



# CITY OF YORK

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J. EDWARD LEE, Ph.D.  
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EDWARD L. BROWN  
Mayor Pro Tem

JAMES W. BRADFORD, Jr.  
Councilmember

MICHAEL D. FUESSER  
Councilmember

STEVE A. LOVE  
Councilmember

S. DENISE LOWRY  
Councilmember

WILLIAM M. MILLER  
Councilmember

## AGENDA YORK CITY COUNCIL COUNCIL WORK SESSION Monday, September 14, 2020 4:00 pm

1. Welcome and Call to Order Mayor Mike Fuesser
2. Prayer Mayor Pro Tem Ed Brown
3. Pledge of Allegiance Mayor Mike Fuesser
4. Discussions City Manager Seth Duncan
  - ◆ Fergus Crossroads
  - ◆ Council Work Sessions
  - ◆ COLA Adjustment
5. Adjourn

## AGENDA YORK CITY COUNCIL SPECIAL CALLED COUNCIL MEETING Monday, September 14, 2020 6:00 pm

1. Welcome and Call to Order Mayor Mike Fuesser
2. Old Business
  - ◆ First Reading, Ordinance 20-636, Annexation and PUD Rezoning (Fergus Crossroads)
3. Adjourn

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## MEMORANDUM

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**TO:** Mayor and Council  
**FROM:** Seth Duncan, City Manager  
David Breakfield, Planning Director  
**SUBJECT:** Discussion of Annexation/PUD Rezoning on Alexander Love Hwy  
**DATE:** September 9, 2020

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### DISCUSSION

We have received an Annexation/PUD Rezoning application and conceptual site plan submittal for the Fergus Crossroads PUD project to be located on Alexander Love Hwy near Cooperative Way. Council recently took up the issue for First Reading, but tabled it for further study. Brandon Pridemore of R. Joe Harris, the developer, will present to Council the final version of the project and be available to answer Council's questions. As a reminder, staff have provided notes from the previous memo to facilitate the discussion.

The project would include single family dwellings and townhomes as well as commercial outparcels along Alexander Love Hwy per the submitted site plan.

The City's zoning standards require that City staff provide a report regarding compliance with the 2019 Comprehensive Plan and other pertinent issues. To summarize the staff report, the proposed project seems to comply with numerous major objectives of the Comprehensive Plan including:

- a) The City should aggressively seek annexation of developing residential areas on the periphery of the City.
- b) Encourage harmonious site design and provide variety in building types, facades, open spaces, etc.
- c) Encourage a wide range of quality housing options should be available to all income levels that increase home ownership rate and housing values.
- d) High quality multifamily residential development should be encouraged where appropriate public infrastructure is available.
- e) Encourage innovative land use practices to preserve open space and cluster housing units.
- f) Encourage provision of interconnected greenways and corridors to help maintain small town character. Such interconnectivity should include hiking and biking trail systems.
- g) Encourage mixed commercial /residential areas per future land use map.
- h) Encourage quality development in the gateway areas of the City.

After reviewing the project, City staff finds that the submitted application complies with the noted major objectives in the following ways:

- The City recently approved three (3) single family dwelling (houses only) developments with housing densities ranging from 3.2 to 3.8 residential units per acre. The overall housing density including townhome units is 3.19 residential units per acre; therefore, the proposed density is very comparable (and somewhat less) to that of previously-approved projects.
- The City has tried to encourage diverse, high-quality exterior architectural styles and housing materials; to that end, the City has approved recent projects that include criteria requiring greater diversity of exterior materials and colors as well as standards to prevent façade repetition. This project incorporates such standards.
- Quality multifamily residential projects are strongly needed in the City and the subject location would be ideal for townhomes due to its proximity to nearby infrastructure.
- The subject area has been identified as an ideal location for new development due to its proximity to a major collector street and highways, the availability of important infrastructure, etc.
- Per the City's future land use map, the subject area is ideal for a quality mixed-use development.
- The City requires that a minimum of 25% of the overall property be reserved as open space. The applicant has provided 46%.
- The vast majority of the lots have direct connection to large open space areas.
- The applicant has proposed several amenity areas for the project.
- The applicant has proposed an interconnected trail system throughout the project and the sidewalk system shall be connected to any existing nearby sidewalk.

As with any such request, the Planning Commission must review the application and the report from City staff and then make a recommendation regarding the matter to York City Council. At its August 24<sup>th</sup> meeting the Planning Commission conducted its review and made a 5 to 1 recommendation in support of the project. City Council is now to review the application and make a final decision on the issue.

Please be aware that we have received concerns from the adjacent Pebble Creek Subdivision regarding the proposed project including potential cut-through traffic. The developer has attempted to lessen potential impact on adjacent existing neighborhoods by providing a 200' bufferyard and a traffic-limiting device that limits the traffic flow to emergency vehicles only between adjacent neighborhoods.

Also, it is important to note that the International Fire Code requires at least two (2) remote entrance/exit points from the proposed project.

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## MEMORANDUM

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**TO:** Mayor and Council  
**FROM:** Seth Duncan, City Manager  
**SUBJECT:** Work Sessions  
**DATE:** September 14, 2020

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### DISCUSSION

Council temporarily replaced the monthly Committee meetings structure with the Work Session model in January. The idea was proposed then adopted by Council to utilize the Work Session model for the next 6 months to work collaboratively as a whole to receive updates, deliberate, and become a more effective decision making body.

Since January, Council has used Work Sessions to discuss important topics, collaborate, and provide needed guidance to staff. The structure of the Work Sessions have been:

- Scheduled for no more than two (2) hours in length;
- Comprised of topics that need to be brought before all of Council;
- Open to the public, but no formal action will take place (i.e. no votes);
- Members will have input into Agenda items; and
- A standing meeting date and time or calendar will be established.

Prior to the Work Sessions, Council used a Committee structure where two members of Council plus the Mayor would meet with staff, create policy, discuss issues, vote on ideas, and report to the full Council. Meetings were open to the public with minutes kept. The Committee structure was created originally with 6 Committees, but was later revised down to three, then to none. No formal rules were adopted by ordinance, nor objectives, or purpose. Most of the information available regarding their creation and use is from participants.

It's important to note that under our form of Government (Council-Manager) the following from MASC's Handbook for Municipal Officials (pg. 7-8):

- Mayor and Council set municipal policy.
- The manager implements the policy through administrative control of municipal departments, offices and agencies.
- Council has all legislative powers of the municipality and determines all matters of policy.
- The manager is the chief executive officer and head of the administrative branch.

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## MEMORANDUM

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**TO:** Mayor and Council  
**FROM:** Seth Duncan, City Manager  
**SUBJECT:** COLA  
**DATE:** September 14, 2020

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### DISCUSSION

Council is being asked to provide feedback regarding an idea to pay bonuses equivalent to the COLA to employees who have exceeded the maximum salary range for their position according to the 2019-2020 Position Classification schedule.

Council authorized a 2% COLA in the FY2020-2021 budget which will begin October 1<sup>st</sup>. While most employees fall within the salary range for their position according to the Position Classification Schedule, a few employee's salary exceeds the maximum. In the past, as employees have crossed the maximum threshold, their salary would continue to be adjusted upward when COLA's were provided undermining the integrity of the annual salary range.

To maintain the integrity of an organization's pay band, many choose to pay a bonus to employees who have maxed out. The employee would receive the COLA as a onetime lump sum payment at the beginning of the Fiscal Year instead of an increase to their base salary. This method allows the employee to still receive the COLA as Council intended, without undermining the integrity of the maximum salary threshold.

In a review, it was found that this onetime lump sum payment would be applicable to only a handful of employees. Employees will be notified of the change via direct communication.

**CITY OF YORK  
GRADES AND SALARY RANGES, 2019-2020**

PAY GRADE	ANNUAL SALARY RANGE		MAXIMUM
	MINIMUM	MID-POINT	
5	23,230.05	27,876.48	32,521.86
6	26,001.68	31,201.60	36,401.52
7	28,782.67	34,531.92	40,281.17
8	31,544.93	37,852.87	44,160.82
9	35,420.42	42,282.90	49,144.33
10	37,086.10	44,505.19	51,923.24
11	39,857.72	47,830.31	55,802.89
12	42,630.39	51,156.47	59,682.55
13	45,402.02	54,481.59	63,561.16
14	48,175.72	57,810.87	67,446.01
15	50,943.19	61,132.86	71,322.54
16	53,682.56	64,443.42	75,203.23
17	56,489.56	67,786.22	79,081.84
18	59,260.14	71,113.42	82,965.66
19	62,031.77	74,438.54	86,845.31
20	64,802.35	77,762.62	90,721.84
21	67,575.02	81,089.82	94,604.61
22	70,347.69	84,417.02	98,485.30
23	73,118.27	87,742.13	102,364.96
24	75,889.90	91,067.25	106,244.61

**POSITION CLASSIFICATIONS 2019 - 2020**

CODE	POSITION TITLE	GRADE	ANNUAL SALARY RANGE		
			Minimum	Mid-point	Maximum
<b>A</b>					
2002	Accountant	8	31,544.93	37,852.87	44,160.82
3004	Administrative Assistant (Police)	10	37,086.10	44,505.19	51,923.24
2003	Administrative Clerk	7	28,782.67	34,531.92	40,281.17
6202	Asst. Building/Grounds Supervisor (Recreation)	8	31,544.93	37,852.87	44,160.82
<b>B</b>					
6201	Building/Grounds Supervisor (Recreation)	10	37,086.10	44,505.19	51,923.24
5002	Building Inspector	10	37,086.10	44,505.19	51,923.24
<b>C</b>					
6103	Center Supervisor (Recreation)	8	31,544.93	37,852.87	44,160.82
8201	Chief Operator - Wastewater	14	48,175.72	57,810.87	67,446.01
8101	Chief Operator - Water	14	48,175.72	57,810.87	67,446.01
2101	Court Clerk	15	50,943.19	61,132.86	71,322.54
<b>D</b>					
3203	Detective Corporal (Police)	12	42,630.39	51,156.47	59,682.55
3201	Detective Lieutenant (Police)	15	50,943.19	61,132.86	71,322.54
3202	Detective Sergeant (Police)	13	45,402.02	54,481.59	63,561.16
2001	Director of Finance	19	62,031.77	74,438.54	86,845.31
7001	Director of Public Works	24	75,889.90	91,067.25	106,244.61
<b>E</b>					
7103	Equipment Operator (PW)	7	28,782.67	34,531.92	40,281.17
<b>F</b>					
4001	Fire Chief	20	64,802.35	77,762.62	90,721.84
4003	Firefighter/EMT	9	35,420.42	42,282.90	49,144.33
<b>G</b>					
6203	Grounds Maintenance (Recreation)	7	28,782.67	34,531.92	40,281.17
<b>H</b>					
7102	Heavy Equipment Operator (Public Works)	8	31,544.93	37,852.87	44,160.82

**POSITION CLASSIFICATIONS 2019 - 2020**

		ANNUAL SALARY RANGE			
CODE	POSITION TITLE	GRADE			
<b>L</b>					
8205	Laboratory Technician (WWTP)	9	35,420.42	42,282.90	49,144.33
7105	Laborer (PW)	5	23,230.05	27,876.48	32,521.86
<b>M</b>					
8002	Maintenance Crewleader (Utilities)	11	39,857.72	47,830.31	55,802.89
8301	Maintenance Technician (Plant Maintenance)	10	37,086.10	44,505.19	51,923.24
8003	Maintenance Technician (Utilities)	10	37,086.10	44,505.19	51,923.24
8204	Maintenance Technician (WWTP)	10	37,086.10	44,505.19	51,923.24
8001	Meter Reader	7	28,782.67	34,531.92	40,281.17
1001	Municipal Clerk	17	56,489.56	67,786.22	79,081.84
<b>N</b>					
	Narcotics Corporal (Police)	12	42,630.39	51,156.47	59,682.55
	Narcotics Sergeant (Police)	13	45,402.02	54,481.59	63,561.16
<b>O</b>					
7002	Operations Manager (Public Works)	17	56,489.56	67,786.22	79,081.84
	Operator Trainee (Utilities)	8	31,544.93	37,852.87	44,160.82
<b>P</b>					
5003	Planning Assistant	10	37,086.10	44,505.19	51,923.24
5001	Planning Director	19	62,031.77	74,438.54	86,845.31
3002	Police Captain	17	56,489.56	67,786.22	79,081.84
3001	Police Chief	22	70,347.69	84,417.02	98,485.30
3103	Police Corporal	12	42,630.39	51,156.47	59,682.55
3101	Police Lieutenant	15	50,943.19	61,132.86	71,322.54
3104	Police Lance Corporal	11	39,857.72	47,830.31	55,802.89
3003	Police Lieutenant/Training	15	50,943.19	61,132.86	71,322.54
3106	Police Officer (Uncertified)	9	35,420.42	42,282.90	49,144.33
3105	Police Patrolman First Class	10	37,086.10	44,505.19	51,923.24
3102	Police Sergeant	13	45,402.02	54,481.59	63,561.16
6104	Program Assistant (Recreation)	7	28,782.67	34,531.92	40,281.17
6101	Program Director (Recreation)	12	42,630.39	51,156.47	59,682.55
6102	Program Coordinator (Recreation)	8	31,544.93	37,852.87	44,160.82



**POSITION CLASSIFICATIONS 2019 - 2020**

		ANNUAL SALARY RANGE			
CODE	POSITION TITLE	GRADE			
<b>R</b>					
3005	Records Clerk (Police)	8	31,544.93	37,852.87	44,160.82
	Recreation Assistant	6	26,001.68	31,201.60	36,401.52
6001	Recreation Director	19	62,031.77	74,438.54	86,845.31
<b>S</b>					
7003	Secretary (Public Works)	7	28,782.67	34,531.92	40,281.17
4002	Senior Firefighter/EMT	11	39,857.72	47,830.31	55,802.89
7101	Streets/Sanitation Supervisor (Public Works)	11	39,857.72	47,830.31	55,802.89
<b>T</b>					
3301	Telecommunications Supervisor (Police)	10	37,086.10	44,505.19	51,923.24
3304	Telecommunicator I (Police)	7	28,782.67	34,531.92	40,281.17
3303	Telecommunicator II (Police)	8	31,544.93	37,852.87	44,160.82
3302	Telecommunicator III (Police)	9	35,420.42	42,282.90	49,144.33
7104	Truck Driver (PW & Recreation)	6	26,001.68	31,201.60	36,401.52
<b>U</b>					
	Utility Billing Clerk	8	31,544.93	37,852.87	44,160.82
<b>W</b>					
8203	Wastewater Plant Operator I	10	37,086.10	44,505.19	51,923.24
8202	Wastewater Plant Operator II	11	39,857.72	47,830.31	55,802.89
8103	Water Plant Operator I	10	37,086.10	44,505.19	51,923.24
8102	Water Plant Operator II	11	39,857.72	47,830.31	55,802.89
			0.00	0.00	0.00
	<b>City</b>	16	53,682.56	64,443.42	75,203.23
	<b>currently has</b>	18	59,260.14	71,113.42	82,965.66
	<b>no positions</b>	21	67,575.02	81,089.82	94,604.61
	<b>in these grades</b>	23	73,118.27	87,742.13	102,364.96

**POSITION CLASSIFICATIONS 2019 - 2020**

CODE	POSITION TITLE	GRADE	ANNUAL SALARY RANGE		
3001	Chief	22	70,347.69	84,417.02	98,485.30
3002	Captain	17	56,489.56	67,786.22	79,081.84
3003	Lieutenant/Training	15	50,943.19	61,132.86	71,322.54
3004	Administrative Assistant	10	37,086.10	44,505.19	51,923.24
3005	Records Clerk	8	31,544.93	37,852.87	44,160.82
3101	Patrol Lieutenant	15	50,943.19	61,132.86	71,322.54
3102	Patrol Sergeant	13	45,402.02	54,481.59	63,561.16
3103	Patrol Corporal	12	42,630.39	51,156.47	59,682.55
3104	Patrol Lance Corporal	11	39,857.72	47,830.31	55,802.89
3105	Patrolman First Class	10	37,086.10	44,505.19	51,923.24
3106	Patrol Officer (Uncertified)	9	35,420.42	42,282.90	49,144.33
3107	Community Officer (Corporal)	12	42,630.39	51,156.47	59,682.55
3201	Detective Lieutenant	15	50,943.19	61,132.86	71,322.54
3202	Detective Sergeant	13	45,402.02	54,481.59	63,561.16
3203	Detective Corporal	12	42,630.39	51,156.47	59,682.55
3301	Narcotics Sergeant	13	45,402.02	54,481.59	63,561.16
3302	Narcotics Corporal	12	42,630.39	51,156.47	59,682.55
3401	Telecommunicator III	9	35,420.42	42,282.90	49,144.33
3402	Telecommunicator II	8	31,544.93	37,852.87	44,160.82
3403	Telecommunicator I	7	28,782.67	34,531.92	40,281.17

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## MEMORANDUM

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**TO:** Mayor and Council  
**FROM:** Seth Duncan, City Manager  
David Breakfield, Planning Director  
**SUBJECT:** Ord. 20-636, Annexation/PUD Rezoning on Alexander Love Hwy  
**DATE:** August 25, 2020

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### ISSUE

Council is being asked to consider First Reading of Ordinance 20-636 to Annex/PUD Rezoning on Alexander Love Hwy for the future creation of Fergus Crossroads.

### DISCUSSION

We have received an Annexation/PUD Rezoning application and conceptual site plan submittal for the Fergus Crossroads PUD project to be located on Alexander Love Hwy near Cooperative Way. The project would include single family dwellings and townhomes as well as commercial outparcels along Alexander Love Hwy per the submitted site plan.

The City's zoning standards require that City staff provide a report regarding compliance with the 2019 Comprehensive Plan and other pertinent issues. To summarize the staff report, the proposed project seems to comply with numerous major objectives of the Comprehensive Plan including:

- a) The City should aggressively seek annexation of developing residential areas on the periphery of the City.
- b) Encourage harmonious site design and provide variety in building types, facades, open spaces, etc.
- c) Encourage a wide range of quality housing options should be available to all income levels that increase home ownership rate and housing values.
- d) High quality multifamily residential development should be encouraged where appropriate public infrastructure is available.
- e) Encourage innovative land use practices to preserve open space and cluster housing units.
- f) Encourage provision of interconnected greenways and corridors to help maintain small town character. Such interconnectivity should include hiking and biking trail systems.
- g) Encourage mixed commercial /residential areas per future land use map.
- h) Encourage quality development in the gateway areas of the City.

After reviewing the project, City staff finds that the submitted application complies with the noted major objectives in the following ways:

- The City recently approved three (3) single family dwelling (houses only) developments with housing densities ranging from 3.2 to 3.8 residential units per acre. The overall housing density

including townhome units is 3.19 residential units per acre; therefore, the proposed density is very comparable (and somewhat less) to that of previously-approved projects.

- The City has tried to encourage diverse, high-quality exterior architectural styles and housing materials; to that end, the City has approved recent projects that include criteria requiring greater diversity of exterior materials and colors as well as standards to prevent façade repetition. This project incorporates such standards.
- Quality multifamily residential projects are strongly needed in the City and the subject location would be ideal for townhomes due to its proximity to nearby infrastructure.
- The subject area has been identified as an ideal location for new development due to its proximity to a major collector street and highways, the availability of important infrastructure, etc.
- Per the City's future land use map, the subject area is ideal for a quality mixed-use development.
- The City requires that a minimum of 25% of the overall property be reserved as open space. The applicant has provided 46%.
- The vast majority of the lots have direct connection to large open space areas.
- The applicant has proposed several amenity areas for the project.
- The applicant has proposed an interconnected trail system throughout the project and the sidewalk system shall be connected to any existing nearby sidewalk.

As with any such request, the Planning Commission must review the application and the report from City staff and then make a recommendation regarding the matter to York City Council. At its August 24<sup>th</sup> meeting the Planning Commission conducted its review and made a 5 to 1 recommendation in support of the project. City Council is now to review the application and make a final decision on the issue.

Please be aware that we have received concerns from the adjacent Pebble Creek Subdivision regarding the proposed project including potential cut-through traffic. The developer has attempted to lessen potential impact on adjacent existing neighborhoods by providing a 200' bufferyard and a traffic-limiting device that limits the traffic flow to emergency vehicles only between adjacent neighborhoods.

Also, it is important to note that the International Fire Code requires at least two (2) remote entrance/exit points from the proposed project.

## **RECOMMENDATION**

The Planning Commission and Staff recommend that Council approve First Reading of Ordinance 20-636 to Annex/PUD Rezoning on Alexander Love Hwy for the future creation of Fergus Crossroads

STATE OF SOUTH CAROLINA            )  
  )  
COUNTY OF YORK                    )  
  )  
  )  
  )

CITY OF YORK

ORDINANCE 20-636

AMENDING APPENDIX A, ZONING ORDINANCE, OFFICIAL ZONING MAP BY ANNEXING AND REZONING PROPERTIES REFERENCED BY YORK COUNTY TAX MAP #'s 3480000006, -007, -008, -009, -010, -016, 3480000015, -019, -020, and 3950000005.

- WHEREAS, York City Council and Planning Commission find that the Comprehensive Plan recommends that the City should aggressively annex residential areas on the periphery of the City;
- WHEREAS, York City Council and Planning Commission find that PUD zoning is designed to allow flexibility in form and higher housing densities;
- WHEREAS, York City Council and Planning Commission find that the Comprehensive Plan encourages high quality, diverse, mixed-use developments in the gateway areas of the City; and
- WHEREAS, York City Council and Planning Commission find that such annexations should include zoning classifications that are in keeping with the City's Comprehensive Plan.

NOW, THEREFORE, BE IT ORDAINED by the City Council of York, South Carolina that the Appendix A, Zoning Ordinance, Official Zoning Map be amended by annexing +/- 115.8 acres of property identified by York County tax map #'s 3480000006, -007, -008, -009, -010, -016, 3480000015, -019, -020, and 3950000005 and owned by SRAM1 LLC, Richard William Walliser, and Sinyard Gordon L ETAL with a PUD – Planned Unit Development zoning district classification per the approved conceptual site plan and the attached petition for annexation (Exhibit A).

DONE IN COUNCIL ASSEMBLED on the dates hereafter set forth.

\_\_\_\_\_  
Michael D. Fuesser, MAYOR

ATTEST: \_\_\_\_\_  
Municipal Clerk

First Reading: \_\_\_\_\_

Public Hearing: \_\_\_\_\_

Second Reading: \_\_\_\_\_