



May 24, 2021
Council Work Session Meeting

Mayor Bryan Hough
Mayor Pro-Tem Lauren Shoemaker
Councilwoman Phyllis Harris
Councilman Charles McCorkle
Councilman Jeff Meadows
Councilman David Moore
Councilwoman Christina Pawlish
Marie Anders, City Attorney
Miles Braswell, City Manager

**CITY OF MOUNT HOLLY
MOUNT HOLLY CITY COUNCIL WORK SESSION
Location: Council Chambers**



**May 24, 2021
6:30 P.M.
CALL TO ORDER BY THE MAYOR**

INVOCATION

SET THE AGENDA

CONSENT AGENDA

1. Appointment of Council Liaison to the GBA Subcommittee BOOMA
2. Approval of Minutes from the May 10, 2021 Council Meeting

AGENDA

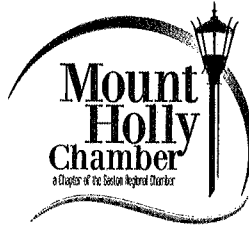
1. Discussion of the 2021-2022 Proposed Budget and Fee Schedule
Michelle Wood
 - i. Discussion of HR Salary Study
Hannah Rayburn
 - ii. Discussion of Health Insurance
Hannah Rayburn
2. Discussion of Powell Bill Funds
Michelle Wood and Brian DuPont
3. Update on the Strategic Visioning Plan
Greg Beal

ADJOURN



City of Mount Holly Action Agenda Item

To: Mayor and City Council	Date: May 17, 2021
From: Miles Braswell, City Manager	Meeting Date: May 24, 2021
Agenda Item to be considered:	
GBA Subcommittee BOOMA – Council Liaison Appointment	
Will this require a public hearing? ☐ YES ☒ NO	
Background/Purpose of Request:	
Paige Sigmon, Chairperson GBA Mount Holly, is assisting with the formation of the Business Owners on Main Association (BOOMA). GBA Mount Holly is requesting a Councilmember be appointed as the liaison, and specifically requests Councilwoman Lauren Shoemaker be appointed. Mayor Hough has communicated this to request to Mrs. Shoemaker, with Mrs. Shoemaker agreeing to the appointment. With the approval of the May 24, 2021 Consent Agenda, the appointment will be confirmed.	
Fiscal Impact:	
Will Item affect current budget	☐ YES ☒ NO ☐ N/A
Reviewed by Finance Director	☐ YES ☒ NO ☐ N/A
Preaudit Certification required	☐ YES ☒ NO ☐ N/A
Capital Project Ordinance required	☐ YES ☒ NO ☐ N/A
Budget Transfer required	☐ YES ☒ NO ☐ N/A
Total City Dollars:	
Budget Code	
Reviewed by City Attorney	☐ YES ☒ NO ☐ N/A
Manager/Staff Recommendation:	
Result of City Council Decision: _____	
Attachments:	
• GBA Mount Holly Letter	



Paige Sigmon
Mount Holly Chamber of Commerce
115 N Main St
Mount Holly, NC 28120

Miles Braswell
City of Mount Holly
400 E Central Ave
Mount Holly, NC 28120

Dear Mr. Braswell,

The GBA Mount Holly (Gaston Business Association: Mount Holly), formerly known as the Mount Holly Chamber of Commerce, is assisting with the formation of the Business Owners on Main Association (BOOMA) as a way for downtown businesses to communicate and work together for the growth and development of commerce in Mount Holly.

We would like to request that a member of city council be appointed to this committee of the GBA Mount Holly to assist with communication between the city and the downtown businesses. Councilwoman Lauren Shoemaker has agreed to serve on this committee with enthusiasm and would like the support of the city in this recognition.

We would also like to request that Brian DuPont be appointed to this committee. As Assistant Planning Director, he has extensive knowledge of the matrix involved with the Strategic Vision Plan and would serve as a vital resource.

Please let me know if you have any questions or concerns regarding this request.

With gratitude,
Paige Sigmon
Chairperson
GBA Mount Holly

CITY OF MOUNT HOLLY
MOUNT HOLLY CITY COUNCIL MEETING
MONDAY, MAY 10, 2021
COUNCIL CHAMBERS
7:00 PM

Call to Order

Mayor Bryan Hough called the meeting to order at 7:00 pm. The following were present:

Mayor Bryan Hough	Miles Braswell, City Manager
Mayor Pro Tem Lauren Shoemaker	Michelle Wood, Finance Director
Councilman David Moore	Don Roper, Police Chief
Councilman Jeff Meadows	Ryan Baker, Fire Chief
Councilwoman Phyllis Harris	Greg Beal, Planning Director
Councilman Charles McCorkle	Tony Walker, Streets and Solid Waste Director
Councilwoman Christina Pawlish	David Johnson, City Engineer/Director of Utilities
Marie M. Anders, City Attorney	Mark Jusko, Recreation Supervisor
Kemp Michael, Assistant City Attorney	Danny Jackson, Consultant to the City Council

Invocation

Reverend Janet DeWater from First Presbyterian Church led the council, staff and attendees in prayer.

Pledge of Allegiance

Councilman Moore led the council, staff and attendees in the Pledge of Allegiance.

Set the Agenda

Councilman Meadows requested that item number four of the consent agenda regarding the joint access road agreement with Jacob and Nicole Morton be moved to item number two under New Business. With the change made, Councilman David Moore made the motion to set the agenda with twelve items. Mayor Pro Tem Shoemaker seconded the motion. All Council Members voted in favor. (Motion carried)

Consent Agenda

1. Approval of the 2020-2021 Audit Contract
2. Approval of Bond Council Contract with Parker Poe
3. Approval of Bond Advisor Contract with First Tryon

4. Approval of a Resolution Directing Publication of Notice of Intent to apply to the Local Government Commission (LGC)
 5. Approval of a Resolution Authorizing the Finance Director to apply to the Local Government Commission (LGC) and Making Certain Findings of Facts
 6. Approval of a Regional Law Enforcement Mutual Aid Agreement
 7. Approval of a Resolution in Support of the Charlotte Area Transit System's (CATS) West Corridor Extending into Downtown Gastonia
 8. Approval of a Proclamation Recognizing May 15, 2021 as Peace Officers Memorial Day
 9. Call for public hearing for a text amendment to Section 3.10 Fences and Walls of the Zoning Ordinance to include fence maintenance standards
 10. Call for public hearing for a text amendment Section 5.20 South Gateway Overlay District of the Zoning Ordinance to prohibit service stations (gasoline)
 11. Call for a Public Hearing on the 2021-2022 Proposed Fiscal Year Budget and Fee Schedule
 12. Approval of Minutes of the April 26, 2021 Council Work Session Meeting
- Councilwoman Pawlish made a motion to approve the consent agenda as presented with twelve (12) items. Mayor Pro Tem Shoemaker seconded the motion. All Council Members present voted in favor. (Motion Carried)

Presentations

- 1.. Swearing-In of Fire Fighter Zech Wiggs
Fire Chief Baker introduced Fire Fighter Zech Wiggs to council, staff, and attendees. Mayor Hough performed the swearing in of Fire Fighter Zech Wiggs. Mr. Wiggs had his badge pinned on by his girlfriend Lauren.
2. Update from Montcross Area Chamber
Mr. Jordan discussed his background and provided a brief update on the Montcross Area Chamber. Mr. Jordan stated that he has been on a tour of Mount Holly and that there was a lot to see. Mr. Jordan discussed starting a new program called MAC in the morning, an outreach program that allows the community to come together for coffee and conversation. Mr. Jordan thanked everyone for the time to speak.

Public Hearing

1. Public Hearing on text amendment for NC GS 160D updates to Land Use Regulations in the Zoning Ordinance, City Code of Laws, and Subdivision & Land Development Ordinance
Brian DuPont discussed the preparations taken by staff regarding the state mandated text amendment updates for NC GS 160D. Mr. DuPont stated that staff had been working closely with the City Attorney's office. Mr. DuPont stated that most of the Planning Department attended state wide training over a year ago in preparation for these updates.

Mayor Hough entertained a motion to go out of regular session and into the public hearing. Mayor Pro Tem Shoemaker made the motion to open the public hearing.

Councilwoman Harris seconded the motion. All Council Members voted in favor.
(Motion Carried)

With no one signed up to speak, Mayor Hough entertained a motion to close the public hearing and go back in the regular session. Councilman Moore made the motion to close the public hearing and go back into the regular session. Mayor Pro Tem Shoemaker seconded the motion. All Council Members voted in favor. (Motion Carried)

Mayor Pro Tem Shoemaker made a motion to approve the text amendment for NC GS 160D updates to Land Use Regulations in the Zoning Ordinance, City Code of Laws, and Subdivision & Land Development Ordinance. Councilwoman Pawlish seconded the motion. All Council Members voted in favor. (Motion Carried)

Public Comment- Three (3) minute limit

There was no one signed up to speak during public comment.

New Business

1. Resolution of Award for Two Brothers Utilities, LLC as the lowest bidder for the South Gateway Area Pump Station and Force Main Project.

Jonathan Wilson discussed that staff has gone through the process with the state for the loan for this project and are ready to award the project and enter into the contract portion. Councilman Meadows asked to confirm what area of town that this will serve. Mr. Wilson stated that this will serve the South Gateway Area Force Main and Pump Station. The pump station will be located at the YMCA and run to the wastewater treatment plant. It will serve all of the South Gateway area as well as some other areas. Councilman Meadows asked about what will happen to the capacity in that area versus what the capacity is currently. Mr. Wilson stated that the capacity will be greatly increased. Mayor Hough stated that there will be an increased opportunity for development. Mayor Hough confirmed that there are two (2) motions. One for award of the project to the lowest bidder and the second motion for the resolution of approval.

Councilman Moore made a motion to award the South Gateway Area Pump Station and Force Main Project to Two Brother's Utilities, LLC as the lowest bidder. Mayor Pro Tem Shoemaker seconded the motion. All Council Members present voted in favor. (Motion Carried)

Councilwoman Harris made a motion to approve the Resolution of Award 051021A for Two Brothers Utilities, LLC. Councilwoman Pawlish seconded the motion. All Council Members present voted in favor. (Motion Carried)

2. Approval of Joint Access Road Agreement with Jacob and Nicole Morton

This item was removed from the Consent Agenda and placed under new business for further discussion. Assistant City Attorney Kemp Michael gave an explanation to the Mayor and Council of the access road. Mr. Michael discussed that there is a gravel road that the city is using to construct the sewer extension it is also an entrance that the

applicant would like to access for the construction of his home. Mr. Michael stated that there was some initial confusion about the city possibly using some of his property to access the city's property, but according to surveys the city was not on the Morton's property. Mr. Morton would need to access our property to build his house. It is conceivable that part of the access road that we are using may cross his property. He is asking the City to consider a joint easement. Mr. Michael stated that under this proposal, no money would change hands and neither property would be responsible for maintenance, and both parties could use the gravel road. Councilman Meadows asked about the future use of the land and if the land could be useable at some point in the future. Councilman Meadows stated that he is concerned about a permanent easement. Councilman Meadows asked about the usage and zoning. Jonathan Wilson stated that currently the city is using the property to access the sewer pipeline, the Upper Dutchman's parallel line. Councilman Meadows stated that he fully understands the ask, but is unclear on what we could be giving up on that parcel. Mr. Michael stated that he does not recall the circumstances around the purchase of this property. Miles Braswell stated that he does not have any history on the property. Mayor Hough stated that this property has not been discussed since his tenure. Mayor Hough stated that it seems that there is no definitive purpose for the land at this time. Councilman Meadows stated that he is not opposed to the easement, but would like to have a discussion about what the property should be used for. Mayor asked the council if they would like additional information about the property and have a discussion at the next work session. Council agreed that further discussion is needed. Councilman Meadows requested that if staff can't find out the history of why we purchased the property he would like to see ideas for if and how it could be developed. No action was taken on the matter and will be discussed at the next work session meeting.

Closed Session

1. Closed Session Pursuant to N.C.G.S 143-318.11 (a) (3 and 5)

Councilwoman Pawlish made the motion to enter into closed session at 7:39 pm. Councilman Moore seconded the motion. All Council Members present voted in favor. (Motion Carried)

Councilwoman Pawlish made a motion to come out of closed session and back into regular session at 8:27 pm. Mayor Pro Tem Shoemaker seconded the motion. All Council Members present voted in favor. (Motion Carried)

Adjourn

With no additional items for discussion, Mayor Hough entertained a motion to adjourn. Mayor Pro Tem Shoemaker made a motion to adjourn the May 10, 2021 Council Meeting. Councilman Moore seconded the motion. All Council Members present voted in favor. (Motion Carried)



City of Mount Holly Action Agenda Item

To: Mayor and City Council	Date: May 24, 2021
From: Michelle Wood	Meeting Date: May 24, 2021
Agenda Item to be considered:	
Will this require a public hearing? ☐ YES ☒ NO	
Background/Purpose of Request:	
Budget Presentation	
Fiscal Impact:	
Will Item affect current budget	☐ YES ☒ NO ☐ N/A
Reviewed by Finance Director	☒ YES ☐ NO ☐ N/A
Preaudit Certification required	☐ YES ☒ NO ☐ N/A
Capital Project Ordinance required	☐ YES ☒ NO ☐ N/A
Budget Transfer required	☐ YES ☒ NO ☐ N/A
Total City Dollars:	
Budget Code:	
Reviewed by City Attorney	☐ YES ☒ NO ☐ N/A
Manager/Staff Recommendation:	
Result of City Council Decision: _____	
Attachments:	

Overall Budget

- Tax rate will remain the same at \$0.485 per \$100 of value
 - Water and sewer rate will enter into Year 3 and will be increased based on the City Council adopting the Five (5) Year Water / Sewer Rate Study during Fiscal Year (FY) 2019 – 2020. This new rate is reflected in the proposed Fee Schedule.
 - The current proposed budget includes a salary study and a COLA tied to the Consumer Price Index (CPI) for employees not affected by the salary study. During the 6/4/2020 City Council Budget Work Session, Council unanimously approved that the COLA would be tied to the Consumer Price Index (CPI) published by the U.S. Bureau of Labor Statistics.
 - Health Insurance will experience a 19% increase and the City will remain with our current carrier, Blue Cross / Blue Shield.
 - Liability Insurance will increase approximately 10%, which includes General Liability, Buildings, Automobile, Crime, Workers Compensation and Cyber.
 - Mandatory retirement contribution to the North Carolina retirement system (ORBIT) has increased to 11.41% (10.15% in FY 20-21) for regular employees and an increase to 12.04% (10.9% in FY 20-21) for Law Enforcement Officers.
 - No new positions are funded.
 - Employee longevity remains funded in the salary line item for both General Fund and Enterprise Fund. This item is included in the Employee Recruitment and Retention Policy. This totals \$106,900.00
 - The overall budget increased from \$19,856,515 in FY 20-21 to \$24,060,938 for FY 21-22 equaling 17.47% but in comparison to FY 19-20 it only equals 7.46%
 - No Unassigned Fund Balance was used to balance the General Fund budget.
-

General Fund

- Total General Fund \$14,626,149, or 12.00% increase from last Fiscal Year.
- Factors that are contributing to this increase are mainly property taxes and sales and use tax; we reduced these last year due to the COVID-19 pandemic.

Council

- No change to Council compensation
- Beautification is funded at \$12,500
- Tree City budget line funded at \$7,500 (ordinance states \$2/capita, equaling \$30,000 total budget).
- Election Expense increased due to Bond Referendum.
- Historical Society budget funded at \$2,000.

Administration

- Operational expenses only
- \$127,159.00 Capital

Administration – Information Technology (IT)

- Contract Services includes all software, webhosting, webpage maintenance, telephone maintenance, internet access

- Furniture, Fixtures and Equipment (FF&E) includes hardware and maintains a replacement schedule for desktop and laptop computers

Administration – Maintenance (Building Maintenance)

- All in-house and contracted maintenance activities funded through this Department
- All utilities (electricity, gas) will be processed through this Department
- Tree City budget line funded at \$7,500 for Grounds Maintenance
- Phase I 273 Landscaping was budgeted at \$54,700

Police

- Capital includes the purchase of 2 handheld radios at \$9,827, (4) vehicles & Equipment \$161,000, (3) new car camera systems \$17,075, and (4) mobile Car Radios \$16,000

Fire

- Capital includes replacing the large diameter hose \$5,000, and parking lot sealcoat & markings \$12,500.

Garage

- Normal operations increase

Streets and Solid Waste

- Capital Automated Garbage Truck \$330,000, Dump Truck \$140,000, and (2) replacement trucks \$70,000

Community Development

- Normal operations increase
- No Capital Items (all were Powell Bill)

Parks and Recreation

- Capital is funded with the ABC Fund Balance proceeds \$621,000

Enterprise Fund

- Total Enterprise Fund \$9,434,789, or 25.67% increase over last Fiscal Year.
- Factors that are contributing to this increase are the 3rd year rate study increase and an increase in Stormwater fee

Utility Administration

- Professional Services line is proposed at \$318,000. \$50,000 is budgeted for the Water Distribution Study for Downtown, \$200,000 for the Dutchman's Creek lift station and force main preliminary engineering evaluation, \$10,000 for surveying, \$8,000 for AutoCAD Services and \$50,000 for various shared services

Utility Administration – Maintenance (Building Maintenance)

- The Building Maintenance Department is responsible for building upkeep only, no Water Treatment or Waste Water Treatment activities or equipment maintenance associated with the plant functions. Items include cleaning, waste management, landscaping, fire alarm monitoring, security intrusion alarm monitoring, extermination, fire suppression, elevator contract, HVAC maintenance.

Utility Administration – Information Technology (IT)

- Contract Services includes all software, webhosting, webpage maintenance, telephone maintenance, internet access
- Furniture, Fixtures and Equipment (FF&E) includes hardware and maintains a replacement schedule for desktop and laptop computers
- No Capital Items

Water

- Downtown Water Distribution Design \$150,000, Sandy Ford Water Line loop \$50,000, aerial Structural Design \$50,000, Water replacement/Upgrade Program \$1,200,000, Lagoon Dredging \$215,000, Generator/Auto Transfer Switch \$75,000

Waste Water Treatment

- Contract Services is budgeted at \$455,000, in which \$200,000 of this line item is land application of sludge.
- No capital items are budgeted

Field Services

- Maintenance, repair and replacement of water and sewer lines is budgeted at \$540,000
- Capital – Pull behind compressor \$22,000, Combination Jet-Vac Truck \$413,000, 4WD Truck \$33,000.
- Also, for sewer system improvements which includes downtown sewer lining at \$200,000

Stormwater

- Projected to receive \$339,000 through collection fee. Yearly expenditures to equal revenue, so in essence, no Unassigned Fund Balance implications.
- New vehicle \$20,000



City of Mount Holly

FY 2021-2022 Budget Presentation

05/24/2021

1

Proposed Budget Totals



- General Fund – \$14,626,149
- Enterprise Fund - \$9,434,789
- Total \$24,060,938 - 17.47% over FY 2020-2021 (COVID-19 impact)
 - - 5.47% under FY 2019-2020 (Non-COVID-19 impact year)

2

Budgeting – Our Approach



- All Departments submitted line items to Finance
- Finance reviewed all line items and made corrections based on duplications etc.
- Finance met with the City Manager to review all departmental requests and revenue projections
- Finance met with all departments and discussed any changes needed and prioritized capital requests
- Proposed Budget was prepared and reviewed with the City Manager
- Council was given the proposed budget to review

3

REVENUES



➤ Forecasted Increases 2021-2022

- External Factors
 - Sales and Use Tax
 - Property Taxes
 - Motor Vehicle Taxes
- Internal Factors
 - 3rd year Water and Sewer Rate Study Increase
 - Stormwater Fee Increase

4

Water and Sewer Rate Plan – Year 3



	<u>Gallons</u>	<u>Current Rate</u>	<u>FY 20-21</u>	<u>Increase</u>
Water Base	2,000 or less	\$9.85	\$11.30	\$1.45
Sewer Base	2,000 or less	\$11.70	\$14.00	\$2.30
TOTAL				\$3.75
Water Base	5,000	\$9.85	\$11.30	\$1.45
Water Volumetric	5,000	\$11.10	\$12.27	\$1.17
Sewer Base	5,000	\$11.70	\$14.00	\$2.30
Sewer Volumetric	5,000	\$13.80	\$16.86	\$3.06
TOTAL				\$7.98

Comparison Sample Bill – 5,000 Gallons



<u>Sample Bill 5,000 Gallons</u>	<u>*Mount Holly</u>	<u>Gastonia</u>	<u>Belmont</u>	<u>Stanley</u>	<u>Bessemer City</u>	<u>Dallas</u>
Water Base / Availability Charge	11.30	9.80	14.67	20.50	15.35	-
Waterline Replacement/ Customer Charge	3.35	3.26	-	-	-	-
Volumetric Charge	12.27	14.50	22.41	13.60	20.85	-
Total Bill Water \$	26.92	\$ 27.56	\$ 37.08	\$ 34.10	\$ 36.20	56.48
<u>Sample Bill 5,000 Gallons</u>	<u>Mount Holly</u>	<u>Gastonia</u>	<u>Belmont</u>	<u>Stanley</u>	<u>Bessemer City</u>	<u>Dallas</u>
Sewer Base / Availability Charge	14.00	14.10	17.28	20.50	15.35	-
Sewerline Replacement/ Customer Charge	6.30	3.26	-	-	-	-
Volumetric Charge	16.86	20.90	26.88	28.90	35.25	-
Total Bill Sewer \$	37.16	\$ 38.26	\$ 44.16	\$ 49.40	\$ 50.60	56.48
<u>Sample Bill 5,000 Gallons</u>	<u>*Mount Holly</u>	<u>Gastonia</u>	<u>Belmont</u>	<u>Stanley</u>	<u>Bessemer City</u>	<u>Dallas</u>
Sample Bill 5,000 Gallons \$	64.08	\$ 65.82	\$ 81.24	\$ 83.50	\$ 86.80	\$ 112.96

* Still Lowest in the County

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Expenses – Things to Consider



➤ Forecasted Increases 2021-2022

➤ Personnel Cost Increase – Outside of our control

- Health Insurance - Increase 19%
- Retirement – Mandatory increase from 10.15% to 11.41% for General Employees and from 10.9% to 12.04% for Law Enforcement Employees
- Utilities Increase
- Gas Increase

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Expenses – Our approach



- Asked departments to only request operational needs
- Included salary adjustments per the salary study and longevity
- No New Positions
- Included Travel and Training
- Included capital and vehicle replacements

8

Capital Improvement Plan (CIP)



- General Fund Budgeted - \$883,561
- Enterprise Fund Budgeted - \$2,455,000
- Powell Bill - \$580,000
- ABC - \$621,000

9

Capital Improvement Plan (CIP) - Recreation



- We are recommending utilizing the ABC Fund Balance to complete all Fiscal Year 2021-2022 capital projects of \$621,000
- Current ABC Fund Balance at 6-30-2020 \$ 903,803
 - Estimated at 6-30-2021 Fund Balance \$1,153,803
 - Remaining Fund Balance after Projects \$532,803
 - This will increase by revenue received in 2021-2022

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Unassigned Fund Balance- General Fund Unrestricted Net Position – Enterprise Fund



- General Fund as of 05-19-2021
 - \$ 4,245,142 – 30.458135% of FY 2020-2021 Budget
- Enterprise Fund as of 6-30-2020
 - \$12,558,176 – to Fund a CIP for the next 7 years totaling \$53,068,000

11



Questions - Discussion

12



City of Mount Holly Action Agenda Item

To: City Council	Date: 5-20-2021		
From: Hannah Rayburn	Meeting Date: 5-24-2021		
Agenda Item: Discussion of FY 2021/2022 health benefit changes and salary study.			
Will this require a public hearing? YES ☐ NO ☒			
Background/Purpose of Request: City will be changing from full-insured to level-funded benefit option allowing for potential financial benefits and design flexibility and presenting the salary study findings that have been included in the upcoming fiscal year's balanced budget.			
Fiscal Impact:			
Will Item affect current budget	☐ YES	☒ NO	☐ N/A
Reviewed by Finance Director	☒ YES	☐ NO	☐ N/A
Preaudit Certification required	☐ YES	☒ NO	☐ N/A
Capital Project Ordinance required	☐ YES	☐ NO	☒ N/A
Budget Transfer required	☐ YES	☐ NO	☒ N/A
Total City Dollars:	\$		
Budget Code			
Reviewed by City Attorney	☐ YES	☐ NO	☒ N/A
Manager/Staff Recommendation:			
1. Approval of salary study			
Result of City Council Decision:			
Attachments:			
1. Salary Study Presentation			
2. Health Benefits Change			

City of Mount Holly

2021 Salary Study

Past & Current Annual Salary Studies

- ▶ Human Resources conducts an annual salary study to help ensure salaries are appropriately ranged. Past measures were to attempt to bring salaries to the median of the reported data per position.
- ▶ A hand full of positions have been adjusted to meet the above measurement over the past few years. However, without the adjustment of salary grades, employees continued to be brought in at a lower rate than appropriate. Therefore creating a need to make several salary adjustments to employees hired over the past 5 years, essentially creating a domino effect of needed adjustments to combat both current and foreseen compression.

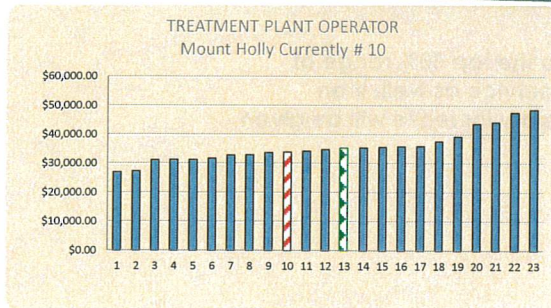
Data Collected

- ▶ All data was collected and used from the North Carolina League of Municipalities (NCLM) annual survey that the City contributes to each year.
- ▶ Towards the end of the year, NCLM provides participating municipalities with the results of the study.
 - ▶ Data used was filtered to only include same-size NC municipalities with relatable job titles. The City did take into consideration surrounding municipalities while keeping main focus on same-size municipalities.
- ▶ HR reached out to same-size and surrounding municipalities who did not report to the League and was provided the necessary information to incorporate the needed data for a most accurate reflection.
- ▶ **This study (both NCLM and the City's) does not extend to part-time staff.**

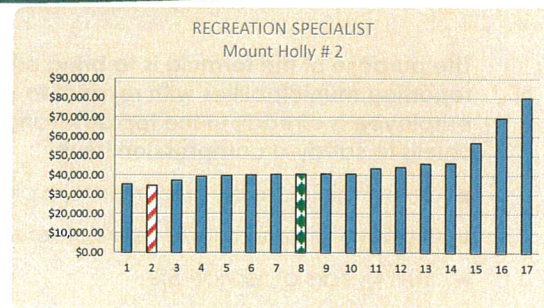
Need for Action

- COMPRESSION CORRECTION DUE TO PAY GRADES
- COMPETITIVE SALARY RATES – BRING ALL POSITIONS TO TOP 50% RANGE OF REPORTING MUNICIPALITIES.
- PAY GRADES HAVE NOT BEEN INCREASED SINCE 2016 RESULTING IN LOWER INITIAL PAY

Examples



Total municipalities reporting job function : 10
Mount Holly of total reporting : 10 of 23
MEDIAN SALARY \$34,833 VERSUS \$33,956.30



Total Municipalities Reporting: 17
Mount Holly of Total Reporting: 2 of 17
MEDIAN SALARY \$40,837 VS \$34,623.13

City's current range
 Proposed range to bring to top 50%

Solution Approach

- ▶ Bring all positions to the top 50% range of all reporting NC municipalities
- ▶ Bring employees to the minimum salary range to correct compression resulting from no increase to pay grades
- ▶ To increase salary grades by 13.6%, calculated by equaling four (4) years of 3% COLA increases and using January's CPI increase of 1.6%.
- ▶ Moving forward, the City's pay grades will be adjusted to equal that of any percentage increase given to all employees (i.e. COLA, CPI)

Formula Used

The purpose of the formula is to bring all staff into the top 50% range of reporting municipalities with respect to years of service as well. If an employee is already in the top 50% range, no salary increase will be given unless to satisfy a compression issue.

- ▶ Below minimum bring to minimum plus 5%
- ▶ If above minimum, 0-10 years of service 3%
- ▶ 10-14 years of service 5%
- ▶ 15+ years of service 7%

Impacted Employees

- ▶ This solution will impact a 71 full-time employees.
- ▶ It is proposed that the remaining 52 full-time employees receive the CPI rate increase of 2.6%.
- ▶ Employees receiving a salary adjustment will not be eligible to receive the CPI.
- ▶ **Neither contracted nor part-time employees are eligible to receive a salary adjustment. They are only eligible to receive a CPI increase. Police Department sworn personnel are excluded from this study due to the recent implementation of the Recruitment and Retention Plan that was approved by Council on 11/9/2020.**

Cost of Implementation

\$369,825.66

The FY 2021/2022 balanced budget includes the salary study adjustments.

Calculation for the salary study includes all adjusted salaries and City costs for each employee (i.e. FICA, 401K and Retirement).

The above total also includes a CPI increase given to those ineligible to receive a salary adjustment.

Thank you for your time.

City of Mount Holly

2021 Final Medical Rates

Prior Intended Change

The City had initially decided upon going self-funded from fully-insured in an effort to have more control of plan design and to financially benefit from “good years” that the City may experience due to low and/or fewer claims.

In order to pursue this option, a wealth of data is required for a reinsurer to provide a concrete quote. However, data availability is extremely limited with the City’s current provider, BCBSNC.

On May 13th, we were notified that due to lack of data provided from BCBS, the reinsurer, ACS, deemed the City’s current claims too risky of a liability, essentially placing this option out of consideration.

Finalized FY 2021/2022 Benefit Plan Changes

The City will be converting to a level-funded plan with Cigna rather than a fully insured plan. This will be a stepping stone in the direction to self-funded by providing the necessary data needed for reinsurance.

Through Cigna, the City will receive a refund if claims run well: 50% surplus reimbursement feature – Will receive the greater of \$50,000 or the actual surplus at the first reconciliation.

There is a \$50,000 credit applied to the first bill, dropping total percentage increase from 19.85% (had the City gone to self-funded) to 16%.

Level-Funded

Looks and feels like fully insured

Same protections

Pay a fixed premium each month regardless of claims

Robust claims/utilization reporting capabilities

Custom plan design

No deficit carry-forward if you have a bad year

Current Weekly Deductions	New Weekly Deductions	Difference Per Month
Employee Only: \$579.38	Employee Only: \$668.12	\$88.74
E + Spouse: \$102.11	E + Spouse: \$117.75	\$62.56
E + Child: \$73.28	E + Child: \$84.35	\$44.28
Family: \$190.47	Family: \$219.63	\$116.64



City of Mount Holly Action Agenda Item

To: City Council

Date: 5-14-21

From: Brian DuPont & Michelle Wood

Meeting Date: 5-24-21

Agenda Item to be considered: Discussion of Powell Fund

Will this require a public hearing? ☐ YES ☒ NO

Background/Purpose of Request : At the September 14, 2020 Council meeting, a presentation was given on the funding options for road maintenance over the next few years. At that meeting, staff was directed to continue with a Variable Budget strategy based on so many unknowns with the economy and the Powell revenues due to the Pandemic.

However, since this meeting some new information has been presented to staff. The Powell Revenues doubled from what the City expected to receive, which was in line with previous revenues. Discussions with our Finance Department have evolved that allow an option that could better utilize the existing funding in the Powell to promote a more thoughtful means of pavement maintenance and project implementation. The current needs in projects and maintenance are greater than the revenues/fund balance. Meaning that in the near future the Powell Fund would have a deficit that would require other funding to balance the cost of projects.

Currently, at the end of this fiscal year there will be approximately \$2.4 million in the Powell Fund Balance. Staff proposes leveraging these funds to obtain a loan in the amount of \$6.5-7 million that would allow the City to implement an aggressive pavement plan and implement certain sidewalk projects. The pavement maintenance would be \$1.5-2 million and the project implementation would be \$4-5 million of the loan.

Benefits of Loan:

- Economy of scale with bundling of projects to get low cost per improvement. (For example, Year 1: \$54 per linear foot vs. \$111 per linear foot of pavement maintenance)
- Immediate improvement to roads now to prevent the cost of repairs from inflating over the next few years.
- First 5 years, at least 89 road segments to be improved with loan vs. 25 under the variable budget.
- Sidewalk projects would begin now instead of waiting many years for them to be funded. (Belmont-Mt. Holly Road; Beaty Road; Tuckaseege Road)
- Avoid over spending on maintenance and projects that lead to a deficit of the Powell Fund by FY24-25. Loan avoids deficit and accomplishes goals.

Staff is asking for feedback and direction. Any direction will be recognized in the upcoming budget.

Fiscal Impact:

Will Item affect current budget	☐ YES	☒ NO	☐ N/A
Reviewed by Finance Director	☐ YES	☐ NO	☒ N/A
Preaudit Certification required	☐ YES	☐ NO	☒ N/A
Capital Project Ordinance required	☐ YES	☐ NO	☒ N/A
Budget Transfer required	☐ YES	☐ NO	☒ N/A
Total City Dollars:	\$		
Budget Code			
Reviewed by City Attorney	☒ YES	☐ NO	☐ N/A

Manager/Staff Recommendation:

Provide direction to Staff.

Result of City Council Decision:

Attachments:

1. Presentation

2.

3.

Discussion of Powell Fund

City Council Worksession

May 24, 2021

Fund Balance

- Historically
 - Revenue over \$400,000/year since 2014-2015
 - Average % increase over 10 year period: 0.88%
- Projections
 - Projected Revenue next FY: \$422,370
 - Revenue projected to increase by average % increase each year
 - Utilization of Vehicle Tag Fees as permitted by NC General Statute

Funding Scenarios

- Finance and Planning have been reviewing funding options permissible by Local Government Commission (LGC)
 - Scenario 1 – Maintain current Variable Funding Strategy
 - Scenario 2 – Obtain Loan that leverages Fund Balance

Scenario 1 – Variable Budget

- Based on the feedback from City Council in September 2020
- Was based on unknown revenues due to the Pandemic
- Strategy does provide road maintenance
- Does not allow for significant road improvements in the next few fiscal years
- Maintenance as we go approach
- Deficit in Powell Fund by FY 24-25 of \$1.3 million

Scenario 2 - Loan

- Fund Balance leverage to obtain \$6.5-7 million loan
- Lump Sum funds allow for immediate implementation of multiple paving projects (reconstruction, rehabilitation, preventive maintenance)
- Allow for the funding of other projects
- Prevents deficit in Powell Fund
- Permits other maintenance needs as identified each year
- Paid over 10-year period

Project	Cost	FY21-22	FY22-23	FY23-24	FY24-25	FY25-26	FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
State Projects											
elmont-MH Sidewalk & Blanche drainage	\$1,000,000	\$500,000	\$500,000								
elmont-MH Sidewalk (ROW)	\$30,000	\$30,000									
elmont-MH Sidewalk (Design)	\$1,100	\$1,100									
73 Betterments (mast arms/sidewalk)	\$113,859	\$113,859									
eaty Road Sidewalk (EB-5748) Design	\$20,000	\$20,000									
eaty Road Sidewalk (EB-5748) ROW	\$200,000			\$200,000							
eaty Road Sidewalk (EB-5748) Const	\$750,000				\$750,000						
uck Rd Sidewalk (EB-5912) Design	\$60,000	\$60,000									
uck Rd Sidewalk(EB-5912) ROW	\$250,000			\$250,000							
uck Rd Sidewalk(EB-5912) Construction	\$2,000,000				\$2,000,000						
Maintenance Items											
avement Maintenance Program(annually)	Varies	\$300,000	\$300,000	\$160,000	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000
potholes/Repairs/ADA/Striping(annually)	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000
Main crosswalk at 273	\$26,000	\$26,000									
lexander/Catawba underpass		\$12,000									
Total:	\$4,570,959	\$1,162,959	\$900,000	\$710,000	\$3,150,000	\$400,000	\$400,000	\$400,000	\$400,000	\$400,000	\$400,000
Amount Needed from Other Funding Source:											
Estimated Powell Revenue Annually:		\$118,000	\$122,401	\$126,967	\$131,703	\$136,615	\$141,711	\$146,997	\$152,480	\$158,167	\$164,067
Balance			\$426,087	\$429,836	\$433,619	\$437,435	\$441,284	\$445,168	\$449,085	\$453,037	\$457,024
End Balance as of May 1, 2021:	\$2,397,767		\$1,775,178	\$1,423,666	\$1,314,209	-\$1,140,158	-\$957,163	-\$764,998	-\$563,434	-\$352,229	-\$131,138

Loan

Project	Cost	FY21-22	FY22-23	FY23-24	FY24-25	FY25-26	FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
Maintenance & Projects											
Loan Payment	\$6,500,000	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000
Potholes/Repairs/ADA/Striping(annually)	Varies	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$50,000	\$50,000	\$50,000	\$50,000
N. Main Street Crosswalk	\$26,000										
Alexander/Catawba underpass	\$12,000	\$12,000									
Total:	\$6,538,000	\$869,000	\$831,000	\$831,000	\$831,000	\$831,000	\$831,000	\$781,000	\$781,000	\$781,000	\$781,000
Amount Needed from Other Funding Source:											
Estimated Powell Revenue Annually:		\$118,000	\$122,401	\$126,967	\$131,703	\$136,615	\$141,711	\$146,997	\$152,480	\$158,167	\$164,067
Balance		\$422,370	\$426,087	\$429,836	\$433,619	\$437,435	\$441,284	\$445,168	\$449,085	\$453,037	\$457,024
Fund Balance as of May 1, 2021:	\$2,397,767	\$2,069,137	\$1,786,625	\$1,512,429	\$1,246,750	\$989,801	\$741,796	\$552,961	\$373,525	\$203,730	\$43,821

Maintenance to Expenditure Ratio

	FY21-22	FY22-23	FY23-24	FY24-25	FY25-26		
Variable Budget	\$300,000	\$300,000	\$160,000	\$300,000	\$300,000	Total:	\$1,360,000
Reconstruction	3	3	0	0	0	Total:	6
Rehabilitation	0	3	4	4	8	Total:	19
Preventive Maintenance	0	0	0	0	0	Total:	0
Cost per Linear Foot	\$111.28	\$110.09	\$74.21	\$83.59	\$92.02	Avg. \$/LF:	\$94

Loan and Maintenance	\$1,500,000	\$100,000	\$100,000	\$100,000	\$100,000	Total:	\$1,900,000
Reconstruction	6	0	0	0	0	Total:	6
Rehabilitation	28	3	2	2	2	Total:	37
Preventive Maintenance	12	9	8	5	12	Total:	46
Cost per Linear Foot	\$54.26	\$15.31	\$18.50	\$20.84	\$18.22	Avg. \$/LF:	\$25.43

Project Implementation

- \$4-5 million
 - Alexander Street/Catawba Avenue underpass
 - Pedestrian Crosswalk at North Main Street and Highway 273
 - Belmont-Mt. Holly Road Sidewalk (construction)
 - Beatty Road Sidewalk (design/right-of-way/construction)
 - Tuckaseege Road sidewalk (design/right-of-way/construction)
- Allows for bundling of projects for economies of scale
- Expedite timeline for implementation

Recommendation

- Staff recommends moving forward with the loan process as part of Budget for next Fiscal Year
- Steps
 - RFP for Pavement Maintenance Loan
 - Coordination with LGC
 - Selection of Lender
 - Solicit bids for pavement improvements and projects



City of Mount Holly Action Agenda Item

To: City Council Greg Beal, Economic Development	Date: May 18, 2021
From: Coordinator, Planning Director	Meeting Date: May 24, 2021
Agenda Item to be considered: <u>Strategic Vision Plan Update</u>	
Will this require a public hearing? ☐ YES ☒ NO	
<u>Background/Purpose of Request:</u> <u>In January 2019, City Council unanimously adopted the 2019 Strategic Vision Plan Update. This 131-page document was broken out into 8 chapters, which include an Introduction, Chapter 1 Market Analysis Synopsis, Chapter 2 Connectivity & Transportation, Chapter 3 Downtown Area Plan, Chapter 4 Gateway District, Chapter 5 Woods & Water District, Chapter 6 Placemaking, Arts and a Healthy Community, Chapter 7 Policies, Marketing and Organization and Implementation Strategy & Action Plan. Furthermore, there were an additional 3 appendixes: A) Accomplishments, B) Market Study and C) Survey Results. The 2019 Plan built upon the original 2003 Vision Process and the award-winning 2008 Strategic Vision Plan.</u> <u>The Strategic Vision Plan Update itself, was built around 6 core values, which are:</u> • <u>Core Value #1: Preserve and Enhance Small Town Character</u> • <u>Core Value #2: Continue to Connect the Downtown Core</u> • <u>Core Value #3: Improve Connections Throughout the City</u> • <u>Core Value #4: Increase Vibrancy Through Art and Placemaking</u> • <u>Core Value #5: Enhance Gateways and First Impressions</u> • <u>Core Value #6: Advance the Legacy of Visionary Leadership</u> <u>Perhaps of most importance to the overall Plan is Chapter 8 Implementation Strategy & Action Plan. This is commonly referred to as the "Project Matrix" by many stakeholders within the Mount Holly community. That will be the focus of the presentation before Council because while the overall document is a worthwhile read, the core focus should be, "How can the City and its partners accomplish the goals found in the Project Matrix?" After all, these goals are listed because they were important to the 850+ citizens that participated in 1.5 years of public meetings and workshops, which led to the final draft of the Strategic Vision Plan Update. And just like the 2008 Vision Plan, which saw 49 of 61 goals accomplished with another 10 underway or partially accomplished, this goal-oriented approach has a proven track record.</u> <u>Chapter 8 Implementation Strategy & Action Plan Details</u> <u>There are 111 specific recommendations in the Strategic Vision Plan (Chapter 8), which are found within 6 chapters (Chapters 2-7) under 31 broad recommendations. The projects or goals listed in Chapter 8, with more detailed descriptions found in each of their respective chapters, are broken out into short term (1-2 years), medium term (3-5 years) and long term (extending to the year 2028) time frames. While these time frames are recommended by the</u>	

Plan, they are largely dependent on funding and sometimes approval from State or Federal agencies. Therefore, it is reasonable to conclude that the primary focus for the City and its partner organizations should lie with projects that are "here and now" with a recommended short term window.

Lead Partner: Mount Holly Community Development Foundation (MHCDF)

Not surprisingly, the Foundation is listed the most as a lead partner or partner in many of the goals found within the Project Matrix. The MHCDF was formed after the weeks of charrettes, led by Ron Morgan, in what became known as the 2003 Vision Process. In May 2003, the Foundation led the charge in promoting the \$5 million bond referendum, which passed by a 2 to 1 majority, along with approval of alcohol sales and establishment of an ABC store in the city limits. The \$5 million bond approval funded the Downtown Streetscape Project (\$2.7 million; completed in 2006) and the Linear Park Project (\$2.3 million; completed in two phases, 2011 & 2012).

The difficult part in having a Vision Plan, that took nearly 18 months to complete, is that essentially, it spanned three executive boards with the Foundation and many other partner organizations. Early executive boards agreed to the goals within the Project Matrix, beginning in October 2017. 2018 brought a new board, as did the calendar year beginning in 2019, with yet another executive board. However, pre-COVID, City staff did get a chance to meet with Past Chair Randi Moore and Past Co-Chair Karen Kleiner to offer more insight into the Project Matrix. Everyone was in agreement that short-term goals should be the focus, as they were "low-hanging fruit," many requiring little more than time commitments and little-to-no funding. Of the short term goals listed in the Project Matrix, the following have the Mount Holly Community Development Foundation as a lead or partner organization:

- 3.3.1 *Begin Exploring the Extension and Renovation of Veterans Park*
- **3.3.4 Lead Partnership Efforts to Fund the Splash Pad and Park**
- 3.6.1 *Create a Pedestrian Connection Between North Main and the Community Garden*
- 4.1.1 *Explore Opportunities to Work with NCDOT to Implement Planting along the I-85 Frontage and at the Interchange of Hwy 273*
- 4.1.2 *Intersection of Ramp and Highway 273*
- 4.1.3 *Consider Partnering with Belmont on the Overall Gateway Design*
- **6.1.2 Explore Opportunities for Creative Pop-Up Spaces and Events**
- **7.1.7 Host an Annual Strategic Plan Summit**
- **7.2.1 Pursue North Carolina Main Street Status (Moved from Medium Term to Short Term)**
- **7.2.3 Reinvigorate the Role of MHCDF**
- 7.2.4 *Explore Relationship with Partners for Parks*

At the January 2020 Foundation Executive Retreat, City staff was informed that the board, highlighted short term goals listed above were embraced by the board. COVID did force us to cancel a planned July Strategic Vision Plan Summit in 2020 and 2021, but there is hope

that 2022 will bring new opportunities and perhaps partnerships with other groups. Perhaps a major focus of the Foundation will be to lead partnership efforts to fund the Splash Pad and Park, which refers to the Veterans Park Expansion. The Plan states that the MHCDF should lead in "gaining support from a combination of citizens, businesses, partner grants and others to fund the Splash Pad and Park, regardless of its location." Based on Council direction and the City's due diligence, the Veterans Park Expansion project will need to be funded through General Obligation Bonds. Since the City can only provide facts, the Foundation and other nonprofits are needed to promote the passing of said bonds.

While I can comment on every single one of the goals above, the promotion of the bonds and 6.1.2 Explore Opportunities for Creative Pop-Up Spaces and Events are likely to be two focus areas for the MHCDF in the short term, based upon input received in the past.

City Focus

While several goals found within the Project Matrix have been accomplished, ranging from the North Main Street Parking Lot project to the completion of the Dutchman's Creek Greenway segment, if one were to list goals that were the most important by Chapter for the short term, they would be:

2.0 Connectivity and Transportation

2.1 Enhance Walkable Connections between Downtown and the Greenway Network

• 2.1.1 Dutchman's Creek Greenway

This project is listed as a short term goal led by the City of Mount Holly. The Vision Plan recommends that the primary focus be the connection of Highland Street to North Main Street along the Mount Holly Cotton Mill property.

3.0 Downtown North Area Plan

It is evident from an economic development standpoint that the City is going to have to grow our downtown to facilitate new businesses. East Charlotte Avenue development will likely depend on new construction around the CaroMont Medical Center. However, the Old Fire Station, the Alsace Mill, Woodlawn Mill and Three Corners (Woodlawn & North Main) represent opportunities for expansion. This area will also need infrastructure as it develops with sidewalks and crosswalks to make it more pedestrian-friendly, but there are opportunities to work with potential businesses on these initiatives.

4.0 [South] Gateway District

The priority focus for the short term period is:

4.2.1 Continue to Coordinate with Planners and Property Owner

The overall site plan should consider:

- 273 Streetscape with canopy shade trees (visibility under canopies to commercial development) and a low hedge to screen parking (but not obscure sightlines)
- Interconnected internal street network with a logical connection to residential development, working with grades
- Visual relationship between residential and commercial areas
- Buildings oriented to and anchoring internal streets

- Residential buildings that utilize the grades, with potential parking underneath. Consider taller buildings with smaller footprints
- Pedestrian-oriented internal streetscape environments
- Central focal points for both commercial and residential areas, connected by streetscape
- Internal pathway system connections to YMCA and riverfront

The City is currently working on the South Gateway Connector Road with significant investment, \$145,000, having been spent on 30% design documents, which meet NCDOT standards. There are a couple of properties, LPA-owned land and the former outdoor resort property, which staff is currently working with to implement many of the points from the plan listed above.

5.0 Woods and Water District

- *5.1.4 Finalize the Memorandum of Understanding between the City of Mount Holly and the Mountain Island State Educational Forest*

This project is listed as a short term goal led by the City of Mount Holly with great potential for collaboration. There are great opportunities ahead in working with the City of Gastonia on additional parking options and future greenway development on the Educational Forest land.

6.0 Place making, Arts, and a Healthy Community

6.1 Place making and the Arts

All short term goals focus around the creation of the Public Art Commission [Art Advisory Board] and its subsequent work to further murals, sculptures and other art pieces in the public realm. Some of these initiatives will lead to working with landowners to develop creative spaces, and improve alleyway connections. Some medium term goals, such as 6.1.7 Consider a Percent for the Arts Program & 6.1.7 Develop the Arts on the Greenway Facility (through Arts on the Greenway potential grants) are within reach.

7.0 Policies, Marketing, and Organization

- *7.2.1 Pursue North Carolina Main Street Status*

This project is listed as a medium term goal led by the City of Mount Holly.

Chapter 7 has seen a lot of accomplishments in adopting policy recommendations per the Vision Plan. But, the NC Main Street Program may or may not be on the horizon. Staff conducted research on the medium term goal of being a NC Main Street Community, which now requires a 3-year trial period as a Downtown Associate Community. The NC Department of Commerce also requires that a Main Street Director be hired, which cannot be someone serving in multiple roles, such as Planning Director/Main Street Manager. Out of all the towns in the Greater Charlotte Region, including many towns similar in size, Belmont is the only one that is part of the NC Main Street Program with a dedicated director. When surveying these towns from Newton to Lincolnton to Pineville, the main barrier is costs. Based on due diligence, salary and benefits from a Main Street Director nears \$100,000. Other towns stated that they would rather select annual projects for their downtown, rather than fund the

program administration. NC Department of Commerce stated that their contribution would be services offered to the City as a Downtown Associate Community, such as *how to hold downtown events, how to draft a downtown small area plan, or how to work with business owners*, etc. I was sold on the idea to become a NC Main Street City when the Vision Plan was drafted, but Mount Holly is holding great events and doing them better than anyone in the region; we have a solid downtown small area plan in the Vision Plan itself, and staff works well with business owners in solving issues that come before them from ordinance text amendments to public safety needs. Outside of a little notoriety, I, like other Planning & Economic Development Directors in the Charlotte region, are having trouble justifying the costs of participating in the program.

Under 7.1.6, rather than doing an *individual business marketing plan*, which presents some problems in itself, staff feels that an overall marketing plan for the City, something that dates back to the 2008 Vision Plan, should be a focus in the short term with Chapter 7. So much in fact, that Planning & Development requested funding for such a Marketing Plan in next year's budget. This could help reinvigorate the role of the Economic Development Committee that must have projects in front of them in order to accomplish tasks. After the Strategic Vision Plan was adopted in January 2019, the EDC essentially disbanded due to limited staff time, other priority commitments and the lack of having projects for the EDC to undertake.

I hope this information is helpful in looking at what lies ahead in terms of priorities and working with others on the Project Matrix. There is a lot to be done, but there has been so much accomplished in two short years, with one of them being affected greatly by COVID.

Fiscal Impact:

Will Item affect current budget	☐ YES	☐ NO	☒ N/A
Reviewed by Finance Director	☐ YES	☐ NO	☒ N/A
Preaudit Certification required	☐ YES	☐ NO	☒ N/A
Capital Project Ordinance required	☐ YES	☐ NO	☒ N/A
Budget Transfer required	☐ YES	☐ NO	☒ N/A
Total City Dollars:	\$		
Budget Code			
Reviewed by City Attorney	☐ YES	☐ NO	☒ N/A

Manager/Staff Recommendation: This is for your information and feedback. Staff looks forward to the discussion on Monday night.

Result of City Council Decision:

Attachments: