



Agenda

Board of Commissioners Budget Workshop and Public Hearing

7:00 PM May 28, 2024

Board Meeting Room, Town Hall Annex, 105 E. Corbin St.

This meeting will be live streamed on the
[Town of Hillsborough YouTube channel](#)

1. **Opening of the work session**
2. **Agenda changes and approval**
3. **Public hearing**
 - [A.](#) Fiscal Year 2025 Budget Public Hearing
4. **Presentations**
 - [A.](#) Water & Sewer Rate Model Presentation
5. **Items for decision - consent agenda**
 - [A.](#) Miscellaneous budget amendments and transfers
 - [B.](#) Proclamation – LGBTQ+ Pride Month
 - [C.](#) Proclamation – Gun Violence Awareness Day
 - [D.](#) Approval of funds to attend Women in Municipal Government Conference
 - [E.](#) Ordinance Amending Section 5-11.a of the Code of Ordinances – Non-Discrimination Ordinance
6. **In-depth discussion and topics**
 - [A.](#) Fiscal Year 2025 Budget Workshop – Water & Sewer Fund
7. **Committee updates and reports**
8. **Adjournment**

Interpreter services or special sound equipment for compliance with the Americans with Disabilities Act is available on request. If you are disabled and need assistance with reasonable accommodations, call the Town Clerk's Office at 919-296-9443 a minimum of one business day in advance of the meeting.



Agenda Abstract

BOARD OF COMMISSIONERS

Meeting Date:	May 28, 2024
Department:	Administration
Agenda Section:	Public Hearing
Public hearing:	Yes
Date of public hearing:	May 28, 2024

PRESENTER/INFORMATION CONTACT

Budget Director Emily Bradford

ITEM TO BE CONSIDERED

Subject: Fiscal Year 2025 Budget Public Hearing

Attachments:

None.

Summary:

The FY25 budget was presented at the May 13, 2024 board meeting.

Financial impacts:

The FY25 budget includes the projected revenues and expenditures, funded and un-funded requests, and any changes to rates for each of the three major funds: General, Water & Sewer, and Stormwater.

Staff recommendation and comments:

The Budget at a Glance and the manager's Budget Message both provide an overview of budget highlights.

Action requested:

Receive public comment on the FY25 budget.



Agenda Abstract

BOARD OF COMMISSIONERS

Meeting Date: May 28, 2024
Department: Administration
Agenda Section: Regular
Public hearing: No
Date of public hearing: N/A

PRESENTER/INFORMATION CONTACT

Melissa Levin and/or Vanessa Waller, Raftelis Financial Consultants

ITEM TO BE CONSIDERED

Subject: Water & Sewer Rate Model Presentation

Attachments:

N/A

Summary:

Raftelis has built a multi-year water and sewer rate model. The model was built using historical billing data to determine the impact of rate changes on revenue collection. It also includes ongoing system operating costs as well as capital needs. The model allows the town to adjust rates as well as expenditures to develop various funding scenarios.

The model also shows the impact of a given scenario on key metrics including fund balance levels, capital reserve levels and debt coverage ratios, which the town has minimum requirements per the 2018 and 2020 reservoir revenue bonds. Having this information all in one place will allow the town to quickly see whether a scenario is feasible, or if adjustments need to be made.

Financial impacts:

The rate model is a tool that the town can use to inform budget development.

Staff recommendation and comments:

N/A

Action requested:

Receive the presentation as information and ask questions as needed.



Agenda Abstract

BOARD OF COMMISSIONERS

Meeting Date: May 28, 2024
Department: Administration
Agenda Section: Consent
Public hearing: No
Date of public hearing: N/A

PRESENTER/INFORMATION CONTACT

Emily Bradford, Budget Director

ITEM TO BE CONSIDERED

Subject: Miscellaneous budget amendments and transfers

Attachments:

Budget Changes Report

Summary:

To adjust budget revenues and expenditures, where needed, due to changes that have occurred since budget adoption.

Financial impacts:

As indicated by each amendment.

Staff recommendation and comments:

To approve the attached list of budget amendments and transfers.

Action requested:

Consider approving budget amendments and transfers.

FY 2023-2024

**TOWN OF HILLSBOROUGH
BUDGET CHANGES REPORT**

DATES: 05/28/2024 TO 05/28/2024

	<u>REFERENCE</u>	<u>CHANGE NUMBER</u>	<u>DATE</u>	<u>USER</u>	<u>ORIGINAL BUDGET</u>	<u>BUDGET CHANGE</u>	<u>AMENDED BUDGET</u>
GF Revenue	10-00-3850-3850-000 INTEREST EARNED Yr-end adjustment	41869	05/28/2024	EBRADFORI	100,000.00	24,500.00	124,500.00
GF Contingency	10-00-9990-5300-000 CONTINGENCY Emergency Operations Plan	41868	05/28/2024	EBRADFORI	450,000.00	-5,500.00	0.00
Admin. Services	10-10-4200-5300-474 RECRUITMENT Yr-end adjustment	41878	05/28/2024	EBRADFORI	0.00	4,260.00	10,760.00
Admin. Services	10-10-4200-5300-570 MISCELLANEOUS Yr-end adjustment	41879	05/28/2024	EBRADFORI	57,553.00	-4,260.00	70,600.32
Safety & Risk	10-10-6600-5300-080 TRAINING/CONF./CONV. To cover gas monitor lease.	41889	05/28/2024	JFernandez	16,800.00	-110.00	9,136.00
Safety & Risk	10-10-6600-5300-332 SUPPLIES - OSHA To cover gas monitor lease.	41888	05/28/2024	JFernandez	50,775.00	110.00	69,104.55
Police	10-20-5100-5300-161 MAINTENANCE - VEHICLES To add rifle mounts to vehicles.	41887	05/28/2024	JFernandez	1,000.00	4,000.00	49,772.00
Police	10-20-5100-5300-732 EMERGENCY OPERATIONS CENTER Emergency Operations Plan	41867	05/28/2024	EBRADFORI	0.00	30,000.00	30,000.00
Police	10-20-5100-5700-740 CAPITAL - VEHICLES To add rifle mounts to vehicles.	41886	05/28/2024	JFernandez	190,000.00	-4,000.00	256,228.00
Solid Waste	10-30-5800-5300-583 VEHICLE TAX & TAGS Move Tax/Tag to correct account	41885	05/28/2024	EBRADFORI	3,906.00	2,006.00	6,340.00
Solid Waste	10-30-5800-5700-740 CAPITAL - VEHICLES Move Tax/Tag to correct account	41884	05/28/2024	EBRADFORI	130,000.00	-2,006.00	495,323.06
Cemetery	10-40-6400-5300-330 SUPPLIES - DEPARTMENTAL To cover Cemetery Software	41874	05/28/2024	EBRADFORI	500.00	-160.00	340.00
Cemetery	10-40-6400-5300-458 DATA PROCESSING SERVICES To cover Cemetery Software	41873	05/28/2024	EBRADFORI	1,500.00	160.00	1,660.00
Admin. of Enterprise	30-80-7200-5300-570 MISCELLANEOUS Yr-end adj	41877	05/28/2024	EBRADFORI	164,999.00	-12,500.00	18,149.00
Billing & Collections	30-80-7240-5300-113 LICENSE FEES Yr-end adj	41880	05/28/2024	EBRADFORI	2,100.00	-645.00	1,455.00
	To cover final personnel assistance invoice	41890	05/28/2024	JFernandez	2,100.00	-165.00	1,290.00
Billing & Collections	30-80-7240-5300-145 MAINTENANCE - BUILDINGS Yr-end adj	41883	05/28/2024	EBRADFORI	0.00	50.00	100.00
Billing & Collections	30-80-7240-5300-320 SUPPLIES - OFFICE Yr-end adj	41881	05/28/2024	EBRADFORI	1,200.00	70.00	1,820.00
Billing & Collections	30-80-7240-5300-503 C.S./TEMPORARY PERSONNEL Yr-end adj	41882	05/28/2024	EBRADFORI	0.00	525.00	26,614.89
	To cover final personnel assistance invoice	41891	05/28/2024	JFernandez	0.00	165.00	26,779.89
WTP	30-80-8120-5300-320 SUPPLIES - OFFICE To cover WTP office supplies.	41900	05/28/2024	JFernandez	1,300.00	126.00	1,426.00
WTP	30-80-8120-5300-570 MISCELLANEOUS To cover WTP office supplies.	41899	05/28/2024	JFernandez	1,200.00	-126.00	869.00
Water Dist.	30-80-8140-5100-020 SALARIES JFernandez		05/21/2024	10:59:16AM			
	f1142r03						

FY 2023-2024

TOWN OF HILLSBOROUGH
BUDGET CHANGES REPORT

DATES: 05/28/2024 TO 05/28/2024

	<u>REFERENCE</u>	<u>CHANGE NUMBER</u>	<u>DATE</u>	<u>USER</u>	<u>ORIGINAL BUDGET</u>	<u>BUDGET CHANGE</u>	<u>AMENDED BUDGET</u>
	To cover Dist/Coll Intern	41871	05/28/2024	EBRADFORI	450,888.00	1,500.00	490,388.00
Water Dist.	30-80-8140-5125-063 HOSPITALIZATION - RETIREE						
	To cover Dist/Coll Intern	41870	05/28/2024	EBRADFORI	0.00	-3,000.00	15,850.00
Water Dist.	30-80-8140-5300-154 MAINTENANCE - GROUNDS						
	To cover sewer right-of-way easement cle	41892	05/28/2024	JFernandez	34,100.00	-4,136.00	29,964.00
	For clearing of sewer easements.	41894	05/28/2024	JFernandez	34,100.00	-3,108.00	26,856.00
WW Collect.	30-80-8200-5100-020 SALARIES						
	To cover Dist/Coll Intern	41872	05/28/2024	EBRADFORI	463,360.00	1,500.00	464,860.00
WW Collect.	30-80-8200-5300-154 MAINTENANCE - GROUNDS						
	To cover sewer right-of-way easement cle	41893	05/28/2024	JFernandez	36,300.00	4,136.00	40,436.00
	For clearing of sewer easements.	41895	05/28/2024	JFernandez	36,300.00	3,770.00	44,206.00
WW Collect.	30-80-8200-5300-326 SUPPLIES - PATCH						
	For clearing of sewer easements.	41896	05/28/2024	JFernandez	16,000.00	-662.00	17,001.95
WWTP	30-80-8220-5300-158 MAINTENANCE - EQUIPMENT						
	Yr-end adj	41875	05/28/2024	EBRADFORI	84,150.00	10,000.00	119,496.16
WWTP	30-80-8220-5300-530 DUES & SUBSCRIPTIONS						
	Yr-end adj	41876	05/28/2024	EBRADFORI	10,561.00	2,500.00	10,561.00
						<u>49,000.00</u>	



Agenda Abstract

BOARD OF COMMISSIONERS

Meeting Date:	May 28, 2024
Department:	Governing Body
Agenda Section:	Consent
Public hearing:	No
Date of public hearing:	N/A

PRESENTER/INFORMATION CONTACT

Mayor Mark Bell

ITEM TO BE CONSIDERED

Subject: Proclamation – LGBTQ+ Pride Month

Attachments:

Proclamation

Summary:

Lesbian, Gay, Bisexual, Transgender, Queer/Questioning (LGBTQ+) Pride Month is celebrated nationally each year in the month of June; this month was chosen to commemorate the riots that took place fifty years ago at the Stonewall Inn in Manhattan the morning of June 28, 1969, often viewed as the birth of the modern LGBTQ+ rights movement; we therefore take this time to reflect on the LGBTQ+ rights movement and the struggle for equality.

Mayor Mark Bell will proclaim June 2024 as LGBTQ+ Pride Month in the Town of Hillsborough and call upon each person to work to eliminate prejudice wherever it exists and to celebrate the great diversity of our town, state, and nation.

Financial impacts:

N/A

Staff recommendation and comments:

N/A

Action requested:

To approve proclamation declaring June 2024 as LGBTQ+ Month in Hillsborough.



PROCLAMATION LGBTQ+ Pride Month 2024

WHEREAS, all are welcome in the Town of Hillsborough to live, work, and play, and every family deserves a place to call home where they are safe, happy, accepted and supported; and

WHEREAS, the Town of Hillsborough denounces prejudice and discrimination based on age, gender identity, gender expression, race, religion, marital or familial status, national origin, immigration status, sexual orientation, or physical attributes as an affront to our fundamental principles; and

WHEREAS, Pride Month began in June of 1969 on the one-year anniversary of the Stonewall Uprising in New York City after Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) and allied friends rose and fought against the constant police harassment and discriminatory laws that have since been declared unconstitutional; and

WHEREAS, throughout much of the history of the United States, same-sex relationships were criminalized in many states and many LGBTQ+ people in the United States were forced to hide their LGBTQ+ identities while living in secrecy and fear, including under previous policies such as "Don't Ask, Don't Tell"; and

WHEREAS, LGBTQ+ people in the United States face disparities in employment, healthcare, education, housing, and many other areas central to the pursuit of happiness in the United States; and

WHEREAS, numerous states have no explicit ban on discrimination based on sexual orientation and gender identity in the workplace (16), housing (18), public accommodations (21), and in schools (25); and

WHEREAS, there are members of the North Carolina General Assembly who remain insistent on attempting to pass legislation that prohibits LGBTQ+ people, especially transgender youth, from living authentic, thriving lives; and

WHEREAS, Hillsborough has historically offered support to the LGBTQ+ community by extending same-sex partner benefits to town employees before the legalization of same-sex marriage and officially opposing the 2012 amendment to the North Carolina Constitution defining marriage as being between one man and one woman; and

WHEREAS, Hillsborough first proclaimed LGBTQ+ Pride Month in 2019 at the suggestion of the town's first out member of the Board of Commissioners; and

WHEREAS, Hillsborough became the first municipality in North Carolina to pass a non-discrimination ordinance after the sunset of House Bill 142 to extend vital protections to LGBTQ+ individuals in our town; and

WHEREAS, the Town of Hillsborough appreciates the cultural, civic, and economic contributions of the LGBTQ+ community which strengthens our collective community and social welfare; and

WHEREAS, it is imperative that young people in our community, regardless of sexual orientation, gender identity, and expression, feel valued, safe, empowered, and supported by their community; and

WHEREAS, despite being marginalized, LGBTQ+ people continue to celebrate authenticity, acceptance, and love;

NOW, THEREFORE, I, Mark Bell, mayor of the Town of Hillsborough, do hereby proclaim the month of June 2024 as "LGBTQ+ Pride Month" and urge residents to recognize the contributions made by members of the LGBTQ+ community and to actively promote the principles of equality, liberty, and justice in the Town of Hillsborough.

IN WITNESS WHEREOF, I have hereunto set my hand and caused this seal of the Town of Hillsborough to be affixed this 28th day of May in the year 2024.

Mark Bell Mayor
Town of Hillsborough



Agenda Abstract

BOARD OF COMMISSIONERS

Meeting Date:	May 28, 2024
Department:	Governing Body
Agenda Section:	Consent
Public hearing:	No
Date of public hearing:	N/A

PRESENTER/INFORMATION CONTACT

Mayor Mark Bell

ITEM TO BE CONSIDERED

Subject: Proclamation – Gun Violence Awareness Day

Attachments:

Proclamation

Summary:

In January 2013, 15-year-old Hadiya Pendleton was shot and killed on a playground in Chicago, Illinois and since 2015, people across the United States have observed National Gun Violence Awareness Day on the first Friday in June in honor of Hadiya Pendleton and other victims of gun violence and their loved ones.

Mayor Mark Bell will proclaim June 7, 2024, as Gun Violence Awareness Day in the Town of Hillsborough and encourages residents to wear orange on Friday, June 7 and participate in local efforts to raise awareness about gun violence.

Financial impacts:

N/A

Staff recommendation and comments:

N/A

Action requested:

To approve proclamation declaring June 7, 2024, as Gun Violence Awareness Day in Hillsborough.



PROCLAMATION

National Gun Violence Awareness Day

WHEREAS, every day, more than 120 Americans are killed by gun violence and more than 200 are shot or wounded; and

WHEREAS, Americans are 26 times more likely to be murdered with guns than people in other developed countries; and

WHEREAS, North Carolina ranks 23rd amongst states for gun deaths in the United States with an average of 1,636 deaths every year with 54% of gun-related deaths by suicide; and

WHEREAS, support for the Second Amendment rights of law-abiding citizens goes hand-in-hand with keeping guns away from dangerous people; and

WHEREAS, together with our neighbors in Orange County, Carrboro, and Chapel Hill, the Town of Hillsborough supports efforts to enact commonsense gun safety laws and educate the community on gun safety; and

WHEREAS, anyone can join this campaign by pledging to wear orange on Friday, June 7th to help raise awareness about gun violence; and

WHEREAS, by wearing orange on June 7th, Americans will raise awareness about gun violence and honor the lives and lost human potential of Americans stolen by gun violence; and

WHEREAS, we renew our commitment to reduce gun violence and pledge to do all we can to keep firearms out of the wrong hands and encourage responsible gun ownership to help keep our children safe;

NOW, THEREFORE, I, Mark Bell, mayor of the Town of Hillsborough, do hereby proclaim June 7, 2024, as "National Gun Violence Awareness Day" in the Town of Hillsborough and encourage everyone to support their local communities' efforts to prevent the tragic effects of gun violence and to honor and value human lives.

IN WITNESS WHEREOF, I have hereunto set my hand and caused this seal of the Town of Hillsborough to be affixed this 28th day of May in the year 2024.

Mark Bell, Mayor
Town of Hillsborough



Agenda Abstract

BOARD OF COMMISSIONERS

Meeting Date:	May 28, 2024
Department:	Governing Body
Agenda Section:	Regular
Public hearing:	No
Date of public hearing:	N/A

PRESENTER/INFORMATION CONTACT

Commissioner Kathleen Ferguson

ITEM TO BE CONSIDERED

Subject: Approval of funds to attend Women in Municipal Government Conference

Attachments:

Event information

Summary:

The Women in Municipal Government Conference brings together female municipal leaders to network and share best practices. WIMG serves as a vehicle for members to discuss problems and explore solutions, debate policy issues, and contribute to the success of American cities and towns. The group meets three times a year in person and hosts a variety of webinars and programs throughout the year and leadership awards program.

This year's summer conference is being held in Hollywood, Florida. Registration and lodging fees of \$1,200 are allocated in the Fiscal Year 2024 budget for Commissioner Kathleen Ferguson to attend the conference but are not sufficient to cover all costs including airfare.

Per the Board of Commissioners Travel & Professional Development Policy, development opportunities that arise during the fiscal year and exceed \$500 require board approval at an official meeting.

Financial impacts:

The Governing Body budget has funds reserved for miscellaneous training that arise throughout the fiscal year; a budget amendment will not be necessary.

Staff recommendation and comments:

None

Action requested:

Approve the additional expenditure of no more than \$970 to cover hotel lodging and airfare for Commissioner Ferguson to attend the 2024 Women in Municipal Government Summer Conference.



Subject to change

Schedule-at-a-glance

Wednesday, July 17

3:00 pm – 5:30 pm

Conference Registration

4:00 pm – 5:15 pm

WIMG Board of Directors Meeting

6:00 pm – 7:00 pm

Networking Hour / Welcome Reception

Thursday, July 18

8:00 am - 1:00 pm

Conference Registration

9:00 am – 10:15 am

Breakfast – Opening Plenary

10:30 am – 12:15 pm

Morning Panel Session

12:30 pm – 1:45 pm

Luncheon – Session / Keynote

2:00 pm – 4:00 pm

Afternoon Panel Session

4:30 pm – 6:00 pm

Mobile Tour or Service Project (TBD)

7:00 pm – 8:00 pm

Dinner

Friday, July 19

8:30 am – 1:00 pm

Conference Registration

9:00 am – 10:15 am

Breakfast Plenary

10:30 am – 12:15 am

Morning Panel Session

12:30 pm – 1:45 pm

Lunch with Keynote

2:00 pm

Adjournment

Subject to change



Agenda Abstract

BOARD OF COMMISSIONERS

Meeting Date: May 28, 2024
Department: N/A
Agenda Section: Consent
Public hearing: No
Date of public hearing: N/A

PRESENTER/INFORMATION CONTACT

Bob Hornik, Town Attorney

ITEM TO BE CONSIDERED

Subject: Ordinance Amending Section 5-11.a of the Code of Ordinances – Non-Discrimination Ordinance

Attachments:

1. Ordinance amendment with tracked changes
2. Ordinance amendment

Summary:

The town board discussed amending the employment section of the non-discrimination ordinance at the May regular board meeting. Following discussion, the board requested that the town attorney draft language that allows the employment section of the ordinance to become effective when it is permissible to do so based on either of the following:

- Any decision of the North Carolina Supreme Court which reverses, in whole or in part, *Williams v. Blue Cross Blue Shield of North Carolina*, 357 N.C. 170, 581 S.E. 2d 415 (2003); or
- Adoption of an amendment to the North Carolina Constitution which, in whole or in part, authorizes the Assembly to enact local, private or special acts regulating trade and labor.

Financial impacts:

None at this time.

Staff recommendation and comments:

Action requested:

Approve ordinance.



ORDINANCE

Amending Town Code Section 5-11.a

The Hillsborough Board of Commissioners ordains:

Section 1. The following Section 5-11.a of the Code of Ordinances shall be amended.

1. Definitions.

The following definitions apply to this ordinance:

- (a) "Discrimination" means any difference in treatment based on race, natural hair or natural hairstyles, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief, age, or disability.
- (b) "Employer" includes any person employing one or more persons within the Town of Hillsborough and any person acting in the interest of an employer, directly or indirectly.
- (c) "Gender identity or expression" means having or being perceived as having gender-related identity, expression, appearance, or behavior, whether or not that identity, expression, appearance, or behavior is different from that traditionally associated with the sex assigned to that individual at birth.
- (d) "Person" includes one or more individuals, partnerships, associations, organizations, corporations, legal representatives, unincorporated organizations, fiduciaries, and other organized groups of persons.
- (e) "Place of public accommodation" includes, but is not limited to, any place, facility, store, other establishment, hotel, or motel that supplies goods or services on the premises to the public or which solicits or accepts the patronage or trade of any person.

2. Discrimination in places of public accommodations prohibited.

It shall be unlawful for any proprietor or his/her employer, keeper, or manager in a place of public accommodation to deny any person, except for reasons applicable alike to all persons, regardless of race, natural hair or natural hairstyles, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief, age, or disability the full enjoyment of the accommodations, advantages, facilities or privileges thereof.

3. Discrimination in employment prohibited.

It shall be unlawful for any employer, because of the race, natural hair or natural hairstyles, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief, age or disability or of any person to refuse to hire or

otherwise discriminate against him/her with respect to hire, tenure, conditions, or privileges of employment, or any matter directly or indirectly related to employment.

The provisions of this section shall become effective on the thirtieth (30th) day after immediately upon, and to the extent permitted, by the occurrence of any of the following circumstances: (a) Any decision of the North Carolina Supreme Court which reverses, in whole or in part, *Williams v. Blue Cross Blue Shield of North Carolina*, 357 N.C. 170, 581 S.E. 2d 415 (2003); or (b) Adoption of an amendment to the North Carolina Constitution which, in whole or in part, authorizes the Assembly to enact local, private or special acts regulating trade and labor.

4. Penalties and Enforcement.

- (a) Any person, firm, or corporation violating any provisions of this ordinance shall, ~~to G.S. 160-175,~~ be issued a citation setting forth a civil penalty of five hundred dollars (\$500.00). Each and every day during which such discrimination continues shall be deemed a separate offense. Violation of this ordinance shall not constitute a misdemeanor pursuant to G.S. 14-4(a).
- (b) In addition to, or in lieu of the remedy provided in subsection (a), any person, firm, or corporation violating any provisions of this ordinance may be subject to an enforcement action brought by the Town under G.S. 160A-175(d) and (e) for an appropriate equitable remedy, including for a mandatory or prohibitory injunction commanding the defendant to correct the discrimination prohibited under this ordinance.

Section 2. All provisions of any town ordinance in conflict with this ordinance are repealed.

Section 3. This ordinance shall become effective upon adoption.

The foregoing ordinance having been submitted to a vote, received the following vote and was duly adopted this _____ day of _____ in 20 _____.

Ayes:

Noes:

Absent or excused:

Sarah E. Kimrey, Town Clerk



ORDINANCE

Amending Town Code Section 5-II.a

The Hillsborough Board of Commissioners ordains:

Section 1. The following Section 5-11.a of the Code of Ordinances shall be amended.

1. Definitions.

The following definitions apply to this ordinance:

- (a) "Discrimination" means any difference in treatment based on race, natural hair or natural hairstyles, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief, age, or disability.
- (b) "Employer" includes any person employing one or more persons within the Town of Hillsborough and any person acting in the interest of an employer, directly or indirectly.
- (c) "Gender identity or expression" means having or being perceived as having gender-related identity, expression, appearance, or behavior, whether or not that identity, expression, appearance, or behavior is different from that traditionally associated with the sex assigned to that individual at birth.
- (d) "Person" includes one or more individuals, partnerships, associations, organizations, corporations, legal representatives, unincorporated organizations, fiduciaries, and other organized groups of persons.
- (e) "Place of public accommodation" includes, but is not limited to, any place, facility, store, other establishment, hotel, or motel that supplies goods or services on the premises to the public or which solicits or accepts the patronage or trade of any person.

2. Discrimination in places of public accommodations prohibited.

It shall be unlawful for any proprietor or his/her employer, keeper, or manager in a place of public accommodation to deny any person, except for reasons applicable alike to all persons, regardless of race, natural hair or natural hairstyles, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief, age, or disability the full enjoyment of the accommodations, advantages, facilities or privileges thereof.

3. Discrimination in employment prohibited.

It shall be unlawful for any employer, because of the race, natural hair or natural hairstyles, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief, age or disability or of any person to refuse to hire or

otherwise discriminate against him/her with respect to hire, tenure, conditions, or privileges of employment, or any matter directly or indirectly related to employment.

The provisions of this section shall become effective on the thirtieth (30th) day after, and to the extent permitted, the occurrence of any of the following circumstances: (a) Any decision of the North Carolina Supreme Court which reverses, in whole or in part, *Williams v. Blue Cross Blue Shield of North Carolina*, 357 N.C. 170, 581 S.E. 2d 415 (2003); or (b) Adoption of an amendment to the North Carolina Constitution which, in whole or in part, authorizes the Assembly to enact local, private or special acts regulating trade and labor.

4. Penalties and Enforcement.

- (a) Any person, firm, or corporation violating any provisions of this ordinance shall be issued a citation setting forth a civil penalty of five hundred dollars (\$500.00). Each and every day during which such discrimination continues shall be deemed a separate offense. Violation of this ordinance shall not constitute a misdemeanor pursuant to G.S. 14-4(a).
- (b) In addition to, or in lieu of the remedy provided in subsection (a), any person, firm, or corporation violating any provisions of this ordinance may be subject to an enforcement action brought by the Town under G.S. 160A-175(d) and (e) for an appropriate equitable remedy, including for a mandatory or prohibitory injunction commanding the defendant to correct the discrimination prohibited under this ordinance.

Section 2. All provisions of any town ordinance in conflict with this ordinance are repealed.

Section 3. This ordinance shall become effective upon adoption.

The foregoing ordinance having been submitted to a vote, received the following vote and was duly adopted this 28th day of May in 2024.

Ayes:

Noes:

Absent or excused:

Sarah E. Kimrey, Town Clerk



Agenda Abstract

BOARD OF COMMISSIONERS

Meeting Date: May 28, 2024
Department: Administration
Agenda Section: Regular
Public hearing: Yes
Date of public hearing: May 28, 2024

PRESENTER/INFORMATION CONTACT

Budget Director Emily Bradford

ITEM TO BE CONSIDERED

Subject: Fiscal Year 2025 Budget Workshop – Water & Sewer Fund

Attachments:

[FY25 Manager's Recommended Budget & Financial Plan](#)

Summary:

Discuss the recommended Water & Sewer Fund budget. This is an opportunity to ask staff any questions you may have about items that are or are not in the proposed budget, as well as make any desired changes to the budget.

Budget Timeline

May 28 – Public Hearing and Budget Workshop (Water & Sewer Fund)

June 3 – Budget Workshop (General Fund and Stormwater Fund)

June 10 – Consider Budget Adoption

Financial impacts:

The FY25 budget includes the projected revenues and expenditures, funded and un-funded requests, and any changes to rates for each of the three major funds: General, Water & Sewer, and Stormwater.

Staff recommendation and comments:

Ask staff budget related questions.

Action requested:

Ask staff budget related questions and provide direction on any desired changes.