City of Asheville
City Council Vacancy Application Form

Your name: Albert Norman Home Phone #: 828-713-8569

Street Address: 6 Club Knoll Rd City: Asheville Zip Code: 28804

Mailing Address (if different): _____

Employer: West Carolina Freightliner

Position: Fleet Sales Representative Office Phone # 828-713-8569

Resident of City of Asheville (required): ● Yes ☐ No

Registered Voter in the City of Asheville (required): ● Yes ☐ No

Race: White Sex: Male Age: 63

Residence location (check one) Central ____ North ● South ____ East ____ West ____

Additional Information Required:

1. Resume
2. ½ page response to the essay questions below: (not attached)

eSigned via SeamlessDocs.com
Albert Lee Norman
Key: 905995faaf5d01d33d35162fadd2ad3f

Applicant Signature
Date: 08/20/2020

All applications and attachments must be
Returned by **Noon, Thursday, August 20**, 2020 to:

Maggie Burleson, City Clerk
PO Box 7148
Asheville, NC 28802
Email: mburleson@ashevillenc.gov
Phone: 828-259-5601

ALBERT NORMAN

To proudly serve as a member of the Asheville City Council, to uphold the values and goals set forth by our Council team, and to help make our beautiful city a great place to live, an exceptional place to work, and an attractive destination for tourist.

Advanced skills and abilities include: Active Listening, Management, Negotiations, Interpersonal, Communication, and Leaderships

Sept.2007 – :Current West Carolina Freightliner Canton, NC

Fleet Sales Representative

- I have become an expert and leader in my profession in Western NC. I have developed relationships with multiple fleet owners, I assist them in designing trucks which will work efficiently in their marketplace, Assist them with financing, and will be involved in the entire process, Cradle to Grave, with their purchases.
- 1979-2002 Youngblood Truck Lines Fletcher, NC

Director of Maintenance

- Maximized efficiencies of both internal and external aspects of all areas of maintaining up to 1200 pieces of equipment in three states.
- Implemented training programs and maintenance schedules to improve longetivity of the equipment. Created an atmosphere of personal and professional growth for our employees.

EDUCATION

Graduate 1975 A.C. Reynolds High School Asheville, NC

NC General Contractor experience

Trade Schools, Vendor Training Schools, Personal Growth Seminars

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Best speech at Dale Carnegie 10 week Seminar.

Master Certified Freightliner, Cummins Engine, Detroit Corporation

SHIP

President Western Chapter NC Maintenance Council for 15 years

NCE

Rick Merrill 828-699-1100

The following questions may be answered directly on this form, or responses uploaded as attachments upon form submission.

1. **With the death of George Floyd the country was thrust into a new civil rights movement. Policing in America was scrutinized even more and even here locally reparations were passed. Please explain if you believe that systemic racism and oppression exist, if yes do you or do you not support reparations and what it all means in the context of equity and Inclusion.**

First, let me start by stating what happened to George Floyd is inexcusable and unconscionable. Unfortunately, systemic racism and oppression does exist in our world. It would be my hope that city leaders would look for ways to bring our community together, so we can all live in peace and co-exist together, regardless of skin color, religious beliefs, and many other differences that make each of us unique. I do not believe reparations is the answer to this equation. We must first address the hate that exist and try to bridge the differences between our residents of all different colors. In order for us to move forward, we must not forget the past, but move beyond it and ensure our generations that follow us, will be better off than the generations that preceded us.

2. **Do you support Black Asheville Demands call for defunding the APD by 50%? If no, please explain why and if yes, what sort of timeline do you envision to reach that goal?**

I don't know the term "Black Asheville". Growing up in Asheville, I have only known our city as Asheville. Asheville has always been a melting pot of diverse cultures. As far as an 50% cutback of APD, I would really need to know how it would be structured. For example in FY 20, APD had a vehicle replacement fund of nearly $2million. I find that extravagant and would want that investigated and to be cut significantly. Asheville's crime rate has escalated in my lifetime to the point that a persons chance of becoming a victim of violent or property crime is 1 in 17. I don't find this acceptable? Our current crime rate is 123% higher than the national average. Are we really advocating removing police officers from the street? Are we talking about re-structuring the entire APD? Asheville has always been recognized as a tourist town. Our growth has largely come from tourism. Removing police protection will increase crime and would be a deterrent to tourism. We have a responsibility in ensuring public safety. The recent riots in Asheville, show cased the best and worst of our APD and protestors alike. Unfortunately in this case, many of the protestors were not from Asheville. We witnessed areas that needed improvement and also areas of strengths from our Police Department. If any of you were here in 2010-2012, the City had an incident in our HR department where members of our Human Resource Department were wrongfully using health care funds. In lieu of "de-funding" our Human Resources Department, we removed those which were guilty, and we put in their place employees with higher integrity. We need to uplift our APD. We need to train our APD. We need to put faith back into our residents and tourist that we have put the very best folks in place to protect and to serve them..

3. **Explain why you want to serve on City Council.**

50 years I have worked non stop and contributed through taxation to our local and Federal government. I realized that even though I had been taxed, somehow I wasn't being represented. Somehow I didn't have a voice. I am extremely proud of my native city and would like to serve on the City Council. I would like to be the voice for all of Asheville, including the native "Ashvillians", that have been silent like myself. The silent needs to be included too.

4. **If selected, how do you plan to communicate and work with the other Council members? To help us understand, please give examples of your working collaboratively in the past.**

Through open dialog, by being honest, and bringing in the voice of the residents I represent. I will be open to opinions that differ from mine, but will be ready to defend my point of view as well. In my industry, being collaborative is the only pathway to success. One must listen to the needs of their clients, and respond with appropriate responses. At times, these responses may not be the ones they want to hear, but will be the ones they need to hear. I work with multi-million dollar contracts, most of which are with local companies. I am always readily available to take calls, answer their questions, and respond to their concerns. It is not unusual for me to take calls late at night, early morning or during any off hours. I was the president of the Western Chapter of the North Carolina Maintenance Council for 15 years, I brought together a program consisting of allied members of both private and public sectors of our industry. By bringing together both sides of the industry, we were able to face and solve problems from each side. Not only did one learn from a vendor with the products, but you were able to navigate fleet owner to fleet owner to solve problems. Working collaboratively, instead of against each other, was the only way to break barriers between the two sides and bring them together for the common good of the industry.

5. **What do you consider the most pressing problem, need, or cause for the citizens of Asheville today? How would you approach its resolution or champion the cause?**

We need our economy back on track. Our local business partners are suffering in the midst of this pandemic. Many businesses who have invested into our City, are facing failure due to Covid 19. The City of Asheville budget is largely funded by sales tax and property tax and hotel tax. If we do not get our economy and our businesses back on track, it could be disastrous for our budget and our economy. Currently, the City is operating on a one month budget. Recently City Council approved a 3 month budget. This is a problem for our City. Our focus should be to help our local businesses, our local breweries, our City festivals,and restoring faith in our residents and our tourist alike that we are working to provide Quality of Service, while enhancing Quality of Life. Asheville needs to bring back the focus of bringing in tourism, providing our residents with a safe environment, and promoting our local businesses so their business can grow and thrive with our City.