

A G E N D A

LINCOLN TON CITY COUNCIL

June 27, 2019

7:00 p.m.

Council Chambers

City Hall

FOR YOUR CONVENIENCE A COPY OF
TONIGHT'S AGENDA
IS AVAILABLE, LOCATED TO THE
RIGHT OF THE ENTRANCE TO THE
COUNCIL CHAMBERS

***ANYONE WISHING TO SPEAK
DURING THE PUBLIC COMMENT
PORTION OF THE AGENDA
PLEASE SEE THE CITY CLERK PRIOR
TO THE MEETING TO SIGN UP
NON-AGENDA ITEMS WILL BE
DISCUSSED AND SPEAKERS WILL BE
LIMITED TO THREE (3) MINUTES
A COPY OF THE RULES FOR PUBLIC COMMENT
ARE AVAILABLE AT THE CITY CLERK'S DESK***

THANK YOU FOR ATTENDING
OUR MEETING
AND FOR YOUR INTEREST
IN THE CITY OF LINCOLNTON

A G E N D A

LINCOLNTON CITY COUNCIL

June 27, 2019

7:00 p.m.

CALL TO ORDER – Mayor Hatley

PLEDGE OF ALLEGIANCE

1. Approval of Regular Agenda

2. Approval of CONSENT AGENDA:

All items placed under the Consent Agenda are considered routine, to be enacted by one motion without discussion. If a member of the Governing Body requests discussion of an item, the item will be removed from the Consent Agenda and considered separately.

REGULAR AGENDA

PUBLIC HEARINGS

- 3. ZMA-04-2019 – Application from Communities In Schools of Lincoln County requesting the rezoning of approximately 1.58 acres of land from Neighborhood Business N-B to General Business G-B. The subject properties are located at 956 Reepsville Road (PID) 71625.**

Laura Elam, Planning Director

(O-07-19)

- 4. Consideration of amendment to the City's Code of Ordinances – Chapter 72: Parking Regulations – Consider a four way stop at the intersection of Bonview Avenue and Roberta Avenue. Also consider a speed limit reduction for said area.**

Rodney Jordan, Police Chief

BUDGET AMENDMENT
(BA-04-2019)

5. Budget Amendment – 2018-19 Year End Budget Adjustments to date (since June 6th regular meeting) and authorization to make amendments that may result from Auditor's adjusting entries with a report being made at next scheduled Council meeting

Steve Zickefoose, City Manager

RESOLUTIONS
(R-18-19)

6. Consideration of resolution supporting initial version of HB 966

Laura Elam, Planning Director

OTHER BUSINESS

7. Update on Police Building

Jeff Elmore, Pinnacle Architecture

8. Update from Lincolnnton Steering Committee

Fred Jarrett, Chair

9. City Council to set filing fees for the November 2020 Election Cycle

Donna Flowers, City Clerk

10. Financial/Overtime Report

Steve Zickefoose, City Manager

AGENDA
JUNE 7, 2018
Page 3

PUBLIC COMMENT

*Speakers will be limited to three (3) minutes to address Mayor and City Council
Concerning Non-Agenda Items.*

You must sign in with the City Clerk prior to the meeting to be eligible to speak

NEWS MEDIA

ADJOURNMENT

ITEM #

1

APPROVAL

OF

REGULAR

AGENDA

ITEM #

2

APPROVAL

OF

CONSENT

AGENDA

ITEM #

3

MEMO TO: Mayor and City Council Members

FROM: Laura Elam, Planning Director

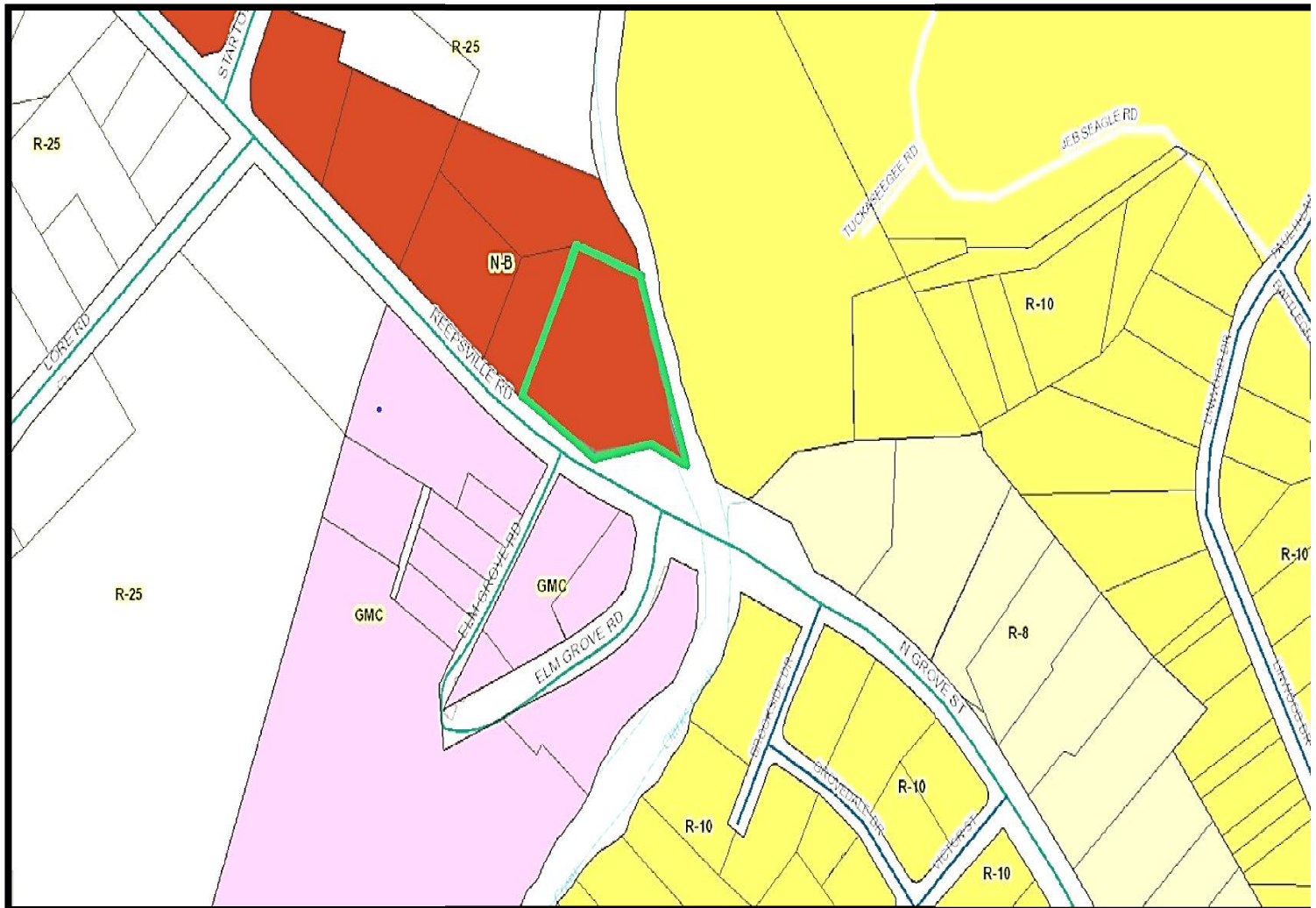
DATE: June 27, 2019

SUBJECT: ZMA-4-2019 – Application from Communities In Schools of Lincoln County requesting the rezoning of 1.58 acres from Neighborhood Business (N-B) to General Business (G-B).

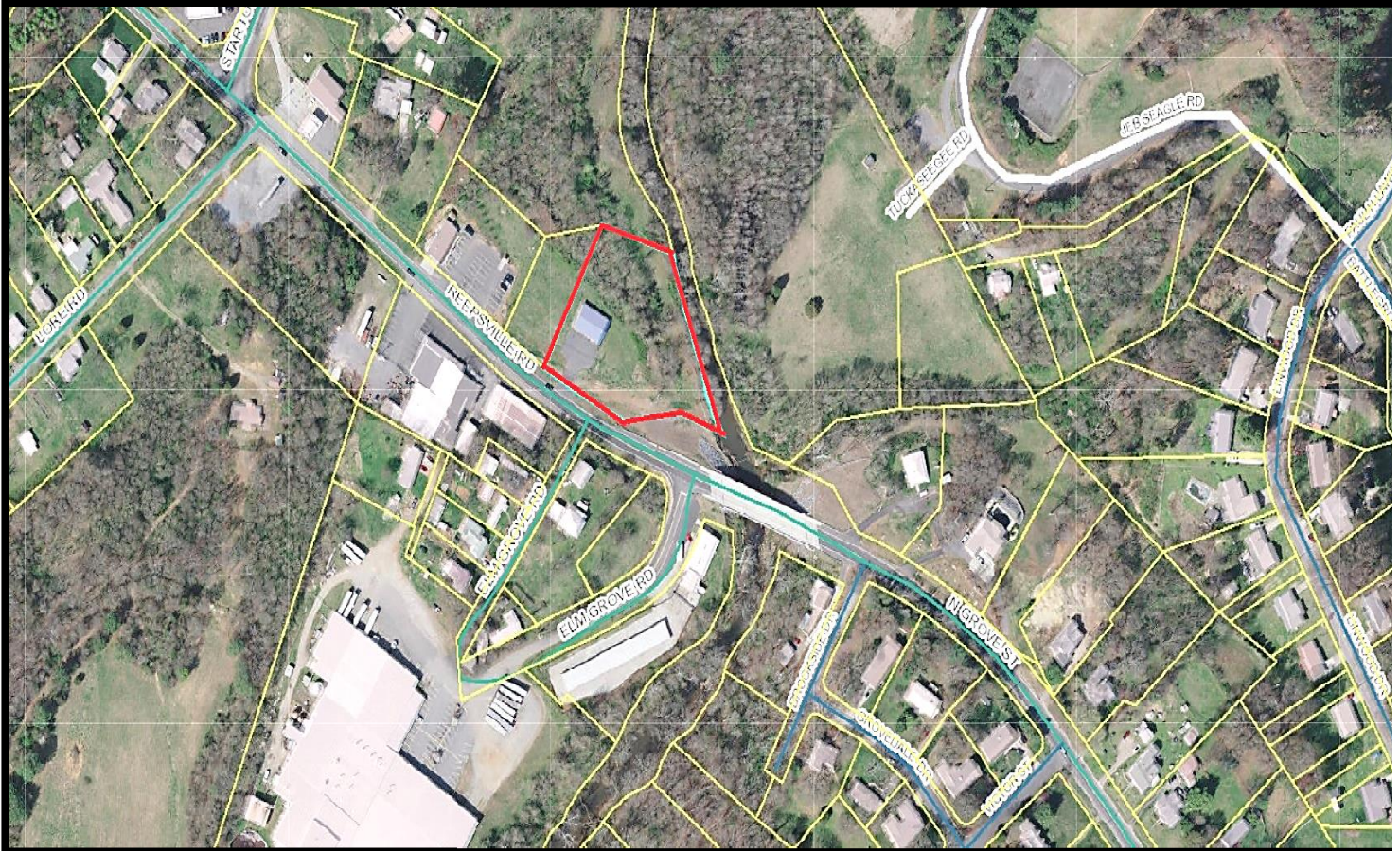
SITE AND AREA DESCRIPTION

The applicant is requesting the rezoning of a parcel totaling approximately 1.58 acres from the Neighborhood Business (N-B) district to the General Business (G-B) district. The subject property is located north of the intersection of Elm Grove Road and Reepsville Road at 956 Reepsville Road.

The subject property and surrounding properties to the west are zoned N-B. To the east properties are zoned R-10 and R-8. Properties located across Reepsville Road are zoned General Manufacturing and Commercial (GMC).



The site is developed with an approximately 2,400 square foot building that previously served as the office for Communities In Schools of Lincoln County. Nearby properties along Reepsville Road west of Clarks Creek are devoted primarily to commercial and industrial uses. Properties located along Reepsville Road to the east of Clarks Creek are devoted primarily to residential uses. Lincolnton High School is located to the northeast of the site.



LAND USE PLAN

The Lincolnton Land Use Plan shows the property in the Neighborhood Business Planning Area which is described as “small business clusters that cater to the needs of a relatively small trading area.” The Land Use Plan also promotes the reuse of existing commercially zoned properties rather than the development of greenfields.

COMPLIANCE WITH LAND USE PLAN

The request is not strictly in compliance with the Land Use Plan’s Neighborhood Business designation. However, staff views the request as consistent with the spirit and intent of the Land Use Plan for the following reasons:

- The site is located along a thoroughfare in an area that is predominantly developed with industrial and commercial uses,
- Clarks Creek provides a natural transition between the predominantly industrial and commercial uses along this section of Reepsville Road and the predominantly residential area located to the east,
- General Manufacturing and Commercial (GMC) zoning is located directly across Reepsville Road from the site, and
- Rezoning to the G-B district will better support the Land Use Plan’s goal of reuse of existing commercially zoned properties rather than the development of greenfields than the current zoning district.

PLANNING BOARD AND STAFF RECOMMENDATION

Planning Board and Staff recommend the following three actions:

1. Approval of attached statement of consistency and reasonableness for approval of application.
2. Approval of rezoning of the property from N-B to G-B.
3. Amendment of the Land Use Plan to show the property as part of the General Business Planning Area.

**Zoning Amendment
Staff's Proposed Statement of Consistency and Reasonableness
for **APPROVAL** of Application**

Case No. ZMA-4-2019

Applicant: Communities In Schools of Lincoln County

Parcel ID#: 71625

Location: 956 Reepsville Road

Request: Rezone from N-B to G-B

Proposed Consistency and Reasonableness Statement:

The Lincolnton Land Use Plan designates this property as part of the Neighborhood Business Planning Area. Therefore, the proposed rezoning request **is not strictly consistent** with the Land Use Plan. However, the site is located on a predominantly commercial and industrial section of a thoroughfare immediately adjoining GMC zoning and rezoning to G-B better supports the Land Use Plan's goal of reuse of existing commercially zoned properties than the current zoning. Therefore, **approval of the proposed amendment is reasonable and in the public interest.**

**Zoning Amendment
Staff's Proposed Statement of Consistency and Reasonableness
for **DENIAL** of Application**

Case No. ZMA-4-2019

Applicant: Communities In Schools of Lincoln County

Parcel ID#: 71625

Location: 956 Reepsville Road

Request: Rezone from N-B to G-B

Proposed Consistency and Reasonableness Statement:

The Lincolnnton Land Use Plan designates this property as part of the Neighborhood Business Planning Area. Therefore, the proposed rezoning request **is not entirely consistent** with the Lincolnnton Land Use Plan and **denial of the proposed amendment is reasonable and in the public interest.**

MOTIONS FOR PUBLIC HEARING

1. Motion to approve one of the statements of consistency and reasonableness.
2. Motion to approve or deny request for rezoning.
2. If rezoning is approved, then:
Motion to approve amendment of land use plan.

ITEM #

4

NOTICE

PUBLIC HEARING

Notice is hereby given that the a Public Hearing will be held for the City of Lincolnton on Thursday, June 27, 2019 at 7:00 p.m. in the Council Chambers of City Hall, located at 114 West Sycamore Street, concerning the following:

Chapter 72: Parking Regulations – Consider a four way stop at the intersection of Bonview Avenue and Robert Avenue. Also consider a speed limit reduction for said area.

Parties in interest and citizens shall have an opportunity to be heard and may obtain further information of the scheduled Public Hearing from the City Clerks Office, located on the second floor of City Hall, Monday through Friday 8:30 a.m. until 5:00 p.m.

ADVERTISE: Wednesday, June 12, 2019
Wednesday, June 19, 2019

ITEM #

5

CITY OF LINCOLNTON

CITY COUNCIL

Ed L. Hatley, Mayor
Martin A. Eaddy, Mayor Pro-Tem
Devin Rhyne
David M. Black
Roby D. Jetton



CITY MANAGER

Steve Zickefoose, MBA
szickefoose@lincolntonnc.org

CITY CLERK

Donna C. Flowers, MMC, NCCMC
donnaflowers@ci.lincolnton.nc.us

CITY ATTORNEY

Thomas J. Wilson, Jr..

(BA-04-19)

BE IT ORDAINED by the Governing Board of the City of Lincolnton, North Carolina, that the following amendment be made to the Annual Budget Ordinance for the fiscal year ending June 30, 2019.

Section 1: To amend the General Fund, the expenditures are to be changed as follows:

<u>DEPARTMENT NUMBER</u>	<u>DEPARTMENT DESCRIPTION</u>	<u>INCREASE</u>	<u>DECREASE</u>
4110	<u>CITY MANAGER/CLERK</u>	-	(10,000.00)
4120	<u>HUMAN RESOURCES</u>	16,600.00	-
4510	<u>PUBLIC WORKS</u>	-	(36,700.00)
4710	<u>SOLID WASTE</u>	24,200.00	-
6100	<u>PARKS AND RECREATION</u>	5,900.00	-
		<u>46,700.00</u>	<u>(46,700.00)</u>

This will result in a net change of \$0.00 in the expenditures of the General Fund.

Section 13: Copies of these budget amendments shall be furnished to the Clerk of the Governing Board, and to the Budget Officer and the Finance Director for their direction.

Adopted this 27th day of June, 2019.

Donna C. Flowers
City Clerk

Ed L. Hatley
Mayor

ITEM #

6

MEMO TO: Mayor and City Council Members
FROM: Laura Elam, Planning Director
SUBJECT: Resolution of Support for Initial Versions of House Bill 966
DATE: June 27, 2019

BACKGROUND

Currently, municipalities in North Carolina may pursue federal funding (such as CMAQ) for bicycle or pedestrian projects and the municipalities are required to provide a minimum 20% local match.

There is state legislation in the works which initially had authorized NCDOT to provide financial support to municipalities for bicycle and pedestrian projects as a proportional match to federal funds with eligibility for funds and the amount of funds based on population.

House Bill 966 was filed in late April and the early editions proposed to revise G.S. 136-189.11(d)(3) in order to authorize NC DOT to provide some level of state match for federally funded independent bike and pedestrian projects so that cities of 25,000 population or less would need to provide only a 5% local match and municipalities between 25,000 and 50,000 population would provide a 10% local match. Municipalities with over 50,000 population would still provide the 20% local match that is currently required for all jurisdictions no matter the population.

Under the earlier versions of the bill, if Lincolnnton obtained federal funding for a major sidewalk or trail project estimated at \$1 million total cost, our local match would be \$50,000 instead of \$200,000.

The bill's initial language is as follows:

STI/AUTHORIZE DOT TO PROVIDE FINANCIAL SUPPORT FOR BICYCLE AND PEDESTRIAN IMPROVEMENTS

SECTION 40.10. G.S. 136-189.11(d)(3)c. reads as rewritten:

"c. Bicycle and pedestrian limitation. – The Department ~~shall not~~ is authorized to provide financial support for independent bicycle and pedestrian improvement projects, ~~except for projects as a proportional match to federal funds administered by the Department for that purpose.~~ Eligibility is determined by the population listed in the most recent State Aid to Municipalities report or, if the municipality is not included in the report, by certified letter:

1. Municipalities with a population of 25,000 or less are eligible for a fifteen percent (15%) State match of total project cost. The required local match is five percent (5%).
2. Municipalities with a population of more than 25,000 but less than or equal to 50,000 shall be eligible for a ten percent (10%) State match of total project cost. The required local match is ten percent (10%).
3. Municipalities with a population of greater than 50,000 are ineligible for State matching funds.

This sub-subdivision shall not apply to funds allocated to a municipality pursuant to G.S. 136-41.1 that are committed by the municipality as matching funds for federal funds administered by the Department and used for bicycle and pedestrian improvement projects. This limitation shall not apply to funds authorized for projects in the State Transportation Improvement Program that are scheduled for construction as of October 1, 2013, in State fiscal year 2012-2013, 2013-2014, or 2014-2015."

Editions 5 and 6 (by the Senate) of the bill omit all of Section 40.10 meaning the current prohibition on use of state funds for independent bike and pedestrian projects would still stand for all jurisdictions. A conference committee has been appointed to work out the differences between the House and Senate.

RESOLUTION OF SUPPORT FOR INITIAL VERSIONS OF HB 966

In the event City Council wishes to express their support for the initial version of this bill to the General Assembly, the attached Resolution of Support could be adopted.

ACTION REQUESTED

Adoption of attached Resolution of Support.

CITY COUNCIL
Ed L. Hatley, Mayor
Martin A. Eaddy, Mayor Pro-Tem
Mary Frances White
Roby D. Jetton
Jim Watson



CITY MANAGER
Steve Zickefoose, MBA
szickefoose@lincolntonnc.org
CITY CLERK
Donna C. Flowers, MMC, NCCMC
donnaflowers@ci.lincolnton.nc.us
CITY ATTORNEY
Thomas J. Wilson, Jr.

(R-18-19)

**RESOLUTION SUPPORTING THE INITIAL VERSIONS OF HB 966
PROVIDING STATE SUPPORT FOR FEDERALLY FUNDED
INDEPENDENT BICYCLE AND PEDESTRIAN IMPROVEMENT PROJECTS**

WHEREAS, North Carolina House Bill 966 was filed on April 25, 2019 and proposed to revise G.S. 136-189.11(d)(3) in order to authorize the North Carolina Department of Transportation to provide a state match for federally funded independent bicycle and pedestrian projects; and,

WHEREAS, later editions of the bill omit that provision so that the current prohibition on use of State funds for federally funded independent bicycle and pedestrian projects would remain; and,

WHEREAS, a 2018 study sponsored by NCDOT found greenways provide a return on investment of \$1.72 annually for every \$1.00 of trail construction; and,

WHEREAS, the DOT study provides evidence of a one-time \$26.7 million capital investment in four studied greenways yielding \$19.4 million in estimated annual sales revenue at local businesses along the greenways, \$684,000 of estimated local and state sales tax from businesses along the greenways, \$25.7 million in estimated savings due to more physical activity, less pollution and congestion and fewer traffic injuries from use of the greenways and \$48.7 million in estimated business revenue; and

WHEREAS, active transportation promotes economic development, benefits our physical and mental health and fosters a clean, energy efficient environment; and,

WHEREAS, many small communities are not able to easily access federal funding for trails and sidewalks due to the local match requirements; and,

WHEREAS, the initial versions of House Bill 966 would help small communities build safe walking and biking trails and sidewalks by making federal funding easier to access; and,

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Lincolnton, North Carolina that we urge the North Carolina General Assembly to adopt the initial versions of House Bill 966 authorizing NCDOT to provide a state match for federally funded independent bicycle and pedestrian projects.

Adopted this 27th day of June, 2019.

ED HATLEY
MAYOR

ATTEST:

DONNA FLOWERS, CITY CLERK

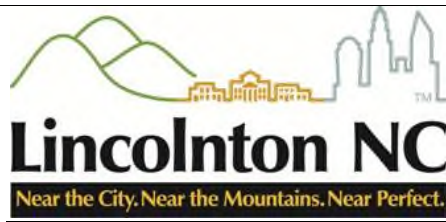
ITEM #

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***NO BACK UP
NECESSARY
FOR THIS ITEM***

ITEM #

8



2019 2nd Quarter Steering Committee Update

06/27/19

Prepared by Fred Jarrett, Chairman

Talking Points:

1. Membership changes:
 - a. Lincoln County Historical Association – January Costa replaced Jason Harpe, and at June meeting January is going to be replaced temporarily by Tina Guffie.
 - b. Lincoln County Builders – Angela Lovelace being replaced by Jeff Campbell
 - c. Lincoln County Realtors - Jennifer Walker
2. Allied Support Organizations are working on their Central Business District Strategic Plan Objectives.
Examples:
 - a. Develop/create consistent CBDSP presentation materials and make at least two community presentations each year – PowerPoint presentation developed and presented once.
 - b. Identify and seek out quality for profit and not for profit artisans and **attract new artistic businesses** to downtown - 05.29.19 - Artist can rent space at Cultural Center for classes and programs, new artists are being added regularly.
 - c. Develop a comprehensive long-term plan for **Pots on Parade** that uses appropriate materials to create pottery in the Catawba Valley tradition that is attractive, sustainable, and secure – DDA has done a lot of research and evaluation on how to sustain the POP. Currently preparing to replace the four damaged pots with a tier of smaller face pots.
 - d. Create a minimum of two events per year to **showcase downtown living** - 05.27.19 Chris Ritchie, will be filming loft spaces on 6/19 for a video that will be used during Brunch and Learn event. We are gearing up for a Fall Brunch and Learn at Cultural Center. In process of establishing a committee of local business owners that have 2nd story options. Hoping to use their knowledge and skills to strengthen our goals. Jennifer Walker and Angela Lovelace will chair this new committee.
 - e. Establish a **Visitors Center** with restroom facilities and present to Council for action – potential building has been identified with City Manager/County Manager having conversations.
 - f. Complete an up-to-date **downtown market analysis** to identify gaps and opportunities for new business recruitment – LEDA will be presenting findings to Steering Committee on Aug 12th.
3. Quilt Trail is thriving – Arts Council having Barn Quilt Classes this summer.
4. Courthouse – old courthouse repurposing discussions to be prepared to present recommendations to county on strategic uses.
5. “Signature Community Event” Rubric - The Steering Committee reviewed the Special Events Fees structure and application process. Laura Morris provided insight into the City’s event application review process and how City support and

service requirements are determined. Laura also explained her thoughts on what constitutes a “Signature Community Event.” The Committee discussed the information provided and determined what they thought would serve as a rubric to help determine if a new event application constitutes a “Signature Community Event.” With the understanding that “Significant Community Events, are infrequent, the Steering Committee proposed a simple rubric for Council’s review:

“Signature Community Event” Rubric

- City continues current Special Event review process.
- In City’s review if additional input is needed to determine whether the event should be classified as a Signature Community Event, the City will request the additional review be performed by evaluating the event against the following four criteria:
 - 1) cost of city services required and potential return on investment;
 - 2) value to Central Business District and merchants;
 - 3) value to residents and community, including allied support organizations; and
 - 4) contribution to quality of life, tourism efforts and regional reputation enhancement.

6. Taking a summer break – no meetings in July or August.

This concludes the 2nd quarter update for the major activities of the Steering Committee.

Any questions?

ITEM #

9

CITY OF LINCOLNTON

CITY COUNCIL
Ed L. Hatley, Mayor
Martin A. Eaddy, Mayor Pro-Tem
Mary Frances White
Jim R. Watson
Roby Jetton



CITY MANAGER
Steve Zickefoose, MBA
szickefoose@lincolntonnc.org
CITY CLERK
Donna C. Flowers, MMC, NCCMC
donnaflowers@ci.lincolnton.nc.us
CITY ATTORNEY
Thomas J. Wilson, Jr.

TO: Mayor and City Council Members
FROM: Donna C. Flowers, City Clerk
SUBJECT: 2017 Municipal Election
DATE: June 21, 2019

I have attached a recent email exchange with Bradley Putnam, Director of the Board of Elections, regarding the 2020 Municipal Election. Filing fees were last set by Council in April 2017 with the fee to file for the Mayoral seat being \$ 48.00. A Council member seat was set at \$ 36.00. In accordance with state statute, filing fees cannot exceed one percent of the annual salary of the elected position.

This election cycle Ward II, Dr. Watson's current seat, and Ward IV, Councilman Jetton's current seat will be on the ballot. Both Wards will be four year terms.

No proposed election cost was discussed but I would hope it would be much lower than in the past since we are now in a Presidential cycle. Council will need to take official action setting the filing fees at our April 6th meeting. Should you have any questions please feel free to contact me.

Donna Flowers

From: Brad R. Putnam [brputnam@lincolncounty.org]
Sent: Wednesday, May 29, 2019 12:00 PM
To: Donna Flowers
Subject: RE: Schedule for 2020 Elections

Donna,

We are all doing great and hope you all are as well. I have put the link in the bottom of this email. Filing does start in December and primary will be in March. You can scroll through the calendar at the bottom of the page in the link. It does seem early and it will be here before we know it. Also they may want to go ahead and set filing fees soon. We will starting putting together everything for the website soon such as filing fees and dates.

<https://www.ncsbe.gov/index.html>

Bradley Putnam | Director | Lincoln County Board of Elections

115 W. Main Street | Lincolnton, NC 28092

☐ Phone: 704.736.8482 | ☐ Fax: 704.736.8804 | ☐ eMail: brputnam@lincolncounty.org

From: Donna Flowers [<mailto:donnaflowers@ci.lincolnton.nc.us>]

Sent: Wednesday, May 29, 2019 11:01 AM

To: Brad R. Putnam

Subject: Schedule for 2020 Elections

Brad,

Hope you are doing well. I am needing the schedule for the Municipal Election for 2020. I had a citizen call to inquire about the filing dates and said they heard the filing date is in December 2019, and I was not sure so I gave them your office number to confirm. I have also had Council members to ask about dates, and I wanted to give them a copy of what you have, to be on the same page. It seems early to be talking about November 2020 but I know it will be here before you know it.

Donna C. Flowers, MMC, NCCMC

Assistant to City Manager/City Clerk

City of Lincolnton

P.O Box 617

Lincolnton, NC 28093-0617

(704)736-8980

(704)736-8995 (fax)

donnaflowers@ci.lincolnton.nc.us

DISCLAIMER: Pursuant to the Freedom of Information-Privacy Acts (FOIPA) and North Carolina General Statutes Chapter 132, Public Records, this electronic mail message and any attachments hereto, as well as any electronic mail message(s) sent in response to it may be considered public record and as such subject to request and review by anyone at any time.

ITEM #

10

July 2019 Council Meeting
Executive Summary
May 2019 Year-To-Date

General Fund	% of					Difference
	Budget 18-19	Actual 18-19	Budget	Budget 17-18	Actual 17-18	
Fund 10 Revenues	11,800,766	9,530,838	74%	11,655,521	9,141,762	389,075
Fund Balance	1,051,770	-	-	964,361	-	-
	12,852,536	9,530,838		12,619,882	9,141,762	389,075
City Manager/Clerk	320,960	239,872		331,465	272,605	(32,734)
Human Resources	239,060	208,263		232,730	190,298	17,965
Finance	242,790	199,643		273,412	182,703	16,939
General Expense	1,057,620	822,172		942,324	789,751	32,422
General Debt Service	520,954	379,488		463,524	451,505	(72,017)
Police	3,700,970	2,875,609		4,284,770	3,001,961	(126,352)
Fire	2,240,650	2,107,515		2,099,345	1,838,337	269,178
Public Works	79,616	(48,367)		172,956	81,472	(129,839)
Street	1,251,668	749,549		1,246,268	648,416	101,132
Equipment Services	133,270	103,830		135,120	114,428	(10,598)
Solid Waste	756,798	521,396		708,328	516,238	5,158
General Services	-	-		-	-	-
Plannin/Zoning	679,060	246,724		348,794	232,431	14,293
Bus & Comm. Dev	135,000	111,420		164,960	152,700	(41,280)
Recreation	1,494,120	1,022,171		1,215,886	914,415	107,756
Expenses	12,852,536	9,539,283	74%	12,619,882	9,387,261	152,023
Difference		(8,446)			(245,498)	237,052

Water & Sewer Fund			% of			
	Budget 18-19	Actual 18-19	Budget	Budget 17-18	Actual 17-18	Difference
Fund 61 Revenues	8,096,950	9,586,626	114%	7,449,995	7,510,800	2,075,826
Fund Balance	281,590	-		526,653		
	8,378,540	9,586,626		7,976,648	7,510,800	2,075,826
Water Treatment	1,502,950	1,287,472		1,508,500	1,231,314	56,158
Dist & Collection	1,748,000	1,495,427		1,440,153	1,143,229	352,198
Wastewater	1,550,100	1,193,134		1,516,650	1,173,627	19,507
W & S Intangibles	3,577,490	3,475,086		3,511,345	3,425,088	49,998
Expenses	8,378,540	7,451,120	89%	7,976,648	6,973,258	477,862
Difference		2,135,507			537,542	1,597,964

Electric Fund			% of			
	Budget 18-19	Actual 18-19	Budget	Budget 17-18	Actual 17-18	Difference
Fund 63 Revenues	7,669,264	7,694,683	97%	7,791,714	7,379,989	314,694
Fund Balance	300,000	-		1,224,483	-	-
	7,969,264	7,694,683		9,016,197	7,379,989	314,694
Electric Dept. Expenses	7,969,264	6,166,533		9,016,197	6,604,892	(438,359)
Difference	7,969,264	6,166,533	77%	9,016,197	6,604,892	(438,359)
		1,528,150			775,097	753,053

Overtime 80+ hours	381,528			384,790		(3,262)
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