

January 8, 2024 Stallings Government Center 321 Stallings Road Stallings, NC 28104 704-821-8557 www.stallingsnc.org

Town Council Agenda

	Time	Item	Presenter	Action Requested/Next Step
	7:00 p.m.	Invocation Pledge of Allegiance Call the Meeting to Order	Wyatt Dunn, Mayor	NA
	7:05 p.m.	Public Comment	Wyatt Dunn, Mayor	NA
1.	7:15 p.m.	Consent Agenda A. Minutes from the following meetings: (1) 12-11-2023 B. Amended Budget Ordinance 10 – Unemployment Insurance C. Amended Budget Ordinance 11 – Police Department Evidence Storage Shelving D. Amended Budget Ordinance 12 – Election Expense Overage	Wyatt Dunn, Mayor	Approve Consent Agenda
2.	7:17 p.m.	Reports A. Report from Mayor B. Report from Council Members/Town Committees C. Report from Town Manager/Town Departments	Council and Staff	NA
3.	7:45 p.m.	Agenda Approval	Wyatt Dunn, Mayor	Approve agenda as written
4.	7:50 p.m.	Ripple Fiber	Kevin Parker, Engineering Dir.	Information
5.	8:05 p.m.	FY 23-24 Priorities Update	Alex Sewell, Town Manager	Information
6.	8:20 p.m.	Closed Session Pursuant to NCGS 143- 318.11(a)(6)	Wyatt Dunn, Mayor	Recess into closed session
7.	8:35 p.m.	Adjournment	Wyatt Dunn, Mayor	Motion to adjourn

MINUTES OF TOWN COUNCIL MEETING OF THE

TOWN OF STALLINGS, NORTH CAROLINA

The Town Council of the Town of Stallings met for its regular meeting on December 11, 2023, at

7:00 p.m. at the Stallings Government Center, 321 Stallings Road, Stallings, North Carolina.

Those present were: Mayor Wyatt Dunn; Mayor Pro Tempore David Scholl; Council Members

Steven Ayers, Taylor-Rae Drake, Heather Grooms, Graham Hall, Brad Richardson and Laurie Wojtowicz.

Staff present were: Alex Sewell, Town Manager; Erinn Nichols, Assistant Town Manager/Town

Clerk; Chief Dennis Franks; Max Hsiang, Planning Director; and Melanie Cox, Town Attorney.

Invocation, Pledge of Allegiance and meeting called to order

Mayor Wyatt Dunn welcomed everyone to the meeting and delivered the invocation. Mayor

Dunn then led the Pledge of Allegiance and called the meeting to order.

Special Presentation

Chief Franks presented two officers with the Meritorius Service Award for saving an individual's life from a burning house who was bed ridden. The officers who received the award were: Officer Justin Hults and Detective Josh Smith.

Public Comments

Dave Goodson, 1003 Morningside Meadow Lane, resident for 20 years and pastor for 6.5 years, stated God had blessed him to see amazing things. He received a notice that his church had 90 days to vacant the building he was in because NCDOT was taking it for road right-of-way. He requested the Council allow the church to be on the table of the conversation for the property the Town owned at 2725 Old Monroe Road. He passed out a packet of information to the Council of his idea and wanted the Council to look at the long-term dream for the church and its developers. He felt the church could be an integral part of the Town.

1. Approval of Consent Agenda Items

- A. Minutes from the following meetings:
 - (1) 11-13-2023
 - (2) 11-13-2023 closed
 - (3) 11-27-2023
- B. Parking Ordinance Amendment Moved to regular Agenda Item 7.A.
- C. Police Department Evidence Building Shelving
- D. Staff Christmas Bonus

Town Attorney Cox requested that Consent Agenda Item 1.B., *Parking Ordinance Amendment*, be removed from the Consent Agenda and added to the regular Agenda. Council Member Ayers made the motion to approve the Consent Agenda Items with the above change. The motion was seconded by Council Member Grooms which passed unanimously by Council.

2. <u>Reports</u>

A. <u>Report from the Mayor</u>

Mayor Dunn reported that Christmas Tree lighting and Christmas event in the park went great with the largest attendance on record.

B. <u>Reports from Council Members/Town Committees</u> Council Members Hall, Drake, and Grooms had no reports.

Council Member Ayers stated it was a great Christmas Tree lighting. He also thanked Ofc. Dennis for helping a resident with a phone scam.

Council Member Scholl reported that he had attended an economic development seminar at

MUCEDC; the Union County Chamber Gala; the Centralia Celebration and the Christmas tree lighting in the

park.

Council Member Richardson had no report.

C. Report from Town Manager/Town Departments

Town Manager Sewell reported:

- The Christmas Tree lighting went very well.
- Parks and Recreation Director Eunice Donnelly won the staff elected Employee of the Year.
- Mr. Sewell held a Townwide meeting with staff.
- The Economic Development Committee held a meeting on Dec. 7.
- 3. <u>Agenda Approval</u>

The Mayor requested moving Consent Agenda Item 1.B., Parking Ordinance Amendment, to

Agenda Item 7.A. Council Member Richardson made the motion to approve the Agenda with the above

noted change. The motion was passed unanimously by Council after a second from Council Member Scholl.

4. <u>Recognition of Outgoing Council Member Heather Grooms</u>

Mayor Dunn presented Council Member Heather Grooms with a Proclamation recognizing her

service to the Council. Mayor Dunn read the proclamation into the record. The Proclamation Honoring

the Service of Heather Grooms as Council Member for the Town of Stallings, North Carolina is attached to these minutes and therefore incorporated herein.

Council Member Grooms left her seat at the Council Dias.

- 5. Oaths of Office
 - A. Re-appointed Council Member Steven Ayers
 - B. New Council Member Laurie Wojtowicz

Town Clerk Nichols swore in reappointed Council Member Ayers and appointed Council Member Wojtowicz into office. The Oaths of Office for Council Member Ayers and Wojtowicz are attached to these minutes and therefore incorporated herein.

Council Member Ayers and Wojtowicz took their seats at the Council Dias.

6. Organization Meeting Items

A. Appointment of Mayor Pro Tempore

Council Member Richardson nominates Council Member Scholl as Mayor Pro Tempore. Council

supported the nomination unanimously.

B. <u>Appointment of Charlotte Regional Transportation Planning Organization (CRTPO)</u> <u>alternate delegate</u>

Council Member Scholl moved to appoint Council Member Richardson as the delegate to CRTPO

and the alternate delegate as Mayor Dunn. Council supported the motion unanimously.

C. <u>Appointment of Centralina Regional Council (CRC) delegate and alternate</u> Council Member Scholl was appointed as the delegate and Council Member Ayers as the

alternate delegate.

D. <u>Appointment of Council Members for the following committees</u>: *Each committee needs two* (2) *Council Members except for those with an *. All terms are for two (2) years.*

(1) Planning Board/Board of Adjustment*

Council Member Wojtowicz was appointed to the Planning Board.

(2) <u>Community Committee</u>

Council Members Drake and Hall were appointed as liaisons to the Community Committee.

(3) <u>Transportation Advisory Committee</u>

Council Members Richardson and Scholl were appointed as liaisons to the Transportation

Advisory Committee.

(4) Stormwater Advisory Committee

Council Members Ayers and Hall were appointed as liaison to the Stormwater Advisory

Committee.

(5) Historical Committee

Council Member Wojtowicz and Mayor Dunn were appointed as liaisons to the Historical

Committee.

(6) <u>Union County Public Schools</u>* Council Member Drake was appointed as the liaison to the Union County Public Schools.

(7) <u>QUAD Alliance</u>* Mayor Dunn was appointed as the QUAD Alliance liaison.

(8) <u>WUMA</u>*

Council Member Ayers was appointed as the WUMA liaison.

Council Member Ayers made the motion to approve all the above-listed appointments. The

motion was seconded by Council Member Hall and passed unanimously by Council.

E. Rules of Procedure re-adoption

Council Member Richardson made the motion to re-adopt the Rules of Procedures as written.

The motion was seconded by Council Member Drake and passed unanimously.

F. Approval of 2024 Meeting Schedule

Council Member Ayers moved to approve the 2024 Meeting Schedule. The motion passed

unanimously after a second from Council Member Drake.

G. Approval of 2024 Holiday Schedule

Council Member Ayers made the motion to approve the 2024 Holiday Schedule. Council

Member Drake seconded the motion to which Council approved unanimously.

H. Annual Retreat – Feb. 24, 2024

The motion was made by Council Member Ayers to hold the 2024 Annual Retreat on Feb. 24, 2024. Council unanimously approved the motion after a second from Council Member Drake.

7. <u>TX23.11.01</u>

Planning Director Hsiang explained Staff requested a text amendment to amended Article 21.3 Fee in Lieu to incorporate Streetscape requirements. This item was for discussion only and would be brought back to Council in January 2024.

Mr. Hsiang's memo to Council regarding TX23.11.01 is attached to these minutes and therefore incorporated herein.

7.A. <u>Parking Ordinance Amendment</u> Original Consent Agenda Item 1.B.

Chief Franks explained that due to the growth of the town and the region, staff was recommending the Town's parking ordinances be updated. Amending the ordinances pertaining to parking would allow the police the tool to regulate parking in dangerous or illegal areas.

Council Member Richardson made the motion to approve the Ordinance Amending Code of Ordinances, Title VII: Traffic Code, Chapter 70 Traffic Regulations. Council Member Ayers seconded the motion. The motion was unanimously approved by Council. The Ordinance Amending Code of Ordinances, Title VII: Traffic Code, Chapter 70 Traffic Regulations is attached to these minutes and therefore incorporated herein.

8. Adjournment

Council Member Ayers moved to adjourn the meeting, seconded by Council Member Drake, and the motion received unanimous support. The meeting was adjourned at 7:54 p.m.

Approved on _____, 2023.

Wyatt Dunn, Mayor

Approved as to form:

Erinn E. Nichols, Town Clerk

Cox Law Firm, PLLC



Mayor and Council
Marsha Gross, Interim Finance Officer
Alex Sewell, Town Manager
1-4-2024
Amended Budget Ordinances No. 10, 11 & 12

The Town received an invoice from NC Unemployment Security Commission related to unemployment paid to a former employee in the Parks and Recreation department. The department did not have any funding on the unemployment insurance line in the FY2024 budget. Amended Budget Ordinance #10 is the funding needed to pay this invoice for the year.

At the last regularly scheduled Council meeting, Council approved the funding for the Police Department for needed shelving which was to be paid using NC Unauthorized Substance funds received by the department. Amended Budget Ordinance #11 is the funding needed to increase the capital budget line in the department to proceed with the purchase.

The Town received an estimate from the Union County Board of Elections which was in the amount of \$15,157 which was included in the FY2024 budget. The actual election costs which were billed to the Town were \$16,906.67, which is over the original estimate. Amended Budget Ordinance #12 increases the funding needed to pay this invoice for the year.

<u>Recommended Action</u>: Management is requesting the approval of FY2023-2024 Budget Amendments No. 10, 11 and 12.

AMENDED BUDGET ORDINANCE - NO. 10

TOWN OF STALLINGS, NORTH CAROLINA

FISCAL YEAR 2023-2024

BE IT ORDAINED by the Town Council of the Town of Stallings, North Carolina, that the estimated expenditures for the fiscal year 2023-2024 are hereby amended as set forth below:

Category	Account Number	Budgeted Amount	Amend to the Following	Net Increase or (Decrease)
<u>General Fund:</u>				
Revenue Budget: Unrestricted GF Balance				
Unrestricted Fund Balance Appropriation - GF	10-99-3991-600	\$ 264,079.00	\$ 271,049.00	\$ 6,970.00
Expense Budget: Parks & Recreation Unemployment Insurance	10-80-6130-013	\$-	\$ 6,970.00	\$ 6,970.00

Explanation: To appropriate \$6,970 from Unrestricted General Fund Balance to Parks & Recreation department's Unemployment Insurance expense line for funding needed for unemployment insurance paid by the State of North Carolina and to adopt the amended budget ordinance accordingly.

This Amendment to the Budget Ordinance shall be effective upon adoption.

The said Budget Ordinance, except as amended, shall remain in full force and effect.

ADOPTED this the 8th day of January 2024.

Wyatt Dunn, Mayor

Erinn Nichols, Deputy Town Manager/Town Clerk

Approved as to form:

Melanie Cox, Town Attorney, Cox Law Firm, PLLC

AMENDED BUDGET ORDINANCE - NO. 11

TOWN OF STALLINGS, NORTH CAROLINA

FISCAL YEAR 2023-2024

BE IT ORDAINED by the Town Council of the Town of Stallings, North Carolina, that the estimated expenditures for the fiscal year 2023-2024 are hereby amended as set forth below:

Category	Account Number	Budgeted Amount	Amend to the Following	Net Increase or (Decrease)
General Fund:				
Revenue Budget: Unrestricted GF Balance				
Unrestricted Fund Balance Appropriation - GF	10-99-3991-600	\$ 271,049.00	\$ 290,308.00	\$ 19,259.00
Expense Budget: Police Department Capital Outlay	10-10-4310-099	\$ 263,231.00	\$ 282,490.00	\$ 19,259.00
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Explanation: To appropriate \$19,259 from Unrestricted General Fund Balance related to NC Unauthorized Substance funds to Police department's Capital Outlay expense line for the additional funding needed for shelving and to adopt the amended budget ordinance accordingly.

This Amendment to the Budget Ordinance shall be effective upon adoption.

The said Budget Ordinance, except as amended, shall remain in full force and effect.

ADOPTED this the 8th day of January 2024.

Wyatt Dunn, Mayor

Erinn Nichols, Deputy Town Manager/Town Clerk

Approved as to form:

Melanie Cox, Town Attorney, Cox Law Firm, PLLC

AMENDED BUDGET ORDINANCE - NO. 12

TOWN OF STALLINGS, NORTH CAROLINA

FISCAL YEAR 2023-2024

BE IT ORDAINED by the Town Council of the Town of Stallings, North Carolina, that the estimated expenditures for the fiscal year 2023-2024 are hereby amended as set forth below:

Category	Account Number	Budgeted Amount	Amend to the Following	Net Increase or (Decrease)
General Fund:				
Revenue Budget: Unrestricted GF Balance				
Unrestricted Fund Balance Appropriation - GF	10-99-3991-600	\$ 290,308.00	\$ 292,058.00	\$ 1,750.00
Expense Budget: General Government Department				
Election Expense	10-00-4120-039	\$ 15,157.00	\$ 16,907.00	\$ 1,750.00

Explanation: To appropriate \$1,750 from Unrestricted General Fund Balance to General Governmnet department's Election expense line for the additional funding needed for Union County Board of Elections costs and to adopt the amended budget ordinance accordingly.

This Amendment to the Budget Ordinance shall be effective upon adoption.

The said Budget Ordinance, except as amended, shall remain in full force and effect.

ADOPTED this the 8th day of January 2024.

Wyatt Dunn, Mayor

Erinn Nichols, Deputy Town Manager/Town Clerk

Approved as to form:

Melanie Cox, Town Attorney, Cox Law Firm, PLLC



FY 23-24 Town Priorities & Action Strategies

January 2024 Update

Macro Outlook & Context

The Stallings Town Council is deeply focused on the long-term importance of our community's quality of life. While this document primarily focuses on annual priorities, the Town Council recognizes that great things often take longer than one year to accomplish. Indeed, there is a symbiotic relationship between the short and long terms: the annual priorities are aligned with and pragmatically advance the Council's big picture vision.

And so with an eye towards that big picture, the Council believes the Town of Stallings possesses a window of opportunity to maintain and enhance quality of life both today and into the future. Specifically, decision points now will likely help determine:

- Whether the Town ever has a downtown area that can serve as both an economic catalyst and the vibrant cultural heart/destination of our community;
- Whether the Town can make the area around the hospital and planned light rail truly special;
- Whether the Town is able to maintain a great parks/greenway system through the preservation of ever decreasing green space; and
- Whether the future residential tax burden will be lessened through an increased commercial ratio.

The Council believes all of these are essential in helping to maintain and enhance the quality of life for our residents. At the same time, the Town Council recognizes that it has a solemn responsibility to maintain core essential community services and to effectively run the organization in a fiscally prudent manner.

Below are the annual priorities and action strategies stemming from the 2023 Town Council Annual Retreat.

Priority – Downtown Creation

<u>Strategy</u> – Pursue downtown creation through an incremental approach including evaluating sewer capacity, exploring more immediate downtown retail uses on site controlled properties (due to sewer capacity challenges), attracting desired retail (in the long-term) by encouraging/supporting higher density residential in the downtown area, integrating critical streetscape into the downtown area, and determining streetscape phasing.

Action Items:

- Adopt and incorporate streetscape requirements into the development ordinance. (12/31/23 P/Z)
 - Rationale: DFI study advised streetscape improvements will be critical for main street retail to succeed. Also, DFI advised that retail should face Stallings Road.
 - 8/14/23 Council authorized staff to start work on adding streetscape requirement to development ordinance.
 - 12/11/23 Staff provided streetscape for Council consideration, received feedback, and will bring back in late January 2024 for further discussion/potential adoption.
- Determine if Council wants to consider investing in streetscape improvements in front of certain Town properties and, if so, the phasing of such investments. (8/31/23 Admin.)
 - Rationale: DFI recommended considering investing in streetscape improvements in front of Town Hall and the Municipal Park, with the goal of making these investments alongside the private sector.
 - 8/14/23 Council opted to hold off making any immediate streetscape investments in front of Town Hall. Open to it in the future if funding is identified.
- Explore converting properties under Town site control into specialty retail shops.
 - Rationale: Due to sewer capacity and economics, a complete overhaul of Town owned sites is unlikely for the next several years. However, the Town has site control over several properties that could possibly be converted to specialty retail shops to support downtown synergy. This could be a tough mission as DFI has advised the low density residential will make desired retail more challenging. As a result, further evaluation is necessary to determine if even those transitional uses are viable.
 - Evaluate and present a broad cost estimate for converting 325 Stallings Road property into a boutique retail shop and determine if cost is acceptable. (6/30/23 Eng.)
 - 6/12/23 Presented costs. Council opted to not move forward and requested a cost estimate on demolition.
 - 9/11/23 Staff presented demolition cost and Council opted not to move forward with demolition. Would consider in the future.
 - Pursue a brewery or similar type business at the old tractor dealership property.
 - NOTE: Further evaluation is important as potential high upfront investment costs to make the building into a brewery could possibly prohibit future redevelopment of the site, which could pose long-term financial impacts to the Town as well as impacts to the Town's overall downtown vision.
 - Hire a brewery business consultant specialist to advise on whether the property is feasible to attract a brewery on a macro level. (8/31/23 – Admin.)
 - If feasible, develop marketing plan to attract a brewery. (TBD Admin.)

- Summer 2023 Have hired realtor/broker to help with marketing and provide professional expertise.
 - Marketing has begun.
 - Some internal water/sewer lines were at issue and caused potential brewery tenant to walk.
- 9/25/23 Council held consensus to continue with current strategy.
- January 2024 Update Broker is working with three different breweries.
 Working with Union County to confirm sewer capacity. Once confirmed, will bring to Council for an update.
- To attract and support desired downtown retail, encourage and support higher density residential in the Town Center area during land use planning and zoning decisions. (TBD – As needed. TC; P/Z)
 - Rationale: DFI study advised current low residential density is a challenge for attracting specialty (non-chain/boutique) retail. DFI recommended encouraging higher density residential to support retail.
 - When asked to clarify what is meant by "higher density", DFI advised:
 - "We studied both the multifamily and townhouse scenario (you have financial impacts for both), and we believe the multifamily scenario will do more to support the downtown-oriented retail that is desired by the Town. Additionally, this type of product is attractive to developers in the Stallings market, evidenced by recent developments in Indian Trail and the proposed development for the 13-acre site across from Pad A. Therefore, 'higher density' would mean projects that align with the 200+ unit developments occurring in the market."
 - January 2024 Update This initiative was added due to a developer expressing interest in doing a major development in the properties generally described as being between the Stallings Municipal Park, Stallings Road, and Old Monroe Road. However, the developer abandoned its efforts due to sewer capacity concerns.
- If the Town receives a significant development plan within the downtown area from a private developer that requests public participation, consider contracting with DFI for a 3rd Party review of the development plan. (TBD - As needed – P/Z)
 - Rationale: The Town has received interest from at least one developer on potentially developing parts of the Town Center area. DFI has advised that higher density residential and retail facing Stallings Road can help meet downtown goals and help serve as a catalyst to support desired retail on Town controlled properties.
- Hold at least 18 events (reach goal) at Stallings Park during 2023 including the BBQ festival and trivia night. (12/31/23 – P/R)
 - Rationale: Continue to encourage downtown as a destination by leveraging existing park assets.
 - o January 2024 Update Held 50 events/programs at Stallings Municipal Park.
- Sewer Capacity Study see sewer priority below.
 - Rationale: DFI study advised desired downtown development likely will not occur without adequate sewer capacity.

 January 2024 Update – RFQ process has been completed. Consultant has been selected.
 Council approved contract on 9/11/23 and the anticipated project length is 7 months (could be quicker depending on halfway point check-in).

Priority Pursue Sewer Capacity Alternatives

<u>Strategy</u> – In support of the Town's future, evaluate future sewer capacity needs and any anticipated shortfalls, and then identify any appropriate actions to close the capacity shortfall.

Action Items:

- Engage an engineering firm to determine potential sewer needs and costs. Area to be studied is the Town Center area east to the HWY 74 area and also include Union West Business Park. Go under contract for study ASAP. Determine next steps based on study results. (ASAP Eng.)
- January 2024 Update RFQ process has been completed. Consultant has been selected. Council approved contract on 9/11/23 and the anticipated project length is 7 months (could be quicker depending on halfway point check-in).

Maximize Positive Development Around the Hospital/Light Rail

<u>Strategy</u> – Recognize the area's importance, invest in beautification/placemaking, and plan to maximize positive development with the twin-anchors of the Atrium Hospital and the planned Light Rail.

(Continued) Action Items:

- Complete interlocal agreement with NCDOT for bypass landscaping. 6/12/23 Approved.
- Complete basic in-house light rail preservation techniques. Delayed due to staff turnover.
- If awarded CRTPO grant, complete transit overlay district (TOD/UDO) work, CLUP update, and US 74 Small Area Plan Update. CRTPO Grant awarded.
- -

SAP/Station Area Plan/DO Action Plan

January 2024 Update – These items were temporarily delayed due to staff turnover (2 out of 3 positions vacant) and because the NCDOT approval process took much longer than expected (6 months). Transitioned to aligned TOD with silver line study (using the CRTPO Grant). A consultant contract is approved. Will need to request a grant extension with CRTPO. Estimated completion date for all the below tasks is November 2024.

- Create a limited Transit Overlay District in-house ("TOD") (Complete by 07/31/23 P/Z)
 - Incorporate limited TOD into SDO
 - Show limited TOD on Zoning Map
 - The next step will be a CRTPO grant to fund a complete overhaul with a consultant.
- Comprehensive Land Use Plan Update ("CLUP") (Complete by 12/31/23 P/Z)
 - Updates to the future land use categories to better fit with SDO.

- Alter based on Atrium and planned light rail corridor/station.
- Notes: CRTPO grant required. Otherwise would need to do work in-house (would extend timeline and make end product less robust).
- US-74 Station Area Plan/SAP/SDO Update (9/30/24 P/Z)
 - In 2022, staff submitted for Charlotte Regional Transportation Planning Organization ("CRTPO") 80% planning grant. (Anticipate grant decision in mid-2023.) Complete.
 - Once/if the grant is awarded in mid-2023, select consultant(s) and start executing the plan with the goal of finishing by 9/30/24. Grant awarded. Consultant selected.

Long-Term Notes (from FY 22-23 Priorities & Action Strategies):

- Work should consider the long-term development strategy for the area, considering:
 - Pedestrian connectivity across the bypass/HWY 74.
 - High profile projects, such as hotels and medical offices.
 - Prospects of recruiting manufacturing related to the medical anchor tenant.
 - High density, high quality residential.
 - Anticipating and accommodating potential for light rail.
 - Ensuring zoning is in place to support the strategy.
 - Make policy decisions in keeping with zoning and area plan.

Encourage Completion of Critical State Intersection Projects

<u>Strategy</u> – Encourage Completion of Critical State Intersection Projects.

Action Items:

- Potter-Pleasant Plains Intersection Continue to work towards turning the project over to NCDOT. Contact utility companies to encourage them to expedite utility movements as quickly as possible. (ASAP – Admin.)
 - January 2024 Update The projected construction let date for the project is March 2024.
 - Old Monroe Road Provide a monthly update to Council on project status. (Monthly FY 23-24 Eng.)
 - January 2024 Update Complete/ongoing. NCDOT reports the anticipated construction let date is Summer 2025.

Sustain Core Services

<u>Strategy</u> – To be able to maintain community service levels in a cost-efficient manner, attract/retain high quality staff and evaluate revenue sources.

Action Items:

- Staff will present to Council a proposal to address immediate market pay disparity for sworn police officers using existing FY 22-23 budget funds. (3/27/23 PD, Admin.)
 - Rationale: Nationally, the supply of competent police officers is outweighed by demand. Competing jurisdictions have increased police compensation since the Town last conducted a pay study. If the Town loses an officer, it is challenging to find an equivalent replacement. Without adjustment, then the likely result will be having less experienced officers on a shift combined with having fewer officers on a shift.
- Provide police staffing analysis for Council's consideration during budget process.
 (Spring/Summer 2023 PD)
 - Rationale: Determine the right police staffing level to ensure adequate service level.
 - January 2024 Update Analysis is close to completion and goal is to present it to Council at second meeting in January 2024.
- Budget in FY 23-24 for an employee pay study and implementation. Plan to conduct a pay and classification study once every 3 years. (Spring/Summer 2023 Admin.)
 - Rationale: Turnover tends to be more expensive than retaining competent staff and can affect service levels. Conducting a pay study once every 3 years will allow the Town to address market inefficiencies quickly and (hopefully) before it affects service levels by impacting recruitment/retention.
 - Council opted during FY 23-24 budget process to move pay study to FY 24-25.
 Will budget for FY 24-25.
- Provide analysis on adding solid waste fee during FY 23-24 budget process. (Spring/Summer 2023 Admin.) Complete provided information to Council. Staff noted to bring back during FY 24-25 budget process to see if we'd like to do it.
- During FY 23-24 budget process, staff present cost to hire contractor to identify actionable impervious surface calculations in Town to make stormwater rate structure more equitable and ensure calculations support current and projected storm water expenditures. (Spring/Summer 2023 – Eng.) Summer 2023 – Council chose to make flat fee for residential, so have implemented updated rate structure.

Misc. Action Items

- Schedule a time on a future Council Agenda to discuss the Stallings 50th Anniversary. (7/31/23 P/R) Complete and last discussed 10/23/23. After planned ongoing internal staff work, scheduled to update the Council on 4/22/24.
- Write a letter to the Stallings Fire Department indicating the Town Council's response to the fire department request. (3/10/23 Admin.) Complete.