

**MINUTE BOOK , PAGE  
CITY OF STATESVILLE PRE-AGENDA MEETING – OCTOBER 03, 2022  
CITY HALL – 227 S. CENTER STREET, STATESVILLE, NC – 6:00 P.M.**

**Council Present:** Mayor Kutteh presiding, J. Johnson, Wasson, Jones, Allison, Lawton, Hudson, Foster, S. Johnson

**Council Absent:** 0

**Staff Present:** Ron Smith, Messick, Fugett, Ashley, Nesbit, Roberts, Gregory, Francica, Onley, Pierce, Weatherman, Vaughan, Harrell, Griggs, Navey, Everette, Vaughan, Harrell, D. Shelton, Turkesia Brown-Evans, M. Taylor, G. Kurfees

**I Call to Order**

Mayor Kutteh called the meeting to order and advised that Council will go into a Closed Session following the meeting to discuss several property matters.

**II Invocation** *(Only at Council Meeting)*

**III Pledge of Allegiance** *(Only at Council Meeting)*

**IV Adoption of the Agenda** *(Only at Council Meeting)*

**V Code of Ethics**

**VI Presentations & Recognitions** *(Only at Council Meeting)*

1. Proclamation – Public Power Week
2. Proclamation – Fire Prevention Week
3. Proclamation – Crime Prevention Month
4. Proclamation – Domestic Awareness Month

**VII Consent Agenda** – All items below are considered to be routine by City Council and will be enacted by one motion. There will be no separate discussion on these items unless a Council member so requests, in which event, the item will be removed from the Consent Agenda and considered with the other items listed in the Regular Agenda.

Mayor Kutteh briefly reviewed each item on the Consent agenda.

**A. Consider approving September 19, 2022 Pre-Agenda and Council meeting minutes.** *(Fugett)*

**B. Consider accepting funds from the State Capital and Infrastructure Fund in the amount of \$6.7 million and consider adopting a Capital Project Fund ordinance for the construction of a new Airport Terminal Building.** *(Ferguson)*

**C. Consider granting permission to Statesville Police Department staff to accept a grant from the NC Governor’s Crime Commission Block Grant for up to \$22,800 for the purpose of supporting the purchase of ALPR Systems (camera, software, installation, data storage, licensing, training, etc.) to improve criminal investigation outcomes cleared by arrests, along with assistance on identifying & apprehending wanted persons and approve Budget Amendment #2023-10.** *(Navey)*

**D. Consider granting permission to Statesville Police Department staff to accept a grant from the NC Governor’s Crime Commission, Federal Violence Against Women Act - for up to \$100,166.75 for the purpose of supporting the department’s Domestic Violence Initiative and two Domestic Violence Investigators salaries and fringe benefits.** *(No Budget Amendment is needed per Finance)* *(Navey)*

**E. Consider appropriating fund balance to approve Budget Amendment #2023-07 to pay an economic incentive in the amount of \$103,334.68 to Cheney Bros, Inc.** *(Roberts)*

**F. Consider recognizing the revenue and appropriating the funds received from the extension of the Lane Construction Corporation lease of the cinema property located on Free Nancy Ave. for costs associated with greenway repair and**

development (\$2,500/month) and approve Budget Amendment #2023-09. (Griggs)

**G. Consider accepting \$10,000 from the Iredell-Statesville School system for the purchase of a Narcotics Detection Dog, and approving Budget Amendment #2023-11. (Onley)**

**H. Consider approving Budget Amendment 2023-08 to appropriate FEMA funds for the first stage of the South Yadkin River Pump Station repair. (Vaughan)**

Vaughan stated that the damage was submitted to FEMA for disaster relief funds to off-set cost for repairs. FEMA has validated \$50,742.23 out of a current estimate of \$2,583,000. Staff, in conjunction with our engineering services consultant, is preparing a reclama to FEMA's eligibility determination in order to validate the balance of the project estimate. The Plan of Action for repairs is iterative. Front end electrical components require replacement to allow for pumps and motors evaluation. Evaluation of pumps and motors is a critical part of the City reclama to FEMA concerning reimbursement eligible costs. Consulting engineering services with McGill Associates was awarded on July 15, 2021 in the amount of \$30,000 as part of damage assessment process. Budget Amendment 2023-08 appropriates funds received from FEMA to the Water Treatment Plant Budget to cover the initial repair activities. This initial repair work is necessary to assess the pump station's eligibility for additional FEMA funding. If approved, staff will apply the funds toward the continuing evaluation of the South Yadkin pump station.

Mayor Kutteh asked how much more funding did Vaughan realistically believe the City could get. Vaughan said it depends on the outcome of the mitigation, but it could be at least \$1 million.

Council member Jones asked if receiving the terminal grant money will trigger anything else Council or staff needs to do. Finance Director Brian Roberts replied that it would not. This action is simply creating the fund and parking the money.

**I. Consider approving Budget Amendment #2023-12 to increase the overall budget of the Water Sewer Fund and authorizing payments for the System Development Fee (SDF) lawsuit settlement. (Harrell)**

**J. Consider re-appointing Michelle Rokes to the ABC board.**

## **REGULAR AGENDA**

**VIII Conduct a public hearing and consider approving first reading of AX22-16, an ordinance to annex the property located at 112 Butterfield near Taylorsville Highway, the Shumaker property, PIN #4725-33-4521. (Ashley)**

Mayor Kutteh stated that the property being considered for annexation has been submitted by Pope McMillan, PA on behalf of Carroll Shumaker, Donna Lanier, and Alana Geiger (applicant and owners). The .44-acre parcel is requested for annexation and is located at 112 Butterfield Circle near Taylorsville Highway. The parcel is currently zoned R-15 (Urban Fringe Low Density) District. There is a single-family home, metal carport, and a small storage building located on the property. The parcel is outside the primary corporate limits of the City of Statesville but is located within the Extra-Territorial Jurisdiction (ETJ). The applicant requests voluntary annexation to utilize City water service. The current tax value of the parcel is listed as \$71,810. City of Statesville has a waterline along Butterfield Circle and can provide water. Energy United provides electric service and the property has an existing septic system. City sewer is not available. The city will need to provide sanitation, fire and police services as requested.

Mayor Kutteh advised that one of his law partners is representing the applicant for this item so he recused himself from any discussion or vote on the item.

**IX Consider approving 2<sup>nd</sup> reading of rezoning request ZC22-03 for property located on East Greenbriar Road; Iredell County Tax Parcel Identification #4754-23-6335 from R-A (Residential-Agricultural) District and R-8 MFM (Medium Density Multi-Family/Manufactured Housing Residential) District to R-8 CZ Cluster Subdivision (Medium Density Single-Family Residential Conditional Zoning) District. (Ashley)**

Mayor Kutteh stated that at their regular meeting on March 22, 2022, the Planning Board unanimously recommended approval of the request with the conditions proposed by the applicant and staff with two additional recommendations:

1. That the greenway be constructed as part of Phase 1 of the development project (also now included as noted in Applicant Condition #7 above); and
2. That the City Council request an additional condition of the applicant that fiber cement-type siding material be required instead of vinyl siding material, and contingent upon annexation into the City.

On May 2, 2022 the public hearing was held, and Council voted unanimously to approve first reading of the rezoning as presented with the addition of two car garages for each home, the addition of a community swimming pool, and changing the language from “brick and stone” to “brick or stone”. Council agreed by consensus that better ingress/egress must be found before 2<sup>nd</sup> reading. The applicant has submitted additional information regarding a connection to Abernathy Avenue and a “DRAFT” TIA.

On July 18, 2022, Council postponed the 2<sup>nd</sup> reading to the August 1, 2022 meeting for TIA results, possible stub to E. Cloaninger Avenue and possible traffic calming on Ora Drive. However, because congestion management with NCDOT has not completed their review of the TIA, the rezoning was postponed to August 15, 2022.

As of August 3, 2022, the applicant has submitted an additional condition addressing traffic calming on Ora Drive after discussions with NCDOT and a revised concept plan with a possible stub to E. Cloaninger Avenue. However, as of August 15, 2022, staff has not received any comments from congestion management.

Comments came in from congestion management on September 9, 2022. Staff along with NCDOT has reviewed these comments and are recommending approval as follows:

**2025 Phase 1:**

1. Eastside Dr & E. Greenbriar Rd
  - Install a traffic signal, both locations can operate as one signal
2. Greenbriar Rd & Access “A” (subdivision entrance)
  - Install an eastbound left turn lane with 100 ft. of storage on E. Greenbriar Rd. Internal protected stem 100 ft.

**2026 Full Buildout:**

3. Salisbury Rd & I-77 Southbound Ramps
  - Install a traffic signal
4. Salisbury Rd & Eastside Dr
  - Construct a WB right turn lane with 250 of storage on Salisbury Rd

In addition, existing Ora Drive will need to be upgraded to NDCOT’s current standards. The extension/new section of Ora Drive will be required to meet the city’s collector detail with curb, gutter, and sidewalk.

The current total taxable value of the subject parcel is approximately \$460,610. The applicant estimates that the current tax value plus estimated costs of land development construction is \$17.5 million. City water, sewer and electrical service is available. The city will need to provide sanitation, fire, and police services as requested.

Staff recommends approval contingent upon the following with Council’s additions from May 2, 2022, and July 18, 2022:

1. Annexation of the subject parcel.
2. Lighting plan will be submitted for review and approval at time of site plan submittal.
3. The applicant shall provide evidence of a Homeowners Association (HOA) and any Covenants, Conditions, and Restrictions (CCRs) to the City prior to recordation of the final plat to ensure consistency with commitments and approvals.
4. Conditions offered by the applicant stated above and revised on the Concept Plan
5. Add to conditions, Any item(s) not specifically addressed must meet the requirements of the Unified Development Code.
6. Add the residential density shall be a maximum of 2.79 units per acre and a maximum of 244 total residential units to conditions.
7. Amend conditions to remove vinyl and replace with fiber cement-type siding material; and

8. Add to conditions, Greenway to be Constructed as part of Phase One.
9. Add to conditions, each house will have a two-car garage, and a community swimming pool will be provided
10. Applicant may change "brick and stone" to "brick or stone".
11. Developer will install and maintain speed calming devices along Ora Drive with 70% of approval from the homeowners along Ora Drive. Speed calming devices will be approved by NCDOT.

In addition, staff and NCDOT are recommending transportation improvements from the TIA as presented above.

### **Revised Rezoning Conditions**

1. Residential Density shall be a maximum of 2.79 units per acre and a maximum of 244 total residential units.
2. Exterior architectural materials will include ~~vinyl siding~~ fiber cement-type siding material and shutters, brick, and or stone.
3. Minimum 5' sidewalks will be provided on both sides of all internal streets.
4. Additional Opaque Landscape Buffer of Evergreen Trees and Shrubs will be Provided along East Greenbriar Road to Screen the Backs of lots from Traffic
5. 10' minimum greenway trail and 20' easement dedicated to the city for use by the public and will be open to the public following construction. The trail will meet the greenway standards of the City of Statesville.
6. A multi-use trail per the requirements of the City of Statesville Mobility & Development Plan.
7. Driveway and road improvements agreed to by the City and NCDOT per the Traffic Impact Analysis will be required by the developer at time of site plan approval.
8. Zoning buffer North of Ora Drive, adjacent to lots 176-183, to be increased from 8' to 15'
9. Greenway to be constructed as part of Phase One
10. Any item(s) not specifically addressed must meet the requirements of the Unified Development Code.
11. Each home will be provided a two-car garage
12. A community swimming pool will be provided.
13. Developer will install and maintain speed calming devices along Ora Drive with 70% of approval from the homeowners along Ora Drive. Speed calming devices will be approved by NCDOT.

### **X Receive a presentation from Enterprise Fleet Management and consider directing staff to obtain a detailed proposal for fleet management services. (Harrell/Roberts)**

Mayor Kutteh stated that City staff from the Finance, Police and Public Works departments have been discussing fleet maintenance options with Enterprise Fleet Management. It appears that for some vehicles there may be more cost-effective options than the City's traditional pay-go approach to vehicle procurement. A representative from Enterprise Fleet Maintenance will be present to provide an overview of fleet maintenance options and to discuss potential benefits to the City. The City has traditionally utilized a pay-go approach for vehicle and equipment procurement. In recent years, debt and lease arrangements have been approved, with several vehicles in the current year budget identified as debt purchases. Incorporating a combination of pay-go, lease, and debt options for City's fleet will result in lower fleet maintenance costs and will help level out the year-to-year capital expenditures on vehicles and equipment. Enterprise Fleet Management has an active contract with Sourcewell, a public procurement services provider. The City of Statesville is a member of Sourcewell, which means the City can obtain services and make purchases from Sourcewell contract holders (such as Enterprise FM) and satisfy public bidding and purchasing requirements. Staff recommends that a detailed proposal be developed by Enterprise Fleet Management for consideration by Council for the FY2022-23 capital plan. If approved, staff will work with Enterprise FM to develop a detailed proposal for FY2022-23 vehicle procurement. Staff will present the Enterprise FM proposal to Council for consideration and action.

Mayor Kutteh added that staff should find out what other communities have done this and how it has worked for them.

**XI Receive a presentation and consider adopting the 2022 Route 2 Recreation Master Plan. (Griggs)**

Mayor Kutteh said that the development of the 2022 Route 2 Recreation Master Plan (R2R) began in 2020, with the establishment of a R2R team consisting of various stakeholders from the community as an advisory committee, over 20 interviews with various other stakeholders, 1 public workshop held at the civic center, 12 community meetings held at various Recreation & Parks facilities, online surveying via available on social media and the City website, and statistically valid surveys distributed via postal service. The last Master Plan was developed for the Recreation and Parks Department in 2003. The plan vision was for 10 years. An in-house inventory update was performed in 2016. Adopting the 2022 Route 2 Recreation Master Plan will provide guidance and prioritization for the Recreation & Parks Department budget for the next several years. The plan establishes operating budget goals and objectives and capital project priorities such as property acquisition and facility expansion. The department recommends approving the 2022 Route 2 Recreation Master Plan. If the plan is approved, it will replace the 2003 Recreation and Parks Facilities Master Plan and establish priorities for recreation and parks projects and programs.

**XII Consider approving a Police Department Pay Incentive Plan, expansion of the Take-Home Vehicle Policy and Budget Amendment #2023-13. (Onley)**

Mayor Kutteh stated that The Statesville Police Department has seen larger than normal staffing shortages reaching levels of 25%. These shortages have resulted in reduced staffing levels throughout the agency affecting the services provided to the city as well as the safety of its officers. Several officers have identified surrounding agencies pay and incentives as a reason for leaving the agency. The police department conducted a survey of surrounding agencies and have identified an incentive-based pay plan that would make the agency more competitive with other law enforcement departments. The incentives included in this plan are based on holiday and shift differential, education, training and standards certifications, specialized units, and specialized training. There is a percentage available based on each of these aspects. Each also has an associated pay cap.

During the process of the plan development, it became apparent that there would be a need to adjust the base pay for captains. The captains are exempt employees and sergeants below them are close in pay proximity. The incentive plan would not allow for captains to receive shift bonuses and they do not receive overtime thus several sergeants would surpass them in pay. To address this issue an increase in base pay for these six employees would be approximately \$39,000 for the remainder of the budget year and \$51,000 for a complete fiscal year.

The final portion of the plan addresses the take-home vehicle policy. The current policy permits officers to take home their assigned vehicles if they live within 22 miles of Statesville City Hall. The police department is requesting this plan be expanded to 30 miles from the Statesville City limits. This would permit all current employees to have a take-home vehicle while expanding our recruitment area. Council has taken no actions involving the pay incentive plan.

The estimated cost to implement the incentive plan for the remainder of the year based on current staffing would be approximately \$607,000. Staff also developed a plan with all vacant positions filled for a full fiscal year and that estimated cost is in the vicinity of \$1,000,000. This estimated cost is based on new employees with a variety of educational incentives.

A portion of this cost (roughly \$110,000) can be mitigated with the use of lapsed salary. If the plan is approved, staff can budget accordingly to identify projected incentives for future budgets. The education portion of this plan is roughly \$126,250. This is discussed below in the Manager's Comments.

The long-standing issue with staffing at the police department has been retention of trained officers. Failure to progressively address the disparity in pay associated with tenured officers will result in diminished police services for the city.

Staff recommends approval of the proposed pay incentive plan, expanded take-home vehicle policy and budget amendment # 2023-13.

Making a change of this magnitude during the fiscal year shows this as a dire need. The vacancy rates in the Police Department have been significant and could have impacts on citizen and officer safety. The cost of the change is high, roughly \$607,000 for this year. Although lapsed salaries will cover some of the cost, it will not address it entirely. Two key

retirement payouts have impacted our lapsed salary total and diminished the amount we can apply to these increases. That leaves general fund balance as the funding source this year, and we would program the increases into the operating budget next year. This will challenge our budgeting process next year, but I do not feel we have another option.

The only concern Smith has with the proposal is the education incentive. My concern is not with the concept, but with the implementation. By committing to the education reimbursement (associate's, bachelor's, and master's degrees) for the PD, it will create an obvious inequity with the remainder of the city staff that may qualify and/or benefit from the same incentive. I am not against the incentive, but without knowing the true impact on the other 400 employees, it is difficult to give a favorable recommendation on that aspect of this proposal. This analysis will take time to determine the true need, and the financial impact. It seems this type of review would be better served as a FY2024 budget decision package when the true impacts to the city can be weighed in the broader context of next year's expected revenues.

Based on the previous comments, I would recommend for approval of the incentive plan, except for the educational incentives. If agreeable to Council, we would begin analysis of this aspect of the proposal to examine the impacts on the remainder of the workforce for your review during the budget process. The plan will be implemented as soon as possible.

**XIII Advisory Boards and Commissions Meeting Minutes**

1. 09/08/2022 Historic Preservation Commission Meeting Minutes
2. 09/01/2022 Planning Board meeting minutes

Mayor Kutteh asked Council members who are on boards outside of city boards, such as CRTPO, LNTD, etc., to report to Council on their actions.

**XIV Other Business**

**XI Closed Session**

**Council member Foster made a motion to move to Closed Session in accordance with NCGS 143-318.11(a)(4) an economic incentive matter, and NCGS 143-318.11(a)(3) to protect the attorney-client privilege. Council member Allison seconded the motion and it carried unanimously.**

**Upon return from Closed Session Mayor Kutteh advised that Council discussed an economic incentive and protected the attorney-client privilege. No action was taken.**

**Council member J. Johnson made a motion to adjourn, seconded by Council member Allison. The motion carried unanimously.**

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Constantine H. Kutteh, Mayor

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Brenda Fugett, City Clerk

**MINUTE BOOK , PAGE  
CITY OF STATESVILLE COUNCIL MEETING – OCTOBER 03, 2022  
CITY HALL – 227 S. CENTER STREET, STATESVILLE, NC – 7:00 P.M.**

**Council Present:** Mayor Kutteh presiding, J. Johnson, Wasson, Jones, Allison, Lawton, Hudson, Foster, S. Johnson

**Council Absent:** 0

**Staff Present:** Ron Smith, Messick, Fugett, Ashley, Nesbit, Roberts, Gregory, Francica, Onley, Pierce, Weatherman, Vaughan, Harrell, Griggs, Navey, Everette, Vaughan, Harrell, D. Shelton, Turkesia Brown-Evans, M. Taylor, G. Kurfees

**I Call to Order**  
Mayor Kutteh called the meeting to order.

**II Invocation**  
The City Clerk gave the invocation.

**III Pledge of Allegiance**  
Mayor Kutteh led the Pledge of Allegiance

**IV Adoption of the Agenda**  
Mayor Kutteh asked for a motion to adopt the agenda as presented.

**Council member J. Johnson made a motion to adopt the agenda, seconded by Council member Allison. The motion carried unanimously.**

**V Code of Ethics**

**VI Presentations & Recognitions**  
Mayor Kutteh presented the following proclamations.

1. Proclamation – Public Power Week
2. Proclamation – Fire Prevention Week
3. Proclamation – Crime Prevention Month
4. Proclamation – Domestic Awareness Month

**VII Consent Agenda**  
Mayor Kutteh stated that all items below are considered to be routine by City Council and will be enacted by one motion. There will be no separate discussion on these items unless a Council member so requests, in which event, the item will be removed from the Consent Agenda and considered with the other items listed in the Regular Agenda.

**A. Consider approving September 19, 2022 Pre-Agenda and Council meeting minutes. (Fugett)**

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**D. Consider granting permission to Statesville Police Department staff to accept a grant from the NC Governor’s Crime Commission, Federal Violence Against Women Act - for up to \$100,166.75 for the purpose of supporting the department’s Domestic Violence Initiative and two Domestic Violence Investigators salaries and fringe benefits. (No Budget Amendment is needed per Finance) (Navey)**

- E. Consider appropriating fund balance to approve Budget Amendment #2023-07 to pay an economic incentive in the amount of \$103,334.68 to Cheney Bros, Inc. (Roberts)
- F. Consider recognizing the revenue and appropriating the funds received from the extension of the Lane Construction Corporation lease of the cinema property located on Free Nancy Ave. for costs associated with greenway repair and development (\$2,500/month) and approve Budget Amendment #2023-09. (Griggs)
- G. Consider accepting \$10,000 from the Iredell-Statesville School system for the purchase of a Narcotics Detection Dog, and approving Budget Amendment #2023-11. (Onley)
- H. Consider approving Budget Amendment 2023-08 to appropriate FEMA funds for the first stage of the South Yadkin River Pump Station repair. (Vaughan)
- I. Consider approving Budget Amendment #2023-12 to increase the overall budget of the Water Sewer Fund and authorizing payments for the System Development Fee (SDF) lawsuit settlement. (Harrell)
- J. Consider re-appointing Michelle Rokes to the ABC board.

Mayor Kutteh asked if any Council members wanted to move any of the Consent Agenda items to the Regular Agenda. Hearing none, he asked for a motion.

Council member Foster made a motion to approve the Consent Agenda, seconded by Council member Hudson. The motion carried unanimously.

## **REGULAR AGENDA**

- VIII **Conduct a public hearing and consider approving first reading of AX22-16, an ordinance to annex the property located at 112 Butterfield near Taylorsville Highway, the Shumaker property, PIN #4725-33-4521. (Ashley)**

Mayor Kutteh advised that one of his law partners is representing this applicant. He recused himself from any discussion and voting on the item.

Scott Harrell said that he is filling in for Sherry Ashley in her absence. He stated that the property being considered for annexation has been submitted by Pope McMillan, PA on behalf of Carroll Shumaker, Donna Lanier, and Alana Geiger (applicant and owners). The .44-acre parcel is requested for annexation and is located at 112 Butterfield Circle near Taylorsville Highway. The parcel is currently zoned R-15 (Urban Fringe Low Density) District. There is a single-family home, metal carport, and a small storage building located on the property. The parcel is outside the primary corporate limits of the City of Statesville but is located within the Extra-Territorial Jurisdiction (ETJ). The applicant requests voluntary annexation to utilize City water service. The current tax value of the parcel is listed as \$71,810. City of Statesville has a waterline along Butterfield Circle and can provide water. Energy United provides electric service and the property has an existing septic system. City sewer is not available. The city will need to provide sanitation, fire and police services as requested.

Mayor Kutteh declared the public hearing open and asked if anybody wished to speak. There being no speakers, he declared the public hearing closed.

Council member Hudson made a motion to approve first reading of AX22-16, an ordinance to annex the property located at 112 Butterfield, seconded by Council member Foster. The motion carried unanimously.

- IX **Consider approving 2<sup>nd</sup> reading of rezoning request ZC22-03 for property located on East Greenbriar Road; Iredell County Tax Parcel Identification #4754-23-6335 from R-A (Residential-Agricultural) District and R-8 MFM (Medium Density Multi-Family/Manufactured Housing Residential) District to R-8 CZ Cluster Subdivision (Medium Density Single-Family Residential Conditional Zoning) District. (Ashley)**

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6. Add the residential density shall be a maximum of 2.79 units per acre and a maximum of 244 total residential units to conditions.
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8. Add to conditions, Greenway to be Constructed as part of Phase One.
9. Add to conditions, each house will have a two-car garage, and a community swimming pool will be provided
10. Applicant may change “brick and stone” to “brick or stone”.
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In addition, staff and NCDOT are recommending transportation improvements from the TIA as presented above.

### **Revised Rezoning Conditions**

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2. Exterior architectural materials will include ~~vinyl siding~~ fiber cement-type siding material and shutters, brick, and or stone.
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5. 10' minimum greenway trail and 20' easement dedicated to the city for use by the public and will be open to the public following construction. The trail will meet the greenway standards of the City of Statesville.
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12. A community swimming pool will be provided.
13. Developer will install and maintain speed calming devices along Ora Drive with 70% of approval from the homeowners along Ora Drive. Speed calming devices will be approved by NCDOT.

**Council member Foster made a motion to approve 2<sup>nd</sup> reading of rezoning request ZC22-03 as presented, seconded by Council member Hudson. The motion carried unanimously.**

**Council member Jones read the following Consistency Statement:**

**The zoning amendment is approved and is consistent with the City’s comprehensive land use plan, is reasonable and in the public interest because: The 2045 Land Development Plan projects the parcel as suitable for Complete Neighborhood 2, which is intended primarily for residential development and recommends many of the features—gridded street network, connectivity between neighborhoods, pedestrian/bicycle facilities and planned open space—proposed in the requested Concept Plan (see 2045 Land Use & Character Map and Complete Neighborhood 2 Character Intent sheet). All utilities are in place; and at the proposed gross density of 2.79 dwelling units per acre, the proposed development is significantly less dense than the maximum density defined for Medium Density development by the 2005 LDP,**

**Additionally, this project fills in a substantial gap between existing neighborhoods and provides beneficial improvements to both sides of E. Greenbriar Road that includes a portion of a multi-use path and a connection to the west, both recommended in the 2019 Mobility & Development Plan. Finally, the concept plan exceeds the required active additional open space and will provide a substantial amount of constructed greenway that will become part of a designated corridor between Kimbrough Park to the Fourth Creek Greenway and beyond.**

- X Receive a presentation from Enterprise Fleet Management and consider directing staff to obtain a detailed proposal for fleet management services. (Harrell/Roberts)**  
Chad Elbert, Senior Account Executive with Enterprise reviewed his presentation with City Council.

Council member J. Johnson asked Elbert if he could give Council references with their contact information. Elbert replied that he could.

At the request of Council member Jones, Elbert described the Vehicle Maintenance Program.

Council member S. Johnson asked if this is an open-ended lease where if the City sells one of the vehicles for more than what the established resale amount is, does the City get to keep the extra. Elbert replied that it is.

Ron Smith advised that the City's Capital Improvement Plan is very, very heavy over the next 20 years and doing this could help with that expenditure.

Council member Foster said that if Council does this, it needs to include heavy trucks and sanitation trucks.

**Council member Foster made a motion directing staff to obtain a detailed proposal from Enterprise for fleet management services, seconded by Council member Hudson. The motion carried unanimously.**

- XI Receive a presentation and consider adopting the 2022 Route 2 Recreation Master Plan. (Griggs)**

Recreation & Parks Director Richard Griggs said that the development of the 2022 Route 2 Recreation Master Plan (R2R) began in 2020, with the establishment of a R2R team consisting of various stakeholders from the community as an advisory committee, over 20 interviews with various other stakeholders, 1 public workshop held at the civic center, 12 community meetings held at various Recreation & Parks facilities, online surveying via available on social media and the City website, and statistically valid surveys distributed via postal service. The last Master Plan was developed for the Recreation and Parks Department in 2003. The plan vision was for 10 years. An in-house inventory update was performed in 2016. Adopting the 2022 Route 2 Recreation Master Plan will provide guidance and prioritization for the Recreation & Parks Department budget for the next several years. The plan establishes operating budget goals and objectives and capital project priorities such as property acquisition and facility expansion. The department recommends approving the 2022 Route 2 Recreation Master Plan. If the plan is approved, it will replace the 2003 Recreation and Parks Facilities Master Plan and establish priorities for recreation and parks projects and programs.

Gary Warner with Withers-Ravenal reviewed the presentation.

**Council member Hudson made a motion to approve the 2022 Route 2 Recreation Master Plan, seconded by Council member Allison. The motion carried unanimously.**

- XII Consider approving a Police Department Pay Incentive Plan, expansion of the Take-Home Vehicle Policy and Budget Amendment #2023-13. (Onley)**

Chief David Onley stated that The Statesville Police Department has seen larger than normal staffing shortages reaching levels of 25%. These shortages have resulted in reduced staffing levels throughout the agency affecting the services provided to the city as well as the safety of its officers. Several officers have identified surrounding agencies pay and incentives as a reason for leaving the agency. The police department conducted a survey of surrounding agencies and have identified an incentive-based pay plan that would make the agency more competitive with other law enforcement departments. The incentives included in this plan are based on holiday and shift differential, education, training and standards certifications, specialized units, and specialized training. There is a percentage available based on each of these aspects. Each also has an associated pay cap.

During the process of the plan development, it became apparent that there would be a need to adjust the base pay for captains. The captains are exempt employees and sergeants below them are close in pay proximity. The incentive plan would not allow for captains to receive shift bonuses and they do not receive overtime thus several sergeants would surpass them in pay. To address this issue an increase in base pay for these six

employees would be approximately \$39,000 for the remainder of the budget year and \$51,000 for a complete fiscal year.

The final portion of the plan addresses the take-home vehicle policy. The current policy permits officers to take home their assigned vehicles if they live within 22 miles of Statesville City Hall. The police department is requesting this plan be expanded to 30 miles from the Statesville City limits. This would permit all current employees to have a take-home vehicle while expanding our recruitment area. Council has taken no actions involving the pay incentive plan.

The estimated cost to implement the incentive plan for the remainder of the year based on current staffing would be approximately \$607,000. Staff also developed a plan with all vacant positions filled for a full fiscal year and that estimated cost is in the vicinity of \$1,000,000. This estimated cost is based on new employees with a variety of educational incentives.

A portion of this cost (roughly \$110,000) can be mitigated with the use of lapsed salary. If the plan is approved, staff can budget accordingly to identify projected incentives for future budgets. The education portion of this plan is roughly \$126,250. This is discussed below in the Manager's Comments.

The long-standing issue with staffing at the police department has been retention of trained officers. Failure to progressively address the disparity in pay associated with tenured officers will result in diminished police services for the city.

Staff recommends approval of the proposed pay incentive plan, expanded take-home vehicle policy and budget amendment # 2023-13.

Making a change of this magnitude during the fiscal year shows this as a dire need. The vacancy rates in the Police Department have been significant and could have impacts on citizen and officer safety. The cost of the change is high, roughly \$607,000 for this year. Although lapsed salaries will cover some of the cost, it will not address it entirely. Two key retirement payouts have impacted our lapsed salary total and diminished the amount we can apply to these increases. That leaves general fund balance as the funding source this year, and we would program the increases into the operating budget next year. This will challenge our budgeting process next year, but I do not feel we have another option.

The only concern Smith has with the proposal is the education incentive. My concern is not with the concept, but with the implementation. By committing to the education reimbursement (associate's, bachelor's, and master's degrees) for the PD, it will create an obvious inequity with the remainder of the city staff that may qualify and/or benefit from the same incentive. I am not against the incentive, but without knowing the true impact on the other 400 employees, it is difficult to give a favorable recommendation on that aspect of this proposal. This analysis will take time to determine the true need, and the financial impact. It seems this type of review would be better served as a FY2024 budget decision package when the true impacts to the city can be weighed in the broader context of next year's expected revenues.

Based on the previous comments, Smith would recommend for approval of the incentive plan, except for the educational incentives. If agreeable to Council, we would begin analysis of this aspect of the proposal to examine the impacts on the remainder of the workforce for your review during the budget process. The plan will be implemented as soon as possible.

**Council member Foster made a motion to approve, seconded by Council member J. Johnson. The motion carried unanimously.**

**XIII Advisory Boards and Commissions Meeting Minutes**

1. 09/08/2022 Historic Preservation Commission Meeting Minutes
2. 09/01/2022 Planning Board meeting minutes

**XIV Other Business:** None

**XI Closed Session:** None

**Council member J. Johnson made a motion to adjourn, seconded by Council member Allison. The motion carried unanimously.**

Constantine H. Kutteh, Mayor

Brenda Fugett, City Clerk