The Mayor and City Council met in regular session on Thursday, June 24, 2021 at 7:00 p.m. in the Council Chambers of City Hall located at 114 West Sycamore Street, Lincolnton North Carolina.

Mayor Ed Hatley opened the meeting with a moment of silence, after which all those in attendance were asked to stand for the Pledge of Allegiance.

Councilwoman Poinsette made a motion to approve the *REGULAR AGENDA* with the addition of Item 4D, Request regarding Veteran Banners, and Item 4E, Resolution to accept federal funds under the American Rescue Plan *(R-10-21)*. Members voted 4-0 in favor of the motion.

Councilwoman White made a motion to approve the *CONSENT AGENDA* as follow:

- **Approval of Minutes for the June 3, 2021 meeting**

REGULAR AGENDA:

CZ-5-2021
Application from Piedmont Companies Inc., requesting a conditional rezoning from R-8 and R-O Districts to the Planned Residential District (PRD) for the purpose of building 20 Townhomes. The subject property is 1.5 acres in size and is made up of three parcels located on the north side of East Main Street approximately 150 feet east of the intersection of Huss Street and East Main Street (Parcel ID 22425, 22424 and 51760)

Laura Elam, Planning Director, reviewed the rezoning request. Mrs. Elam gave a detailed description of the site and area surrounding the site. She provided several different views of the site and gave an overview of the site plan referencing the land use plan and planning board and staffs recommendation. There was discussion among Council as several voiced their concern with the current site plan as presented and the potential negative impact it could have on traffic in that area. Mrs. Elam briefly explained the issue with creating additional access on Arney Street and other options that are being explored.

Mr. Craig Upshaw, commercial developer with Piedmont Companies, was in attendance. Mr. Upshaw spoke briefly regarding an option currently being pursued that would solve the one access issue. With no further discussion,

Councilman Jetton made a motion to close the Public Hearing. Members voted 4-0 in favor of the motion

Councilwoman Poinsette made a motion to refer the matter back to staff for further review. Councilwoman Poinsette also clarified her desire for a detailed landscape plan to be included. Members voted 4-0 in favor of the motion.

(O-8-21)
Consideration of proposed amendment to the City Code of Ordinances-Title VII: Traffic Code-Chapter 74: Traffic Schedule 1: Stop Intersections

Nathan Eurey, Public Services Director, presented an ordinance amendment that recommends the installation of a stop sign and a crosswalk at the new Motz Ave Dog Park. Mr. Eurey explained the safety concern with pedestrians who are now utilizing parking opposite the park. The request consisted of a stop sign on the north side of Motz Ave. traveling west bound, as well as, a crosswalk connecting the parking area and the dog park.

Councilwoman White made a motion to close the Public Hearing. Members voted 4-0 in favor of the motion

Councilman Jetton made a motion to approve the request. Members voted 4-0 in favor of the request

(BA-03-21)
Budget Amendment – 2020-2021 Year End budget adjustments and Authorization to make amendments that may result from adjustments

Pam McBryde, Finance Director, presented the final budget amendment for fiscal year 2020-2021. Mrs. McBryde confirmed that the fire department merger is complete. She spoke to several other funds and explained the reason for the request for authorization to make amendments if necessary.

Councilwoman Poinsette made a motion to approve the budget amendment and authorization to make amendments as presented. Members voted 4-0 in favor of the motion.

Presentation/Adoption of the Comprehensive Recreation Master Plan for the City of Lincolnton

Nathan Eurey, Public Services Director, introduced Mr. Jim Ford with McGill Associates, to present a proposed Parks and Recreation Master Plan for the City of Lincolnton. Mr. Ford, who has been the project manager working on this master plan, gave a thorough slide show presentation of the data collected during the study and the recommendations on moving forward based on that data. Some discussion was generated with Mr. Ford addressing several questions from Council Members and staff surrounding gym space, ample theaters, ball fields and utilizing a feasibility study.

Councilwoman Poinsette made a motion to adopt the Comprehensive Parks and Recreation Master Plan. Members voted 4-0 in favor of the motion.

City Manager Ritchie Haynes thanked Mr. Ford, McGill Associates, Nathan Eurey and his staff and all those involved in working on the study.

Report on Completed Pay Study for the Lincolnton Police Department

Tanya Osborne, Human Resources Director, provided Council with an update on the results of a second pay study, specific to sworn law enforcement officers, conducted to determine the current market salary range. Mrs. Osborne explained what the study indicated and asked Council to consider Approval of an additional grade for the three positons as shown in the table.

Position	Current Grade	Group A Pay Study Recommendation	Grade Difference	Updated Pay Study Grade	Updated Grade Difference
Master Police Officer	16	17	1	18	2
Investigator	16	17	1	18	2
Police Officer	15	16	1	17	2

If approved, the change would be incorporated with the already approved Group A pay study results in July 2021. The additional estimated cost is $61,538. She requested that if Council was in favor of the grade changes, that an updated Salary Schedule-Position Classifications document also be approved. Finally she asked for direction as to how to proceed with future market analysis for the sworn law enforcement positions. The recommendation is to incorporate a market analysis into the next one-third study to determine if another adjustment may be needed in January 2022. At that time, consideration could be given to implementing a separate pay

schedule for sworn law enforcement. The sworn law enforcement positions would then be included in each year's pay study group to ensure Lincolnton is competitive in the market.

Councilman Eaddy made a motion to approve the additional grade adjustments for the three positions as presented. Members voted 4-0 in favor of the motion

Councilwoman Poinsette made a motion to approve an updated Salary Schedule-Position Classifications to reflect grade adjustments. Members voted 4-0 in favor of the motion.

Councilwoman White made a motion to approve annual review for police instead of every three years. Members voted 4-0 in favor of the motion.

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(APPT-04-21)
Consideration of Appointment to the Lincoln Economic Development Association for a three (3) year term beginning July 1, 2021

Mayor Ed Hatley began clarifying how this appointment is handled and why it is not included with the other board appointments. **Councilman Jetton nominated Dr. Jim Watson for the appointment. With no other nominations, members voted 4-0 in favor of the appointment.**

Hometown Hero's Banner Project

Mayor Ed Hatley introduced Mr. Dale Punch who requested to address Council and obtain permission to hang HomeTown Hero banners on the poles in the downtown area one time a year. City Manager Ritchie Haynes informed that in keeping in line with the City's public art ordinance, the request has already gone before the Steering Committee and received approval.

Mr. Punch briefly gave some background information regarding the idea and spoke to the impact he feels this will have on those that participate. He explained his desire to oversee the project and what those who would like to participate will need to do. Mr. Punch informed that Travis Dellinger has agreed to make the 24X48 banner at a cost of $100.00 each. Banners will display the veteran's name, branch of service and war era. He is requesting that banners be displayed for a specified length of time leading up to Veterans Day. Mr. Punch explained that no tax dollars will be used as the banners will be paid for by the individuals wishing to honor the veteran.

He also said that banners will become the property of the City, who will be responsible for putting them up and taking them down.

Councilman Eaddy made a motion to approve the HomeTown Hero's Project as presented by Dale Punch. Members voted 4-0 in favor of the motion.

R-10-21
RESOLUTION TO ACCEPT FEDARAL FUNDS UNDER THE AMERICAN RESCUE PLAN

City Manager Ritchie Haynes requested Council approve a resolution to accept federal funds under the American Rescue Plan. Although a Special Fund for the money was included in the 2021-2022 Operating Budget Ordinance that was adopted at the June 3rd meeting, Mr. Haynes explained approval of this resolution is advised for tracking Council action.

Councilman Jetton made a motion to approve the Resolution as presented. Members voted 4-0 in favor of the motion.

MANAGER'S REPORT/ACTIVITY UPDATE

City Manager Ritchie Haynes went over the financial report addressing the activity and current status of each fund. He also addressed the increase reflected in overtime which was attributed to training for new fireman and police officers. He mentioned that possibility of more overtime in the next report due to the burn conducted on McBee Street by the fire department.

Mr. Haynes reported on the success of the Juneteenth Celebration expressing his appreciation to Laura Morris, the Arts Council and all the volunteers that helped. He briefly mentioned the grand opening for both the Local Roots and Zhay's, the upcoming July 4th celebration, and the holiday closing for the city offices as there will be no solid waste pick-up on Monday, July 5th or recycling pick-up on the July 2nd. He also reminded council of the next Alive After Five on July 29th. Mr. Haynes mentioned the retirement of Rick Frye and the recent death of two retiree', Larry Canipe and Ethel Garver. In closing Mr. Haynes informed council of a meeting scheduled with the staff of both the city and the county regarding code enforcement. The ability to generate a monthly report and the topic of dilapidated structures will be discussed. There was also some discussion of a possible ribbon cutting for the new dog park and a future Bark-In-The-Park event.

Financial report below:

July 2021 Council Meeting

Executive Summary

May 2021 Year-To-Date

General Fund		Budget 20-21	Actual 20-21	% of Budget	Budget 19-20	Actual 19-20	Difference
Fund 10	Revenues	10,911,910	11,093,300	102%	11,543,700	10,292,893	800,407
	Fund Balance	-	-	-	825,000	-	-
		10,911,910	11,093,300		12,368,700	10,292,893	800,407
	City Manager/Clerk	248,220	191,886		222,495	150,409	41,477
	Human Resources	317,020	271,970		262,720	204,702	67,267
	Finance	158,230	122,281		129,630	20,875	101,405
	General Expense	1,280,731	1,182,121		1,103,160	926,545	255,576
	General Debt Service	334,757	288,348		430,632	394,832	(106,484)
	Police	3,400,120	3,014,723		3,223,020	2,817,670	197,054
	Fire	2,234,100	2,649,171		2,364,700	2,082,398	566,773
	Public Works	45,660	53,936		43,010	(6,529)	60,465
	Street	829,825	709,213		1,329,225	738,746	(29,532)
	Equipment Services	211,770	216,544		122,970	95,915	120,629
	Solid Waste	692,375	582,415		908,855	823,946	(241,531)
	General Services	-	-		-	-	-
	Plannin/Zoning	497,239	312,658		557,420	293,415	19,243
	Bus & Comm. Dev	123,200	116,337		423,200	183,563	(67,226)
	Recreation	1,038,663	839,830		1,247,663	1,039,021	(199,192)
	Expenses	11,411,910	10,551,434	92%	12,368,700	9,765,509	785,925
	Difference		541,866			527,384	14,482

Water & Sewer Fund		Budget 20-21	Actual 20-21	% of Budget	Budget 19-20	Actual 19-20	Difference
Fund 61	Revenues	8,146,950	7,709,697	95%	7,146,949	7,198,041	511,656
	Fund Balance	-	-		3,725,010		
		8,146,950	7,709,697		10,871,959	7,198,041	511,656
	Water Treatment	1,972,500	1,347,523		1,496,850	1,041,365	306,158
	Dist & Collection	2,032,900	1,751,115		3,652,160	2,952,883	(1,201,768)
	Wastewater	1,625,000	1,466,203		1,547,000	1,068,145	398,057
	W & S Intangibles	4,247,050	3,920,227		4,175,949	4,097,407	(177,180)
	Expenses	9,877,450	8,485,067	86%	10,871,959	9,159,800	(674,733)
	Difference		(775,370)			(1,961,759)	1,186,389

Electric Fund		Budget 20-21	Actual 20-21	% of Budget	Budget 19-20	Actual 19-20	Difference
Fund 63	Revenues	7,788,350	8,388,765	108%	7,937,102	6,976,727	1,412,038
	Fund Balance	-	-		2,330,000	-	-
		7,788,350	8,388,765		10,267,102	6,976,727	1,412,038
	Electric Dept.	8,696,830	6,956,896		10,267,102	7,257,612	(300,716)
	Expenses	8,696,830	6,956,896	80%	10,267,102	7,257,612	(300,716)
	Difference		1,431,868			(280,885)	1,712,754
Overtime	80+ hours		515,078			469,678	45,399

PUBLIC COMMENT

No one requested to speak during the Public Comment portion of the meeting.

NEWS MEDIA

One question from Mr. Wayne Howard needing to verify statement made regarding citizen request for an ample theater. He also commented on the positive impact the downtown will experience if the County's proposed plans come to fruition.

CLOSED SESSION

Councilman Jetton made a motion to go into closed session to discuss property acquisition in accordance tithe NCGS 143-318.11(A)(5).

ADJOURNMENT:

Upon returning from closed session, Councilman Jetton made a motion to adjourn the meeting. Members voted 4-0 in favor of the motion.

_____ _____

DAPHNE INGRAM, CITY CLERK **ED HATLEY, MAYOR**

CITY COUNCIL

Ed L. Hatley, Mayor
Martin A. Eaddy, Mayor Pro-Tem
Mary Frances White
Christine Poinsette
Roby Jetton

CITY MANAGER

Ritchie Haynes
rhaynes@lincolntonnc.org
CITY CLERK
Daphne Ingram
dingram@lincolntonnc.org
CITY ATTORNEY
Thomas J. Wilson, Jr.

(R-10-21)
RESOLUTION TO ACCEPT FEDARAL FUNDS
UNDER THE AMERICAN RESCUE PLAN

WHEREAS, the State of North Carolina will be allocated funding from the federal American Rescue Plan Act of 2021 (ARPA) for distribution to qualifying local governments; and

WHEREAS, the Lincolnton City Council must formally accept the grant funds; and

WHEREAS, revenue received under the ARPA funding will be maintained in a special revenue fund, as authorized by NCGS 159-26(b)(2), hereby established to recognize the ARPA grant proceeds and to authorize their expenditures; and

WHEREAS, the Lincolnton City Council has adopted the 2021-2022 Budget/Budget Ordinance that includes the required special revenue fund; and

WHEREAS, the City of Lincolnton will expend the ARPA monies consistent with federal requirements and in accordance with state law authority.

NOW, THEREFORE, BE IT RESOLVED

Section 1. The Lincolnton City Council hereby accepts federal ARPA funding to be distributed by the State of North Carolina

Section 2. The Lincolnton City Council hereby has created a Special Revenue Fund For the purpose of tracking and reporting eligible expenditures and ARPA revenues.

Section 3. The Lincolnton City Council affirms that the ARPA revenue will only be used for purposes prescribed in the ARPA guidance

Adopted this 24th day of June 2021

_____
Ed Hatley, Mayor

ATTEST:

_____
Daphne Ingram, City Clerk

MEMO TO: Mayor and City Council Members

FROM: Laura Elam

SUBJECT: CZ-5-2021 Request for rezoning of approximately 1.5 acres from R-8 and R-O to PRD from Piedmont Companies

DATE: June 24, 2021

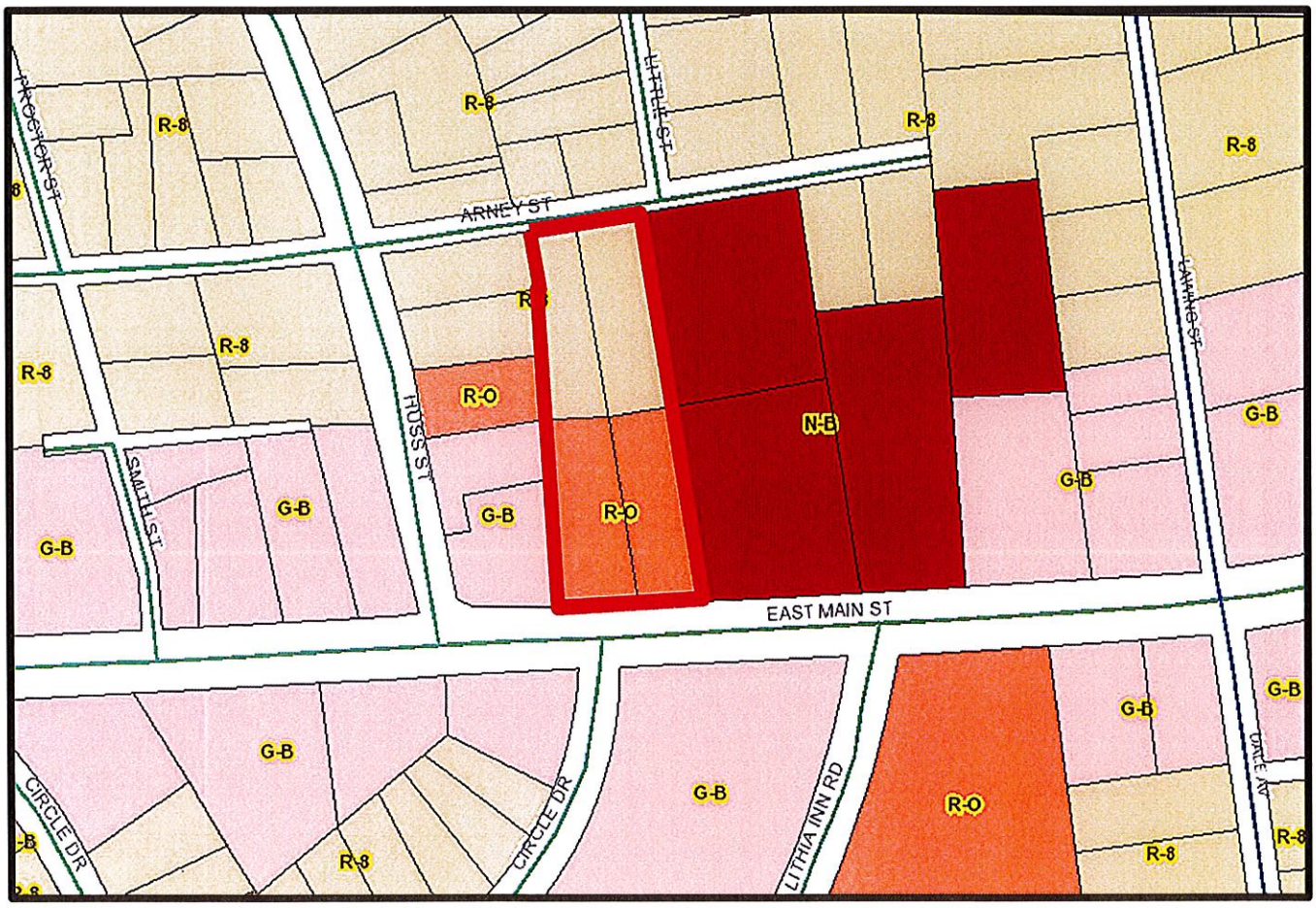
SITE AND AREA DESCRIPTION

The applicant is requesting a conditional rezoning from R-8 (Residential-8) and R-O (Residential Office) to Planned Residential Development (PRD) in order to allow a townhome development consisting of 20 units.

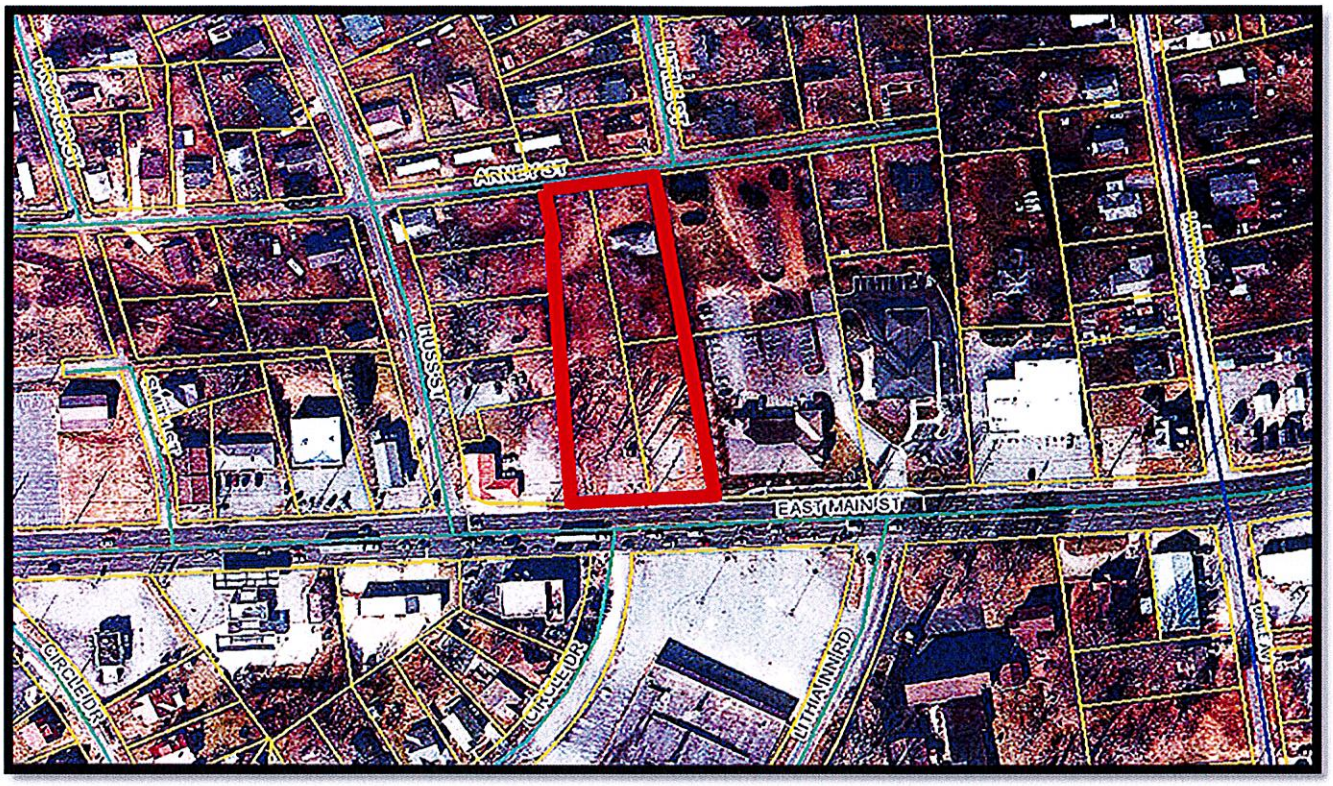
The subject property is 1.5 acres in size and is made up of three parcels located on the north side of East Main Street approximately 150 feet east of the intersection of Huss Street and East Main Street (Parcel ID 22425, 22424, and 51760).

Zoning around the site is a mixture of commercial and residential. The adjacent properties are primarily commercial with several single family dwellings in the vicinity.

CURRENT ZONING MAP



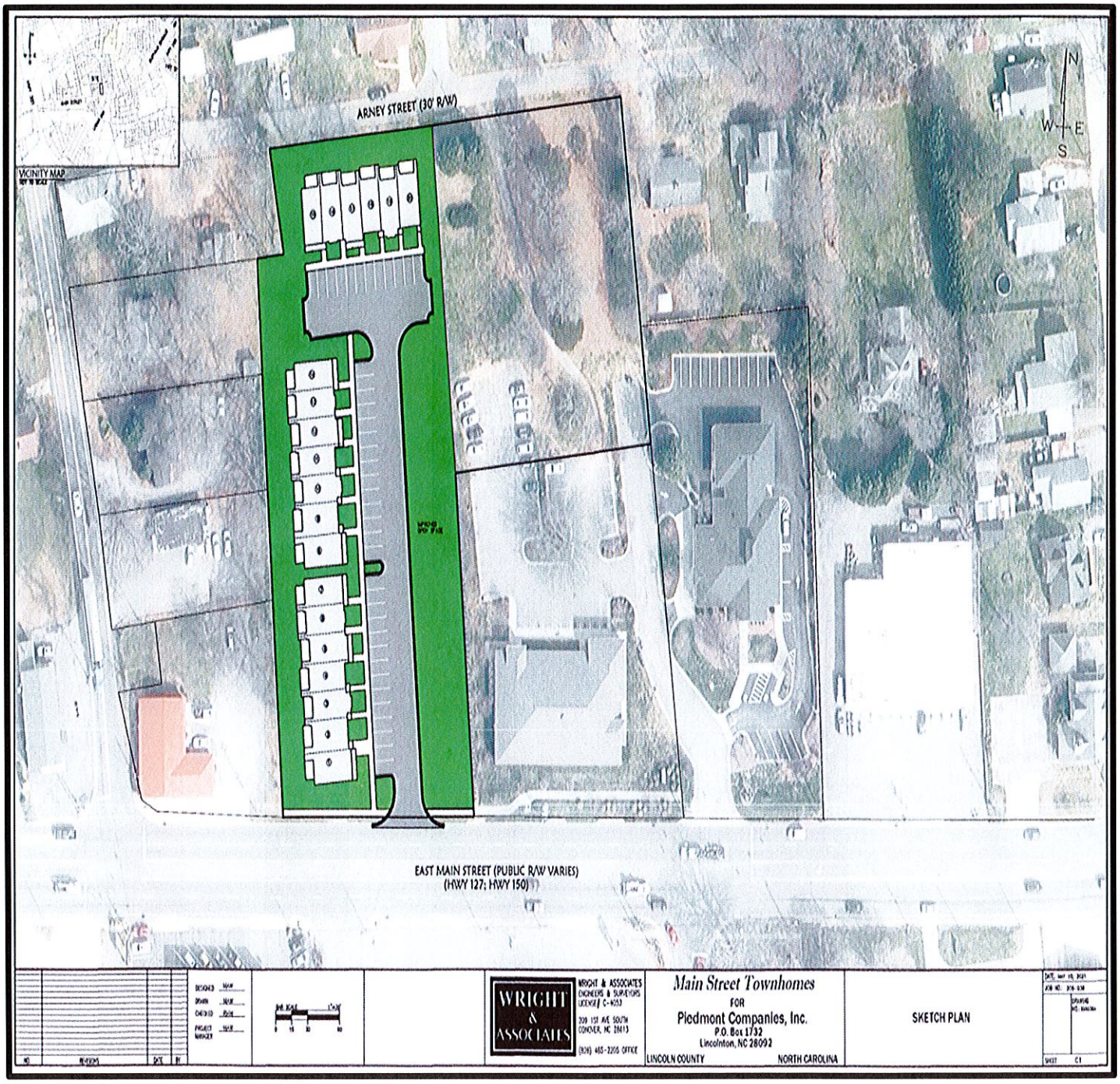
AERIAL VIEW



STREET VIEWS

PROJECT DETAILS

- The project is approximately 1.5 acres in size with 20 townhome units proposed.
- There will be one entrance into the site from East Main Street.
- There will be three buildings on the property with an area with improved open space for playgrounds, picnic area, sitting areas, etc.
- The applicant's site plan is below.



LAND USE PLAN

The Land Use Plan shows the property in the Neighborhood Business Corridor Planning area. This planning area is found along major highways leading into and out of Lincolnton. Its purpose is to accommodate neighborhood oriented planned business areas serving as a nucleus for commercial activities in a particular portion of the City.

The Land Use Plan also includes the following recommendations:

- Developments in the corridor should have a neighborhood feel with buildings oriented toward the street rather than having deep setbacks. As these areas will be located along major thoroughfare corridors, integrating automobile and pedestrian access is of major importance.

- Promote mixed-use development in the City's centers and corridors.

Staff views the request as consistent with the Land Use Plan. Additional well-designed residential development interspersed along East Main Street will create pockets of mixed use development break up long strips of commercial development and help to reduce automobile dependency.

CONDITIONAL ZONING

Because this is a proposed rezoning to a conditional zoning district, if the request is approved, the property could only be used for the specified use in accordance with the approved site plan. Any major modification or change in use would require approval by the City Council through a public hearing process.

STAFF REVIEW COMMITTEE

The Staff Review Committee had the following comments:

1. Prior to final approval, an engineered plan meeting all requirements for planned residential development and UDO requirements must be submitted to and approved by staff.

2. A maximum of 70% of the site can be impervious surface due to water supply watershed restrictions. Detailed calculations must be given.

3. A sidewalk constructed to City of Lincolnton specifications must be constructed along the entire frontage along East Main Street.

4. The property owner will be responsible for all utility lines within the project boundaries and to the tap. Details on taps and meters must be coordinated with the utility department and shown on an approved utility plan.

5. The applicant will be responsible for making the utility tap.

6. City Fire Inspector will need to review and approve all plans prior to development. A new fire hydrant may be required within the site.

7. Driveways will need to be 26 foot in width and no parking is allowed within the driveways to meet fire code requirements.

8. There must be a minimum of 20 feet between buildings to meet fire code requirements.

9. Detailed landscaping, screening, and open space plan will need to be provided.

10. NCDOT driveway permit required to access East Main Street.

11. Erosion control plans must be submitted and approved by Lincoln County Soil and Erosion prior to development.

12. Building plans must be submitted and approved by Lincoln County Inspection prior to development. Firewalls will be required between each unit.

PLANNNING BOARD AND STAFF RECOMMENDATION

Discussion at the Planning Board hearing focused primarily on potential traffic impact to East Main Street, specifically the potential for traffic disruption due to school bus pick up of students who may live on site. Staff noted that NCDOT has reviewed the proposed site plan and did not express any concerns or raise any issues.

A Planning Board member asked about the possibility of secondary vehicular access to Arney Street as a means of mitigating potential traffic impact to East Main Street. Staff noted that Public Works indicated that vehicular access to Arney Street would require improvement of Arney Street.

Another Board member noted that this type of development does not tend to attract families with children.

Staff noted that there would typically be a heavier traffic impact with commercial development than a residential use. Staff also noted that over time, additional residential development interspersed along East Main Street will create pockets of mixed use development. One of the advantages of mixed use development is that it tends to reduce automobile dependency because people are able to more easily walk to their destinations. .

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Ultimately, Planning Board voted 7 -1 to recommend approval. Therefore, Planning Board and Staff recommend the following actions:

- approval of the request for rezoning from R-O and R-8 to the Planned Residential Development (PRD) district subject to the staff review committee comments being made conditions of approval,

- approval of the statement of consistency for approval of the rezoning request, and
- the rezoning being effective upon receipt by the Zoning Administrator of written agreement from the applicant and property owner with the conditions of approval.

ORDINANCE

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF LINCOLNTON TO AMEND THE CODE OF ORDINANCES AS FOLLOWS:

TITLE VII - TRAFFIC CODE - Chapter 74

ADD: Motz Ave. and Marcia H. Cloninger Rail Trail
(add stop sign on the north side of Motz Ave., traveling west bound)

This ordinance shall become effective upon adoption. This the 24th day of June 2021.

DAPHNE INGRAM
CITY CLERK

_____
ED HATLEY
MAYOR

CITY COUNCIL

Ed L. Hatley, Mayor

Martin A. Eaddy, Mayor Pro-Tem

Christine Poinsette

Mary Frances White

Roby D. Jetton

Lincolnton NC

Near the City. Near the Mountains. Near Perfect.

CITY MANGER

Richard Haynes

rhaynes@lincolntonnc.org

CITY CLERK

Daphne Ingram

dingram@lincolntonnc.org

CITY ATTORNEY

Thomas J. Wilson, Jr.

BA-03-21

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, 2021.

Section 3: To amend the Boger City Fire District Fund, the expenditures are to be changes as follows:

Boger Ciy Fire Tax	$	201,152

Section 4: To amend the Boger City Fire District Fund, the revenues are to be changed as follows:

Fire District Tax	$	-
Investment Income		-
Sales Tax/Grants		-
Fund Balance Appropriated		201,152
	$	201,152

Section 5: To amend the Powell Bill Fund, the expenditures are to be changes as follows:

Powell Bill Construction/Other	$	15,000

Section 6: To amend the Powell Bill Fund, the revenues are to be changed as follows:

Powell Bill Allocation	$	-
Grants		-
Investment Income		-
Fund Balance Appropriated		15,000
	$	15,000

Section 14: Appropriations are authorized by departmental totals. The City Manager is authorized to reallocate departmental appropriations among line item objects of expenditures and revenues as necessary during the budget year.

Section 15: Copies of this Budget Ordinance shall be furnished to the Clerk to the Governing Board and to the Budget Officer and Finance Director to be kept on file by them for their direction in the disbursement of funds.

Section 16: 2020-2021 Year-end budget adjustments and authorization to make amendments that may result from adjustments made by auditors to entries, with a report being made to Council at the next scheduled meeting.

TOTAL AMENDMENT	$	216,152

Adopted this 24th day of June, 2021

Attest:

Daphne Ingram	Edward L Hatley
City Clerk	Mayor

City of Lincolnton
114 West Sycamore Street
P. O. Box 617
Lincolnton, North Carolina
28093-0617

Human Resources Department
Phone (704) 736-8980
FAX (704) 736-8975
www.lincolntonnc.org

MEMORANDUM

To: Ritchie Haynes, City Manager

From: Tanya Osborne, Human Resources Director

Re: Police Department Pay Study and Recommendations

Date: June 16, 2021

As you are aware, the Pay Study for Group A which includes Public Safety positions was recently completed earlier this fiscal year and approved as part of the budget process for the fiscal year 21-22. Since that time, there have been several local governments who have made or plan to make increases to the pay grade ranges associated with sworn law enforcement positions. At your direction, a second study specific to sworn law enforcement officers was conducted to determine the current market salary range.

We received the results of the second study at the end of May, and you, Chief Jordan, and I conducted a zoom meeting with our consultant David Hill to review the results. Following is a summary of the items discussed.

1. The results indicate in addition to the Group A pay study already approved, the entry level positions should now be one additional grade level. The original pay study recommendation for the Police Officer was to move from grade 15 to 16. The updated recommendation is to move from grade 15 to 17 which would change the entry level salary of an officer from $37,796. to $41,670. This change would place Lincolnton's minimum salary just slightly above the updated average market minimum of $41,200.

   Two other positions, Master Police Officer and Investigator, would need to be adjusted one additional grade to maintain an appropriate range between the positions. The table below illustrates the recommended grade changes for the three sworn law enforcement positions.

Position	Current Grade	Group A Pay Study Recommendation	Grade Difference	Updated Pay Study Grade	Updated Grade Difference
Master Police Officer	16	17	1	18	2
Investigator	16	17	1	18	2
Police Officer	15	16	1	17	2

   An overall change of two grades equates to approximately a 10% increase and the estimated cost to implement the additional grade recommended by the second study is $61,538.

It is apparent the implementation of the above recommended grade changes will only be sufficient for short term. Discussion included pulling the salary ranges of the sworn law enforcement positions with the next one-third pay study which will begin in Aug/Sept 21. Some of the local government entities surveyed reported anticipated salary ranges for the budget year beginning 7-1-21, and there could be differences in what is actually approved by their councils. Dependent upon the results, Lincolnton may need to consider implementing additional grade changes in January 2022.

2. It is recommended Lincolnton begin completing a market analysis of sworn law enforcement positions on an annual basis and consider removing these classifications from the general pay plan and establish a stand-alone pay plan. This change would allow the positions to be adjusted or modified as market conditions indicate without impacting the general pay plan. An example is provided below.

Classification	Grade	Minimum	Midpoint	Maximum
Police Officer	100	$41,500	$51,875	$62,250
Police Officer/SRO	110	$41,500	$51,875	$62,250
MPO	120	$43,575	$54,468	$65,362
Investigator	130	$43,575	$54,458	$65,362
Sergeant	200	$48,238	$60,297	$72,357
Captain	300	$53,182	$66,477	$79,773
Major	400	$61,565	$76,956	$92,347
Chief	500	$78,574	$98,217	$117,861

Items for Council's consideration:

A. The additional grade for the three positions as shown in the above table in item #1 requires Council approval. If approved, the change would be incorporated with the already approved Group A pay study results in July 2021. The additional estimated cost is $61,538.
B. If council is in favor of the grade changes, an updated Salary Schedule-Position Classifications document will need to be approved by Council. Attached is an updated schedule which reflects the changes.
C. Direction is needed as to how to proceed with future market analysis for the sworn law enforcement positions. The recommendation is to incorporate a market analysis into the next one-third study in Aug/Sept 2021 to determine if another adjustment may be needed in January 2022. At that time, consideration could be given to implementing the separate pay schedule for sworn law enforcement. Going forward, the sworn law enforcement positions would be included in each year's pay study group to ensure Lincolnton is competitive in the market.

Salary Schedule-Position Classification
City of Lincolnton
Effective July 1, 2021

Grade	Position Title	Minimum	Midpoint	Maximum	Schedule	FLSA
3	Not assigned	21,046	26,307	31,569		N
4	Not assigned	22,098	27,623	33,147		N
5	Not assigned	23,203	29,004	34,805		N
6	Not assigned	24,363	30,454	36,545		N
7	Not assigned	25,582	31,977	38,372		N
8	Building Services Attendant	26,861	33,576	40,291	C	N
8	General Maintenance Worker	26,861	33,576	40,291	B	N
8	Property Maintenance Technician	26,861	33,576	40,291	B	N
9	Not Assigned	28,204	35,255	42,305		N
10	Customer Service Representative	29,614	37,017	44,421	C	N
10	Equipment Operator I	29,614	37,017	44,421	B	N
10	Meter Specialist	29,614	37,017	44,421	B	N
10	Parking Enforcement Officer	29,614	37,017	44,421	A	N
11	Accounting Support Technician	31,095	38,868	46,642	C	N
11	Administrative Support Assistant	31,095	38,868	46,642	C	N
11	Administrative Support Assistant/Recpt	31,095	38,868	46,642	C	N
11	Distribution/Collection Maintenance Tech I	31,095	38,868	46,642	B	N
11	Lead Meter Specialist	31,095	38,868	46,642	B	N
11	Police Evidence Technician	31,095	38,868	46,642	C	N
11	WTP Operator C	31,095	38,868	46,642	B	N
11	WWTP Operator I	31,095	38,868	46,642	B	N
12	Accounting Tech-Accounts Payable	32,649	40,812	48,974	C	N
12	Distribution/Collection Maintenance Tech II	32,649	40,812	48,974	B	N
12	Equipment Operator II	32,649	40,812	48,974	B	N
12	Sr. Administrative Support Assistant	32,649	40,812	48,974	C	N
12	WTP Operator B	32,649	40,812	48,974	B	N
12	WWTP Operator II	32,649	40,812	48,974	B	N
13	Electric Line Technician (Class C)	34,282	42,852	51,423	B	N
13	Firefighter I	34,282	42,852	51,423	A	N
13	Fleet Maintenance Mechanic	34,282	42,852	51,423	A	N
13	WTP Laboratory Analyst	34,282	42,852	51,423	B	N
13	WTP Maintenance Mechanic	34,282	42,852	51,423	B	N
13	WWTP Maintenance Mechanic	34,282	42,852	51,423	B	N
14	Distribution/Collection Maint Tech III	35,996	44,995	53,994	B	N
14	Firefighter II	35,996	44,995	53,994	A	N
14	Fire Inspector I	35,996	44,995	53,994	A	N

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14	Payroll Specialist	35,996	44,995	53,994	C	N
14	Street Maintenance Crew Leader	35,996	44,995	53,994	B	N
14	Utility Billing Customer Service Supervisor	35,996	44,995	53,994	C	N
14	WTP Operator A	35,996	44,995	53,994	B	N
14	WWTP Operator III	35,996	44,995	53,994	B	N
15	Distribution/Collection Crew Leader	37,796	47,244	56,693	B	N
15	Fire Engineer	37,796	47,244	56,693	A	N
15	Fire Inspector II	37,796	47,244	56,693	A	N
15	Lead WTP Maintenance Mechanic	37,796	47,244	56,693	B	N
15	Lead WWTP Maintenance Mechanic	37,796	47,244	56,693	B	N
15	Planning Assistant	37,796	47,244	56,693	C	N
15	WWTP Laboratory Analyst	37,796	47,244	56,693	B	N
16	Electric Line Technician (Class B)	39,685	49,607	59,528	B	N
16	Fire Inspector III	39,685	49,607	59,528	A	N
16	Recreation Program Coordinator	39,685	49,607	59,528	C	N
17	Accountant	41,670	52,087	62,504	C	N
17	Distribution/Collection Supv	41,670	52,087	62,504	B	N
17	Fire Lieutenant	41,670	52,087	62,504	A	N
17	General Services Supervisor	41,670	52,087	62,504	B	N
17	Police Officer	41,670	52,087	62,504	A	N
17	Police Officer-SRO	41,670	52,087	62,504	A	N
17	Public Works Supervisor	41,670	52,087	62,504	B	N
17	Sr. Recreation Program Coordinator	41,670	52,087	62,504	C	N
17	WTP Chief Operator	41,670	52,087	62,504	B	N
17	WWTP Pretreatment Coordinator	41,670	52,087	62,504	B	N
17	Zoning Administrator	41,670	52,087	62,504	C	N
18	Electric Line Technician (Class A)	43,753	54,691	65,630	B	N
18	Fleet Services Superintendent	43,753	54,691	65,630	B	N
18	HR Benefits Administrator	43,753	54,691	65,630	C	N
18	Master Police Officer	43,753	54,691	65,630	A	N
18	Police Investigator	43,753	54,691	65,630	A	N
19	Not Assigned	45,941	57,426	68,911		N
20	Asst to City Mgr Office/City Clerk	48,238	60,297	72,357	C	N
20	Building Inspections Consultant	48,238	60,297	72,357	C	N
20	Electric Distribution System Supv	48,238	60,297	72,357	B	N
20	Police Sergeant	48,238	60,297	72,357	A	N
21	Accounting Services Manager	50,650	63,312	75,975	C	N
21	Distribution/Collection System Supt	50,650	63,312	75,975	B	E

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21	Parks & Recreation Superintendent	50,650	63,312	75,975	B	E
21	Public Works Superintendent	50,650	63,312	75,975	B	E
21	WTP Superintendent	50,650	63,312	75,975	B	E
21	WWTP Superintendent	50,650	63,312	75,975	B	E
22	Fire Captain	53,182	66,478	79,773	A	N
22	Police Captain	53,182	66,478	79,773	A	N
23	Fire Training Officer	55,841	69,802	83,762	A	E
24	Community Relations Director	58,633	73,292	87,950	C	E
24	Information Technology Manager	58,633	73,292	87,950	C	E
25	Assistant Fire Chief	61,565	76,956	92,347	A	E
25	Electric Distribution System Supt	61,565	76,956	92,347	B	E
25	Police Major	61,565	76,956	92,347	A	E
26	Business Services Director	64,643	80,804	96,965	C	E
27	Parks & Recreation Director	67,875	84,844	101,813	C	E
28	Human Resources Director	71,269	89,086	106,904	C	E
28	Planning & Comm Develop Director	71,269	89,086	106,904	C	E
29	Public Services Director	74,833	93,541	112,249	A	E
29	Public Utilities Director	74,833	93,541	112,249	B	E
30	Finance Director	78,574	98,218	117,861	C	E
30	Fire Chief	78,574	98,218	117,861	A	E
30	Police Chief	78,574	98,218	117,861	A	E
31	Not assigned	82,503	103,129	123,754		E
32	Not assigned	86,628	108,285	129,942		E
33	Not assigned	90,960	113,699	136,439		E
34	Assistant City Manager	95,508	119,384	143,261	C	E
35	Not assigned	100,283	125,354	150,424		E
36	Not assigned	105,297	131,621	157,946		E
37	City Manager	110,562	138,202	165,843	C	E
38	Not assigned	116,090	145,112	174,135		
39	Not assigned	121,894	152,368	182,842		
40	Not assigned	127,989	159,986	191,984		

Salary Schedule-Position Classification
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41	Not assigned	134,389	167,985	201,584		
42	Not assigned	141,108	176,385	211,663		
	Part-Time Classifications	**Hourly**		**Hourly**		
	Lifeguards-Non Experienced	9.00		9.00	C	N
	Lifeguards-Experienced	10.50		10.50	C	N
	Scorekeepers/Concession Workers	8.75		8.75	C	N
	Recreation Worker	10.89		12.91	C	N

CITY COUNCIL

Ed L. Hatley, Mayor
Martin A. Eaddy, Mayor Pro-Tem
Mary Frances White
Christine Poinsette
Roby Jetton

CITY MANAGER

Ritchie Haynes
rhaynes@lincolntonnc.org
CITY CLERK
Daphne Ingram
dingram@lincolntonnc.org
CITY ATTORNEY
Thomas J. Wilson, Jr.

(R-10-21)
RESOLUTION TO ACCEPT FEDARAL FUNDS
UNDER THE AMERICAN RESCUE PLAN

WHEREAS, the State of North Carolina will be allocated funding from the federal American Rescue Plan Act of 2021 (ARPA) for distribution to qualifying local governments; and

WHEREAS, the Lincolnton City Council must formally accept the grant funds; and

WHEREAS, revenue received under the ARPA funding will be maintained in a special revenue fund, as authorized by NCGS 159-26(b)(2), hereby established to recognize the ARPA grant proceeds and to authorize their expenditures; and

WHEREAS, the Lincolnton City Council has adopted the 2021-2022 Budget/Budget Ordinance that includes the required special revenue fund; and

WHEREAS, the City of Lincolnton will expend the ARPA monies consistent with federal requirements and in accordance with state law authority.

NOW, THEREFORE, BE IT RESOLVED

Section 1. The Lincolnton City Council hereby accepts federal ARPA funding to be distributed by the State of North Carolina

Section 2. The Lincolnton City Council hereby has created a Special Revenue Fund For the purpose of tracking and reporting eligible expenditures and ARPA revenues.

Section 3. The Lincolnton City Council affirms that the ARPA revenue will only be used for purposes prescribed in the ARPA guidance

Adopted this 24th day of June 2021

_____
Ed Hatley, Mayor

ATTEST:

_____
Daphne Ingram, City Clerk