional goal that the Neighborhood Advisory Committee will help get the information out to the neighborhoods about the City's master plans, are specifically endorsed as being consistent with the City's Strategic Operating Plan.

Read, approved and adopted this 26th day of March, 2013.

Magdalen Boulson
City Clerk

Jimmy Bellamy
Mayor

Approved as To Form:

[Signature]
City Attorney

Magdalen Boulson
City Clerk

Vision, Mission and 2013 Action Plan for the Neighborhood Advisory Committee

The members of the Asheville Neighborhood Advisory Committee are committed to strengthening the identity and resilience of Asheville's neighborhoods. The Neighborhood Advisory Committee will advise the City Council regarding ways to improve Asheville's neighborhoods and facilitate communication and cooperation between Asheville's neighborhoods and City offices.

The Vision and Mission Statements and 2013 Action Plan that follow set out our goals and strategies for assisting Asheville's neighborhoods. Committee members will reach out to existing neighborhood associations and help communities form new associations. Committee members will encourage the development of programs run by neighborhood volunteers of all ages (Neighbor Helpers) who wish to improve their neighborhoods, with an emphasis on including young people.

Our Vision

To promote friendly, valued and resilient neighborhoods throughout the city of Asheville.

Our Mission

- 1) To help neighborhoods preserve and improve their physical, economic, and social health utilizing citizen-led improvement initiatives based on needs identified by the residents in each neighborhood.

Action Plan for 2013:

- ▶ The Neighborhood Advisory Committee will encourage and promote the organization of *Neighbor Helpers*. Neighbor Helpers are volunteers who will participate in outdoor activities that improve the safety and enhance the appearance of their neighborhoods and nurture positive, helping, neighborly relationships.

Neighborhood Helpers may assist elderly and disabled residents in activities such as moving garbage cans, picking up litter, bagging leaves, and shoveling snowy sidewalks and walkways. Neighbor Helpers may also participate in Neighborhood Cleanup Days.

- 2) To foster effective communication and working relationships among the neighborhoods and with the City of Asheville.

Action Plan for 2013:

- ▶ Neighborhood Advisory Committee members will attend meetings of city-sponsored boards and commissions that deal with topics affecting Asheville's neighborhoods. The Committee will invite representatives from these boards and commissions to speak at Neighborhood Advisory Committee meetings. Committee members will communicate with city staff who work in departments that provide services to neighborhoods.
- ▶ The Committee will hold one of its monthly meetings in each of the five geographic areas as defined in the "*Resolution Establishing a Neighborhood Advisory Committee for the City of Asheville.*" (See Appendix B for map.) Representatives of neighborhood associations in the geographic area will be invited to make brief presentations.

These neighborhood-based meetings will be excellent opportunities to hear community concerns and establish connections between neighborhoods, the Committee and City staff.

- ▶ The Committee will develop a communication plan to promote its vision and mission.

- 3) To strengthen neighborhood associations and organizations and to support the formation of new ones.

Action Plan for 2013:

- ▶ Each Committee member will attend neighborhood meetings to learn about Asheville's neighborhoods.

- 4) To perpetuate safe, healthy, vibrant, and sustainable neighborhoods.

Action Plan for 2013:

- ▶ The Neighborhood Advisory Committee will help neighborhoods develop Neighborhood Action Plans. The process will include gathering information about current conditions and perceptions of the neighborhood through surveys and public meetings. The Neighborhood Action Plan will include goals, identification of available community resources and partners, proposed actions, an implementation schedule, and an evaluation of results.

- 5) To celebrate successes in Asheville's neighborhoods.

Action Plan for 2013:

- ▶ The Neighborhood Advisory Committee, in coordination with City staff, will recognize achievements in Asheville's neighborhoods at an end-of-year Neighborhood Recognition Awards celebration.

Benchmarks and Standards for 2013

- Report on *Neighbor Helpers* activities
- Reports regarding meetings in the five geographic areas
- Log of city-sponsored community and neighborhood association meetings attended by Neighborhood Advisory Committee members
- Communication Plan
- List of representatives of organizations making presentations at Neighborhood Advisory Committee meetings.
- Reports regarding implemented Neighborhood Action Plans
- Report on the Neighborhood Recognition Awards celebration

Appendix A: Members of the Neighborhood Advisory Committee of the City of Asheville.

Appendix B: Map of five geographic areas in Asheville as defined by the "Resolution Establishing a Neighborhood Advisory Committee for the City of Asheville"

Appendix A: Members of the Neighborhood Advisory Committee

DeWayne Barton 28806, 28728
 bloveproductions@bellsouth.net
 275-5305

Jean Boyd 28801
 jboyd85360@aol.com
 254-3458

Saul Chase, Chair at large
 saulchase@bellsouth.net
 225-2902

Peggy Dutton 28803, 28704
 peggydutton4@gmail.com
 676-2078

Alan Escovitz, Vice Chair at large
 aescovitz@charter.net
 208-9400

Barber Melton 28805
 barhes@bellsouth.net
 298-0559

Chris Pelly, Council Liaison
 chris@chrispelly.com
 231-3704

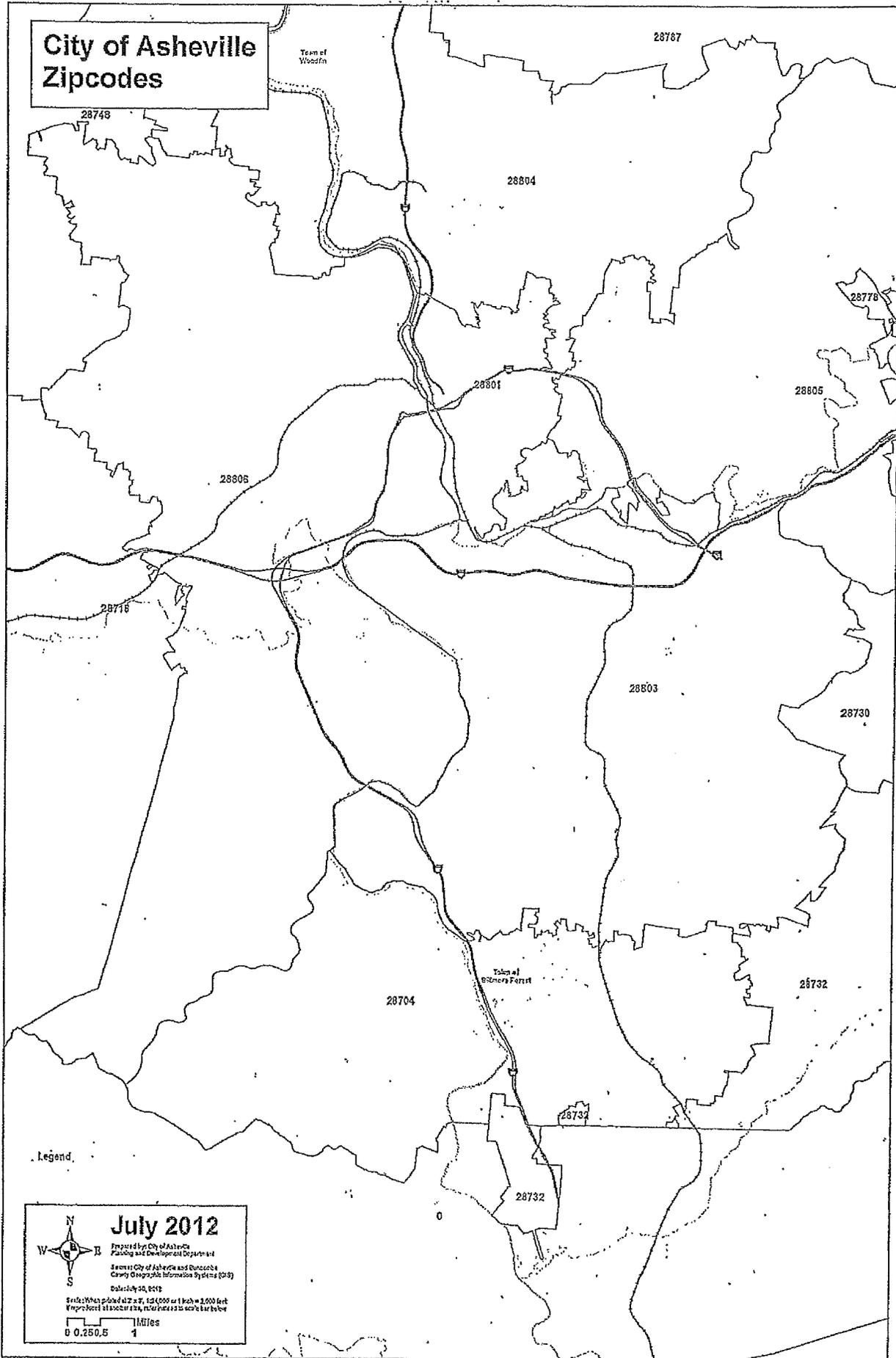
Elaine Poovey at large
 jepoovey@hotmail.com
 253-3514

Carmen Ramos-Kennedy at large
 carramke@gmail.com
 423-6476

Bob Roepnack 28804
 bobroep@bellsouth.net
 545-5363

Marsha Stickford Staff Liaison
 mstickford@ashevillenc.gov
 259-5506

City of Asheville Zipcodes



RESOLUTION NO. 13- 58

RESOLUTION OPPOSING HOUSE BILL 252 REGARDING ASHEVILLE WATER SYSTEM FUND TRANSFERS

WHEREAS, the City of Asheville is required by the Sullivan Acts (N.C. Sess. L. 1933-399, 2005-139 and 2005-140) to provide water service on the same basis to customers located within and outside of the corporate limits of the City may not charge higher rates for service provided outside the City, and may not use water system revenues for any purpose not related to the water system; and

WHEREAS, pursuant to N.C. Session Law 2009-114, the City was authorized to use up to five percent of water system revenues for street and sidewalk improvements associated with waterline improvements; and

WHEREAS, no other city in North Carolina is subject to similar restrictions; and

WHEREAS, through the use of funds made available through N.C. Session Law 2009-114, the City has completed many projects of benefit to the City of Asheville and the region, and is currently engaged in or under contract for several similar projects; and

WHEREAS, House Bill 252, introduced in the North Carolina General Assembly on March 7, 2013, would repeal Session Law 2009-114, and deprive the City of Asheville of the use of those funds; and

WHEREAS, the loss of this authorization would have the following consequences:

1. Loss of \$1.8 Million/year and \$20 Million over the next ten years in the City's capital improvements program;
2. Property tax increase of up to 5% in order to replace lost revenue;
3. Jeopardize completion of the Azalea Road improvement project and the Lake Craig Flood Control Project, both already funded and shovel ready;
4. Eliminate a valuable funding source for much anticipated future economic development, water and transportation projects, such as the River Arts District Transportation Improvement Project (RADTIP) and Merrimon Avenue commercial corridor improvements; and
5. Limit the City's ability to seek grant funds or matching funds for other projects.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ASHEVILLE THAT:

1. The City Council is opposed to any legislation that would limit or repeal N. C. Session Law 2009-114.
2. That a copy of this resolution be transmitted to the members of the North Carolina General Assembly whose district include the City of Asheville, to the Speaker of the House, and to the President *pro tem* of the Senate.

Read, approved and adopted this 26th day of March, 2013.

Magdalena Burlington
City Clerk

Jim Bellamy
Mayor

Approved as To Form:

Mark S. ...
City Attorney

Magdalena Burlington
City Clerk

RESOLUTION NO. 13-59

RESOLUTION AMENDING THE 2013 CITY COUNCIL MEETING SCHEDULE

WHEREAS, the Asheville City Council is authorized, pursuant to N. C. Gen. Stat. sec. 160A-71, to fix the time and place for its regular meetings;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ASHEVILLE THAT:

The time of the City Council budget worksession, scheduled on April 3, 2013, at 3:00 p.m. is changed to 2:00 p.m. in the First Floor North Conference Room in the City Hall building.

Read, approved and adopted this 26th day of March, 2013.

Magdalen Boulson
CITY CLERK

Tom Bellamy
MAYOR

Approved as to form:

Amjad
CITY ATTORNEY

Magdalen Boulson
City Clerk

RESOLUTION NO. 13-60

RESOLUTION DIRECTING CITY MANAGER TO OFFER EARLY RETIREMENT INCENTIVE PROGRAM

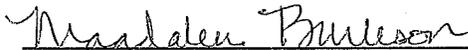
WHEREAS, the City Council is authorized pursuant to N.C.G.S. 160A-162 and 160A-163 to provide benefits, including retirement benefits, to City employees; and

WHEREAS, the City Council has determined that it is in the public interest to offer an early retirement incentive package for eligible employees in fiscal year 2012-13;

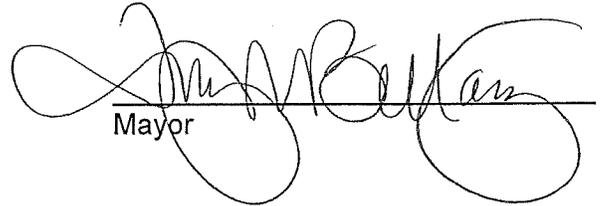
NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ASHEVILLE THAT:

The City Manager be, and is hereby, directed to offer an early retirement incentive program to eligible City employees, substantially as presented at the March 26, 2013 meeting of the Asheville City Council, and as set out in Exhibit A, attached hereto.

Read, approved and adopted this the 26th day of March, 2013.



City Clerk

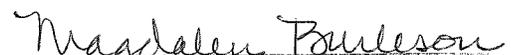


Mayor

Approved as to form:



City Attorney



City Clerk



2013 RETIREMENT INCENTIVE PROGRAM DESCRIPTION

The City of Asheville has developed a Retirement Incentive Program ("Program") in an effort to achieve cost savings and provide an incentive to eligible employees.

1. ELIGIBILITY REQUIREMENTS:

To be eligible for the Retirement Incentive Program, participants must meet all requirements listed below:

- Be a full-time or part-time permanent employee;
- Meet the qualifications for service retirement (reduced and unreduced) under the North Carolina Local Governmental Employees' Retirement System (NCLGERS);
- Elect to retire with an effective date of June 1 or July 1, 2013,
- Complete and sign the Program Election and Release Form ("Release") and submit to the Human Resources Department by May 17, 2013. Eligible employees who voluntarily elect to participate in the Program are required to execute and submit the Retirement Incentive Program Election and Release Form to the Human Resources Department and have seven days from that date to revoke their Release and withdraw from the Program;
- Have submitted a "Claiming Your Monthly Retirement Benefit" (Form 6) to NCLGERS prior to June 30, 2013.

Be in a position and/or department that is not exempt from the Program.*

Any employee who elects to participate in the Program, but fails to timely and properly comply with the above requirements, may not be eligible to participate in the Program.

*Employees in positions appointed by City Council are not eligible to participate in this program (City Manager, City Attorney, and/or City Clerk).

2. TIME LIMITS APPLICABLE TO THE PROGRAM

- **March 27, 2013** — Preliminary information communicating City Council's approval of the Program will be distributed to employees. Election and Release Forms will be distributed to Program-eligible employees as identified by the City.
- **March 28, 2013** — The first date an individual may apply for service retirement benefits under this program.
- **June 1, 2013-July 1, 2013** — The retirement effective dates of this Program.
- **April 8, 2013** - Deadline for employees who believe they are eligible but did not receive the Election and Release Form ("missed" eligibles) to notify the Human Resources Department that they may be eligible.
- **April 15, 2013** — Last date for information for "missed" eligibles to be distributed.

- **Early April, 2013** - Information Sessions (group and individual) will be held (to be announced).
- **May 17, 2013** — The last possible date to declare an intent to participate in the retirement incentive by signing the Election and Release Form
- **June 30, 2013** — The last possible date to apply for retirement to the NCLGERS for participation in this program.
- **July 1, 2013*** - The last effective retirement date under the Program.

*In certain situations, a Department Director in consultation with the Human Resources Director and City Manager may extend the effective retirement date for 30 to 90 days when necessary to meet departmental operational needs. In those instances, the incentive payment will be based on the salary as of June 30, 2013 (prior to any adjustments approved for FY14).

This is a voluntary Program. Employees will not be coerced or pressured to retire or to take advantage of this benefit. Employees with concerns relating to this process are encouraged to bring them to the attention of the Human Resources Director. Employees are also encouraged to consult with an attorney and/or financial consultant before signing the Release Form.

3. BENEFITS AVAILABLE UNDER THE PROGRAM

- Eligible employees who elect to participate in the Program and comply with all requirements of the Program shall receive in consideration for their participation in the program an incentive payment based on their base annual salary and years of service as shown below. Twelve equal payments will be made to those who elect to participate. These payments will be issued on the first regular payroll cycle of the month and payments will be subject to the usual deductions and withholdings. These payments are an incentive payment and will not be considered in the final compensation amount used for the calculation of retirement benefits as provided in the North Carolina Local Governmental Employees' Retirement System guidelines.
- Employees will receive any earned but unused vacation to a maximum in accordance with the City's Leave policy, in addition to any non-exempt compensatory time. These payments will also be included in the calculation of the employee's retirement benefits.
- An employee will receive applicable benefits as provided in the City of Asheville Personnel Policies and state and federal regulations.

INCENTIVE AMOUNT

Employees who elect to participate in the program would receive monthly incentive payments. These payments would be calculated as follows: 15% of Final Salary divided by twelve. Employees would receive twelve monthly payments which would be processed with the City of Asheville's payroll cycle and issued on the first payday of each month via direct deposit. Please also note that the monthly payment will cease if the recipient dies before the expiration of the 12 month period.

Final salary will be considered base wages as of June 30, 2013 (prior to any compensation adjustment provided for with the adoption of the budget for FY14 and excluding any supplemental pay types)

4. RETIREMENT INFORMATION SESSIONS

The Human Resources Department will offer several informational workshops in late March and/or early April. All eligible employees who meet the Program requirements are encouraged to attend the workshops to receive information on a variety of related topics, including

Retirement System procedures and Insurance continuation. A schedule of those meetings will be distributed to all employees and available in Human Resources.

RETIREMENT ELIGIBILITY UNDER THE NC LOCAL GOVERNMENTAL EMPLOYEES' RETIREMENT SYSTEM

The table below summarizes eligibility requirements. Please refer to the North Carolina Retirement System at wykrw.myncretirement.com or 919-807-3050 for more detailed information.

Unreduced Benefit		Reduced Benefit	
<i>Employees, excluding Law Enforcement Officers</i>	<i>Law Enforcement Officers (LEO)</i>	<i>Employees, excluding Law Enforcement Officers</i>	<i>Law Enforcement Officers (LEO)</i>
Thirty (30) or more years of creditable service, regardless of age	Thirty (30) or more years of creditable service, regardless of age	At least age 50 with at least 20 years of Creditable service	At least age 50 with 15 years of Creditable service as an officer
At least age 60 with at least 25 years of creditable service	*At least age 55 with 5 years of creditable service as an officer	*At least age 60 with at least 5 years of creditable service	
*At least age 65 with at least 5 years of creditable service			
Sick leave may be applied to creditable service in accordance with the provisions of the Local Governmental Employees' Retirement System. Every 20 days of sick leave = 1 month of service credit.			

5. RETIREMENT APPLICATION PROCESS

The North Carolina Local Governmental Employees' Retirement System recommends that employees submit applications for retirement at least 90 to 120 days before the retirement effective date in order to timely receive initial retirement benefits to ensure timely payment of the first monthly benefit. Applications cannot be submitted more than 120 days prior to the retirement effective date.

Employees who elect to participate in the Retirement Incentive Program and meet all program requirements are required to submit an application for retirement to the NCLGERS no later than

one day prior to the chosen effective date. Eligible employees are encouraged to visit the Retirement System website prior to contacting the Human Resources Department for additional information.

7. REEMPLOYMENT

An employee electing to participate in the Program shall not be eligible for reemployment with the City of Asheville in any capacity for a period of twelve months and/or in any regularly established/benefited position for a period of five years. After twelve months, retirees may be eligible for employment in temporary and seasonal capacities.

8. MISCONDUCT/PERFORMANCE FAILURE

Employees who elect to participate in the Program are still obliged to adhere to City and department policies and procedures. The election does not excuse an employee from complying with the City's conduct rules as well as disciplinary policies and procedures.