

A G E N D A

LINCOLNTON CITY COUNCIL



October 5, 2023

7:00 p.m.

Council Chambers

City hall



**LINCOLNTON
AGENDA
October 5, 2023
7:00 PM**

CALL TO ORDER

MOMENT OF SILENCE

PLEDGE OF ALLEGIANCE

1. AGENDA APPROVALS

1a Approval of REGULAR AGENDA

1b Approval of CONSENT AGENDA

- **Retirement Recognitions**

Todd Chapman – 35 Years of Service

Wayne Auton – 34 Years of Service

Dean Beaver – Almost 5 Years of Service

- **September 7, 2023 Regular Meeting Minutes**

- **City Releases - August 16, 2023 through September 15, 2023**

2. PUBLIC COMMENT

Speakers will be limited to three (3) minutes to address Mayor and City Council. You must sign in with the City Clerk to be eligible to speak

3. PRESENTATION

3a Proclamation - 2023 Industry Appreciation Month

4. PUBLIC HEARINGS

4a R-11-23 Proposed Incentive Grant Agreement between the City of Lincolnton and Hospitality Seating Concepts

Kara Brown, LEDA

**114 WEST SYCAMORE STREET • P.O. BOX 617 • LINCOLNTON, NORTH CAROLINA 28093-0617
PHONE (704) 736-8980**

5. REGULAR AGENDA

5a IT-HR-10-05-23 (C-18-23) Approval of contract with NEOGOV - Human Resources Department

**Chris Jones, Technology & Innovation Director
Tanya Osborne, Human Resources Director**

5b. Request to consider/approve Request For Proposal (RFQ) for AIA Water and Wastewater Projects.

David Ramsey, Business Services Director

5c. Discussion/Consideration of Early Voting site within the City Limits for the upcoming election.

6. OTHER BUSINESS

6a City Managers Update/Report

NEWS MEDIA

7. CLOSED SESSION

7a In accordance with NCGS 143-318.11(a)(5) to discuss negotiating position for acquisition of real property

ADJOURNMENT

September 7, 2023

Meeting Minutes

The Mayor and City Council met in regular session on Thursday, September 7, 2023 at 7:00 PM. in the Council Chambers of City Hall located at 114 West Sycamore Street, Lincolnton, North Carolina.

CALL TO ORDER

The following council members were present and voting:

DEMENY POINSETTE TIPTON JETTON

Mayor Ed Hatley opened the meeting, asking everyone to stand for a moment of silence, after which he led the pledge of allegiance.

Approval of REGULAR AGENDA

Councilmember Tipton made a motion to approve the Regular Agenda with the addition of Item 6b - Discussion regarding hosting public informational meetings to update residents on steps being taken to address a number of issues. Members voted 4-0 in favor of the motion.

Approval of CONSENT AGENDA

Councilmember Poinsette made a motion to approve the following items listed under the Consent Agenda. Members voted 4-0 in favor of the motion.

- **Approval of August 3, 2023 Regular Meeting Minutes**
- **Approval of Releases of \$100.00 or more for July 16, 2023 - August 15, 2023**
- **Public Power Week Proclamation - October 1 - 7, 2023**
- **Still Birth Prevention Day - September 19, 2023**
- **Sgt. John Howell 1st Responder Memorial Day Proclamation**

PUBLIC COMMENT

Both Dr. Ronald Thomas of 511 S. Academy Street and Mr. Trent Mason of Mockingbird Lane addressed Council during the Public Comment portion of the meeting, Dr. Thomas thanked council for the opportunity to speak and expressed his displeasure and disapproval with the recent Drag Me to Broadway Show held at the Lincoln Cultural Center and urged the Council to hold them accountable since the Cultural Center does receive public funds.

Mr. Mason, not sharing the same opinion, spoke to the beneficial impact the event brought to Lincolnton and Lincoln County. He also gave an update on the Young Adult Committee and some of the things they are currently working on and helping with. He also reminded Council of the Habitat for Humanity project currently under way and the opportunity to volunteer.

SPECIAL PRESENTATION

Constitution Week Proclamation - September 17 - 23, 2023

Mayor Ed Hatley made a special presentation to Ms. Fran Goins with the Daughters of the American Revolution recognizing and proclaiming September 17th - September 23rd as Constitution Week. The proclamation reads as follows:

WHEREAS, The Constitution of the United States of America, the guardian of our liberties, embodies the principles of limited government in a Republic dedicated to rule by law; and

WHEREAS, September 17, 2023, marks the two hundred and thirty-sixth anniversary of the framing of the Constitution of the United States of America by the Constitutional Convention; and

WHEREAS, It is fitting and proper to accord official recognition to this magnificent document and its memorable anniversary, and to the patriotic celebrations which will commemorate it; and

WHEREAS, Public law 915 guarantees the issuing of a proclamation each year by the President of the United States of America designating September 17th through 23rd as Constitution Week.

NOW, THEREFORE, I, Ed Hatley, by virtue of the authority vested in me as Mayor of the City of Lincoln do hereby proclaim the week of September 17th through 23rd as

CONSTITUTION WEEK

and ask our citizens to reaffirm the ideals the Framers of the Constitution had in 1787 by vigilantly protecting the freedoms guaranteed to us through this guardian of our liberties.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the City of Lincoln to be affixed this 7th day of September, the year of our Lord two thousand twenty-three.

Ms. Goins thanked Mayor Hatley, and spoke briefly about the DAR and the importance of Constitution Week.

Report/Update from Lincoln Economic Development Association

Mr. Cliff Brumfield, Director of the Lincoln Economic Development Association, provided Council with an update on all that is happening in industry, as well as small businesses, in and around the City of Lincoln. Mr. Brumfield spoke to the fiscal new & expanded investment announcements this fiscal year, reporting a total

of \$194,331,385 in new investments by in Lincoln County, with a reported 380 jobs announced. Some of the highlighted industries being Huber Technology, Race City Steel, Kirk & Matz, Cataler, LeeBoy, Blum, United Plate Glass, KACO USA, TIMKEN, and bosh. He also highlighted the many ribbon cuttings and grand openings in 2022 and 2023. No action was needed or taken by council.

BA-07-23

Approval of an amendment to the Annual Budget Ordinance for the fiscal year ending June 30, 2024.

Finance Director Pam McBryde presented a request for a budget amendment as follows. Ms. McBryde gave a brief synopsis of where the various funds stand, reporting the General Fund up 14%, the Water & Sewer fund up 9.67% and describing the Electric Fund as currently flat.

BA-07-23

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, 2024.

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

Police	\$	214,416
Recreation		87,207
	\$	301,623

Section 2: To amend the General Fund, the revenues are to be changed as follows:

Grants - Other	\$	87,207
SRO Reimbursement		214,416
	\$	301,623

General Fund: To record the additional SRO reimbursement from the County for the 3 new SRO positions for Elementary. To record the State (Ted Alexander) grant funds designated for the Rail-Trail Project maintained by Lincoln County.

Section 7: To amend the Water and Sewer Fund, the expenditures are to be changes as follows:

Distribution and Collection	\$	153,328
	\$	153,328

Section 8: To amend the Water and Sewer Fund, the revenues are to be changed as follows:

Loan Proceeds	\$	153,328
	\$	153,328

Water and Sewer Fund: Record loan proceeds for purchase of Backhoe Loader for the D&C department. Capital purchase was approved in FY2223's budget.

Section 16: Appropriations are authorized by fund totals. The City Manager is authorized to reallocate fund appropriations among line item objects of expenditures and revenues as necessary during the budget year.

Section 17: 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.

TOTAL AMENDMENT \$ 454,951

Adopted this 7th day of September, 2023

Attest:

Daphne Ingram
City Clerk

Edward L. Hatley
Mayor

Councilmember Poinsette made a motion to approve the budget amendment as presented. Members voted 4-0 in favor of the motion.

C-15-23

IT-ServerBackup001 Approval of contract for server backups. Unitrends "Datto"

Chris Jones, IT Director, presented a request for the approval of a 36 month contract with Unitrends for server backups. Mr. Jones recommended going with this solution due to it being the most cost effective and it also has the ability to serve the needs of the City. He reported that the solution will mimic a disaster recovery side implementation, and it will give the City the ability to proceed with business as usual in the event of an attack. After some discussion between staff and council members, **Councilmember Roby Jetton made a motion to approve the contract as presented. Members voted 4-0 in favor of the motion.**

P-01-23

Approval of amendment to the Administrative Policy - Service Supplement for regular full-time employees

Human Resources Director Tanya Osborne asked for Councils approval of an amendment to Administrative Policy #3 regarding the service supplement for regular full time employees. Ms. Osborne reminded members of the discussion that took place during the 2023-2024 budget planning session, and informed council that this policy is a direct result of that discussion. She also stated that funds need to implement this change are included in this years adopted budget. Ms. Osborne reported that approximately 45% of the employees will see an increase in their service supplement this year as a result of the change. Being no further discussion, **Council member Demeny made a motion to approve the policy amendment to the Service Supplement. Members voted 4-0 in favor of the motion.**

Change/Revision to Salary Schedule/Position Classification

Tanya Osborne addressed Council to request approval of proposed changes to the 2023-2024 Salary Schedule/Position Classification listing. Ms. Osborne explained staff's recent discussions regarding position changes within departments due to identified staffing needs and upcoming retirements. She identified each department as follows: Public Works, the Police Department, the Electric Department and Water Resources Department. **Councilmember Christine Poinsette made a motion to approve the proposed changes as presented. Members voted 4-0 in favor of the motion.**

C-16-23

Approval of Memorandum of Agreement for the Execution of Grant Agreements for the Lincolnton-Lincoln County Regional Airport

City Manager Ritchie Haynes presented a Memorandum of Agreement between the City of Lincolnton and Lincoln County. City Manager Ritchie Haynes assured member that approval of the agreement in no way obligated the City to provided

matching funds for any grants applied for. **Councilmember Roby Jetton made a motion to approve the agreement as presented. Members voted 4-0 in favor of the motion.**

C-17-23

Interlocal Agreement Between Lincoln County and the City of Lincolnton for Services of Lincoln County Planning and Inspections Department

City Manager Ritchie Haynes spoke to Council to request approval of an agreement for service provided by the Lincoln County Planning and Inspections Department. Mr. Haynes explained that the City currently contracts with Lincoln County for code enforcement services and the agreement will continue for another term. He noted that a lot of positive movement has taken place recently regarding code enforcement and abandoned structures. He took the opportunity to thank the new City Attorney for aggressively dealing with the identified parcels. Councilmember Jill Tipton made a motion to approve the agreement between the City and the County for services for the planning and inspections. Members voted 4-0 in favor of the motion.

Appt-02-23

Appointment of the 2023-2024 Lincolnton Student Advisory Council Members

Nominees for appointment to the 2023-2024 Student Advisory Council were submitted to the governing board. The nominees are as follows:

West Lincoln High School

Lily McCabe
Brooke Eurey
Addison Wright
Lucan Moretz
Adleigh Sutton

North Lincoln High School

Brooke Custer
Zoey Dellinger
Elijah Lendof
Luke Haynes

East Lincoln High School

Rachel Lin
Samuel Rabon
Ryan Walsh
Bailey Farabaugh
Mabel Clark

Lincolnton High School

Campbell Barker
Kendria Bynum
Julia Carpenter
Megan Carroll
Sarah Rhyne

Lincoln Charter School

Kyrsten Ovaes Castilloux Turner
Zack Garner

Council also has the option to submit three additional names if an interested student is not nominated by their school's principal. With that being said, Councilmember Christine Poinsette nominated Andrew Phelps a student at Lincolnton High School, Council member Kevin Demeny nominated Grant

Mullen, a student at North Lincoln High School and Mayor Ed Hatley nominated Seraphina Shutt, a student at West Lincoln High School. **Councilmember Kevin Demeny made a motion to appoint students as submitted and nominated by the Council. Members voted 4-0 in favor of the motion.**

Adoption of the 2024 Election Filing Fees

City Clerk Daphne Ingram spoke to council regarding setting filing fees for the upcoming 2024 election. **Councilmember Christine Poinsette made a motion to adopt the filing fees for the 2024 Elections. Members voted 4-0 in favor of the motion.**

Councilmember Christine Poinsette spoke to the item that was added to the agenda regarding Community meetings. Councilmember Poinsette expressed her desire to host several community meetings and inform the public of the work being done to address many of the identified issues and concerns expressed by the city residents. Citizens will also have an opportunity to speak to council during this time. City Manager Ritchie Haynes voiced his agreement with the suggestion, adding that this could also be a good time to re-evaluate the City's strategic plan. There was a consensus among councilmembers to have the meetings. Mr. Haynes suggested holding the meeting by ward. Mayor Hatley directed Mr. Haynes to move forward with scheduling the meetings. Councilmember Roby Jetton communicated his desire to discuss the Community Watch program. Some discussion was generated regarding the program.

OTHER BUSINESS

Manager's Update/Activity Report

City Manager Ritchie Haynes provided an update of various upcoming activities and events. Mr. Haynes began by recognizing Brian Greene as the new Lincolnton Chief of Police, stating that Chief Greene has all of the qualifications for the position as well as a passion for Lincolnton and its department. Mr. Haynes also recognized Jason Leonard with the Fire Department who received his Advance Firefighter Certificate

Mr. Haynes continued as he mentioned several activities taking place in the month of September. He then directed council's attention to a spreadsheet he provided showing the City's tax rate versus the surrounding communities. He briefly spoke to the information and explained some of the reasons for the differences in the tax rates. He also pointed out the many additional services the City of Lincolnton provides.

NEWS MEDIA

Mr. Wayne Howard was given the opportunity to address council.

CLOSED SESSION

Mayor Ed Hatley announced the need for the governing enter into a closed session to discuss property acquisition and personnel. **Councilmember Roby Jetton made the motion to enter into closed session. Members voted 4-0 in favor of the motion.**

ADJOURNMENT

Councilmember Roby Jetton made a motion to adjourn. Members voted 4-0 in favor of the motion.

**DAPHNE INGRAM, CMC
CITY CLERK**

**ED HATLEY
MAYOR**

City Releases

LINCOLN COUNTY
TAX DEPARTMENT

REQUEST FOR RELEASES

ALL RELEASES OVER \$100

PERIOD COVERED
August 16, 2023 THROUGH September 15, 2023

NAME	YEAR	DISTRICT	A/C NUMBER	AMOUNT	REASON
Caroline Courtyard LLC	2023	22	0254494	\$32,922.76	Board of E & R appeal
Deland Vanessa Kaye	2023	22	0250145	\$2,008.04	Board of E & R appeal
Dellinger David Lee	2023	22	0061771	\$299.66	Board of E & R appeal
Fuller Floyd	2023	22	0250978	\$338.90	Board of E & R appeal
Great American Financial SER Co	2023	22	0245611	\$761.76	Corrected value & schedule
Hartsoe Properties LLC	2023	22	0164782	\$979.46	Board of E & R appeal
Martin Gregory S	2023	22	0294602	\$573.87	Board of E & R appeal
McAlister Leonard E	2023	22	0133731	\$1,074.12	Board of E & R appeal
Oakland Mill Apartments	2023	22	0237266	\$4,773.12	Board of E & R appeal
Owen Robert Sebastian	2023	22	0253753	\$410.00	Board of E & R appeal
Reinhardt Crystal	2023	22	0244146	\$143.81	Board of E & R appeal
WP Lincolnton, NC 2159, LLC	2023	22	0296428	\$1,187.23	Corrected per Fed Tax return
Wright Jada Michelle	2023	22	0159338	\$260.36	Board of E & R appeal
			TOTAL	\$45,733.09	

SUBMITTED BY:

 DATE: 9-20-2023

SUSAN SAIN
TAX ADMINISTRATOR

APPROVED BY:

DATE: _____
RICHARD HAYNES
CITY MANAGER

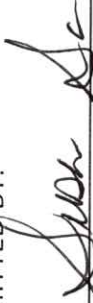
ALL RELEASES UNDER \$100

PERIOD COVERED
August 16, 2023 THROUGH September 15, 2023

NAME	YEAR	DISTRICT	A/C NUMB	AMOUNT	REASON
DFD Inc	2023	22	0274834	\$24.36	Billed in error
Great American Financial SER Co	2023	22	0245611	\$16.82	Clerical error
Keller Seth William	2023	22	0269872	\$122.64	Bill in Catawba County
New York Life Ins Co	2023	22	0174404	\$3.00	Closed 12/31/22
Warren Peggy Kistler	2024	22	0118429	\$1.95	No GAP period

TOTAL \$168.77

SUBMITTED BY:



SUSAN SAIN

DATE: 9-20-2023
TAX ADMINISTRATOR

APPROVED BY:

RICHARD HAYNES

DATE: _____
CITY MANAGER

ITEM #

3a

CITY COUNCIL

Ed L. Hatley, Mayor
Christine Poinsette, Mayor Pro-Tem
Kevin Demeny
Jill Tipton
Roby Jetton



CITY MANAGER

Ritchie Haynes
rhaynes@lincolntonnc.org
CITY CLERK
Daphne Ingram
[dingram@lincolntonnc.org](mailto:d Ingram@lincolntonnc.org)
CITY ATTORNEY
John M. Friguglietti, Jr.

Proclamation

2023 Lincoln Economic Development Association Industry Appreciation Month October 2023

WHEREAS, the City of Lincolnton is pleased to have industry to support the local economy; and

WHEREAS, these industrial companies provide essential employment opportunities for the citizens of the City of Lincolnton; and

WHEREAS, these industrial companies provide local revenues from which the entire citizenry benefit; and

WHEREAS, industrial businesses make considerable contributions to our families and communities, often improving the overall quality of life; and

WHEREAS, we recognize and appreciate these industrial businesses;

NOW, THEREFORE, we the City Council of the City of Lincolnton, do hereby recognize our existing industrial businesses and by virtue of this proclamation give notice to our citizens that the month of October 2023 is Industry Appreciation Month in the City of Lincolnton.

ADOPTED this the 5th of October 2023.

Ed Hatley
Mayor

ATTEST:

Daphne Ingram CMC
City Clerk

ITEM #

4a

PUBLIC HEARING

CITY OF LINCOLNTON INCENTIVE GRANT AGREEMENT

NORTH CAROLINA

LINCOLN COUNTY

THIS AGREEMENT is made and entered into as of the 5th day of October, 2023, by and between THE CITY OF LINCOLNTON , a body corporate and politic (hereinafter referred to as “the CITY”), and HOSPITALITY SEATING CONCEPTS, a North Carolina corporation (hereinafter referred to as “HOSPITALITY SEATING CONCEPTS”).

WITNESSETH:

WHEREAS, HOSPITALITY SEATING CONCEPTS has developed plans for the facility improvements and installation of new manufacturing machinery and equipment in the City of Lincolnton, North Carolina; and

WHEREAS, the City of Lincolnton verily believes that the location of new industries and the expansion of existing industries is vital to the economic health of The City of Lincolnton and to the welfare of its citizens; and

WHEREAS, the City Council wishes to encourage such development by means of offering incentives to recruit new industries and to aid in expansion of existing industries; and

WHEREAS, such incentives are predicated on the notion of expanding the City of Lincolnton’s tax base and providing additional jobs for City of Lincolnton’s citizens that pay wages higher than the current prevailing average hourly wage in the particular industry; and

WHEREAS, the City Council has determined that it is appropriate and in the best interests of The City of Lincolnton and its citizens to offer incentives in the form of both cash grants and assistance with making public services available; and

WHEREAS, the City Council believes that it is appropriate and reasonable to expect HOSPITALITY SEATING CONCEPTS to bind itself to the City to produce certain results in conjunction with the project described herein as conditions of the incentives being offered by the City;

NOW, THEREFORE, for and in consideration of the mutual promises and covenants herein set forth, the parties hereby agree as follows:

1. On or before November 1, 2023 (actual effective date will be the start of the project) HOSPITALITY SEATING CONCEPTS shall begin facility improvements and installation of equipment and machinery in the City of Lincolnton, North Carolina.
2. Within two years of the effective date of this agreement (said effective date being referred in item 1.), HOSPITALITY SEATING CONCEPTS shall make an investment upon such site in (building/land and/or machinery and equipment of \$6,629,000, (the expected capital investment) of which \$6,269,000 will qualify for incentives under the City of Lincolnton Industrial Incentive Grant Policy.

3. Within two years of the effective date of this agreement, HOSPITALITY SEATING CONCEPTS shall provide at such site at least 20 new jobs paying average wages of \$1000.00 per week.

4. In consideration of the performance of the aforesaid obligations by HOSPITALITY SEATING CONCEPTS, the City will provide cash grants to HOSPITALITY SEATING CONCEPTS of \$23,508.70 per year for a five-year period. The City of Lincolnton will pay such grants beginning in the tax year after the project's completion. Grants will be paid to HOSPITALITY SEATING CONCEPTS within 30 days after HOSPITALITY SEATING CONCEPTS has made its tax payment for the then-current year and has notified Lincoln Economic Development Association of the payment. This amount represents a Level 1 grant under the City of Lincolnton Industrial Development Incentive Grant Policy for New and Existing Industries.

5. HOSPITALITY SEATING CONCEPTS shall on a no less than annual basis provide evidence satisfactory to the City of Lincolnton how many jobs (as provided in Paragraph 3 herein) it has maintained.

6. a. In the event that the value of the investment actually made by HOSPITALITY SEATING CONCEPTS pursuant to this agreement is greater or less than the Expected Capital Investment then the grant will be equitably adjusted upward or downward on a pro-rata basis.

b. In the event that the number of people in qualifying jobs actually employed by HOSPITALITY SEATING CONCEPTS pursuant to this Agreement in any year during the term of the Agreement is fewer than the Expected Number of Jobs, then the City may, in its discretion, reduce the amount of the Grant to be paid for the year (or seek reimbursement for the Grant already paid for said year) in the amount of \$1,000.00 per job shortfall.

7. HOSPITALITY SEATING CONCEPTS specifically agrees that in the event that all or any portion of this agreement or any incentive grant or payment to be made hereunder is declared to be unconstitutional, illegal, or otherwise enjoined by a court of competent jurisdiction, HOSPITALITY SEATING CONCEPTS shall indemnify and hold harmless the City of Lincolnton and the members of the City Council, individually and collectively, from any loss or liability and shall reimburse the City of Lincolnton by the amount of any such grant or payment.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals as of the day and year first above written.

COMPANY

By: _____
President

CITY OF LINCOLNTON

By: _____

Ed Hatley, Mayor
City of Lincolnton

ATTEST:

Daphnie Ingram
Clerk to the City Council

STATE

COUNTY

This the ____ day of _____, 20____, _____ personally came before me
_____ and acknowledged that he/she is _____ of _____, a
_____ corporation, and that by authority duly given and as the act of the corporation,
the foregoing instrument its name on its behalf as its act and deed.

Witness my hand and official stamp or seal, this ____ day of _____, 201__.

My Commission Expires: _____

Notary Public

NORTH CAROLINA

LINCOLN COUNTY

This the ____ day of _____, 20____, personally came before me Daphnie Ingram,
Clerk to the City Council of the City of Lincolnton, North Carolina, who being by me duly sworn
says that she knows the common seal of the City of Lincolnton, North Carolina and is acquainted
with Ed Hatley, who is the Mayor of the City of Lincolnton, North Carolina, and that she, the said
Daphnie Ingram, is Clerk to the City Council of the City of Lincolnton, North Carolina, and saw
the Mayor of the City of Lincolnton, North Carolina, sign the foregoing instrument and affix said
seal to said instrument and that she, the said Daphnie Ingram, signed her name in attestation of
said instrument in the presence of said Mayor of the City of Lincolnton, North Carolina.

My Commission Expires: _____

Notary Public

**RESOLUTION TO ADOPT ECONOMIC INCENTIVE
GRANT AGREEMENT WITH HOSPITALITY SEATING CONCEPTS**

WHEREAS, the Lincolnnton City Council verily believes that it is in the best interests of the citizens of the City of Lincolnnton to encourage and support economic development within the City of Lincolnnton through the recruitment of new industries to the City and the expansion of existing industries in the City; and

WHEREAS, Hospitality Seating Concepts, has developed plans for facility improvements and equipment investment in their manufacturing facility in the City of Lincolnnton; and

WHEREAS, the City Council wishes to encourage such development by means of offering incentives to aid in such efforts;

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED AS FOLLOWS:

1. The Lincolnnton City Council hereby approves the City of Lincolnnton Incentive Grant Agreement (attached hereto as Exhibit A and incorporated herein by reference) among City of Lincolnnton, Hospitality Seating Concepts

2. The Mayor of the City of Lincolnnton and the Clerk to the Council are hereby authorized to sign all necessary documents on behalf of the City of Lincolnnton in order to effectuate this transaction.

3. This resolution shall become effective upon adoption.

This ____ day of _____, 20__.

Ed Hatley
Mayor

ATTEST:

Daphnie Ingram
City Clerk

ITEM #

5a



LINCOLNTON
AGENDA ITEM SUMMARY

To: The Honorable Mayor and City Council
Date: October 5, 2023
From: Chris Jones, Technology & Innovation Director
Tanya Osborne, Human Resources Director
Subject: Approval of contract with NEOGOV - Human Resources Department

Summary:

Seeking Approval of 3 year contract and implementation of NEOGOV- "Human Resources Onboarding Software"

Background:

The Human Resources department is looking to transition their HR-Onboarding solution. This is due to Civic Plus discontinuing their current offering of their HR software. After demoing several offerings from other vendors, NEOGOV was selected as the department's choice to replace the sunseting product. It adds in functionalities that the current solution does not have. Like a handoff from their software to our financial software and it also publishes jobs to [Governmentjobs.com](https://www.governmentjobs.com) which we believe will get more traction and quality candidates than current Indeed.com publishing.

Fiscal Impact:

\$71,041 over 3 years. YR1 \$10,860 YR2 \$15,796 YR3 \$20,733 "Implementation and Prorated service until fiscal rollover \$23,650"

Recommendation:

We are seeking approval to transition to NEOGOV. Their product is superior to the others that were demoed at that time. They offer a full portfolio of NC customers. Their functionality fits with Human Resources vision of how they wish to offer employee onboarding and training in the future. The cost is higher than our current solution, but with Civic HR being phased out, we have the opportunity to put together processes that will benefit the workflow of the city. The full vision of this partnership will house our yearly training , onboarding, and cyber training.

Attachments:

1. _Lincolnton, City of NC
2. Lincolnton City NC (1)
3. NEOGOV Partners - NC (1)



Lincolnton NC

Near the City. Near the Mountains. Near Perfect.

How Our Agency Can Leverage

NEOGOV

Why invest in technology?

It's no longer just “nice to have”.



**Hiring
Crisis**



**Disconnected
Systems**



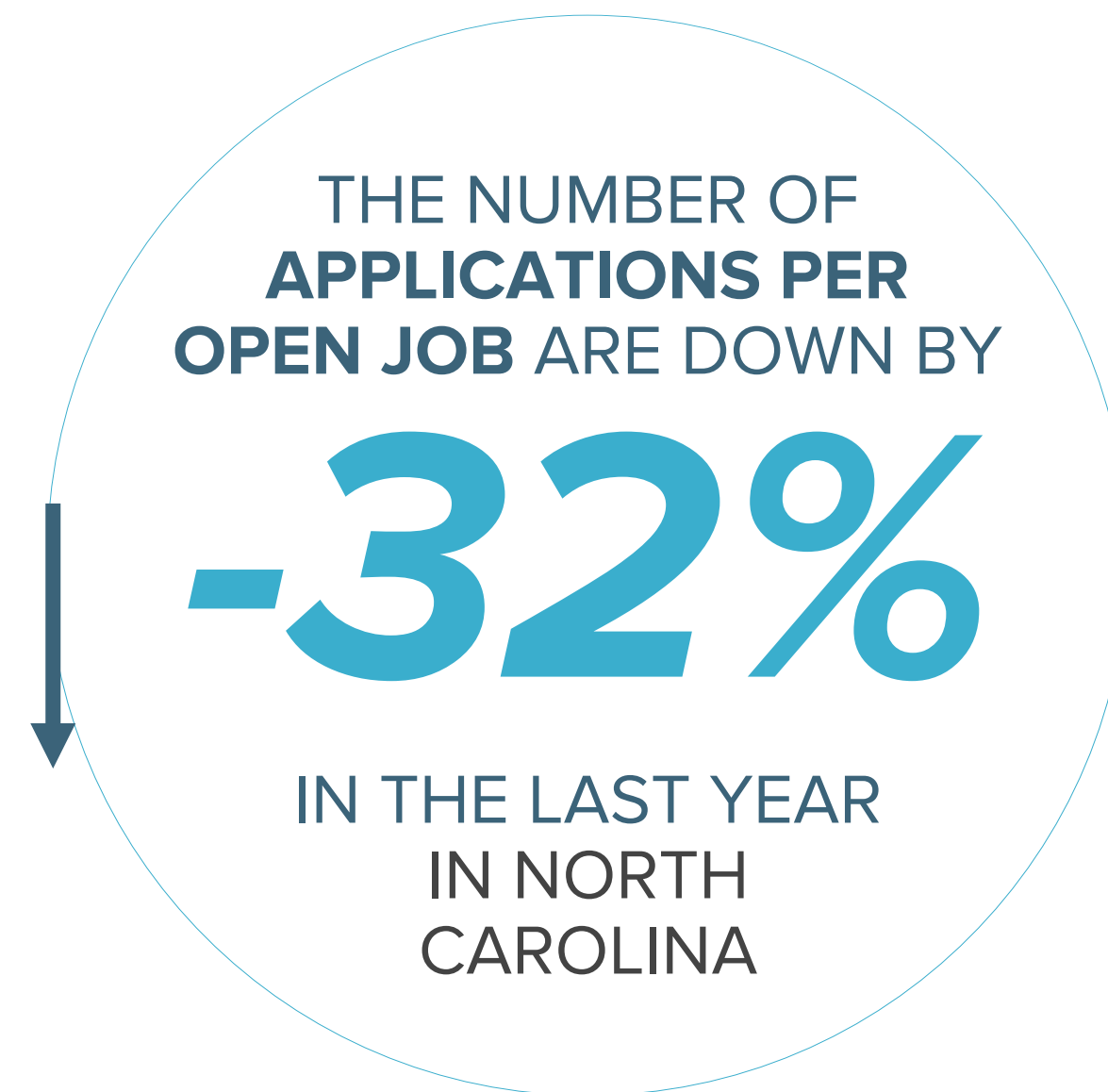
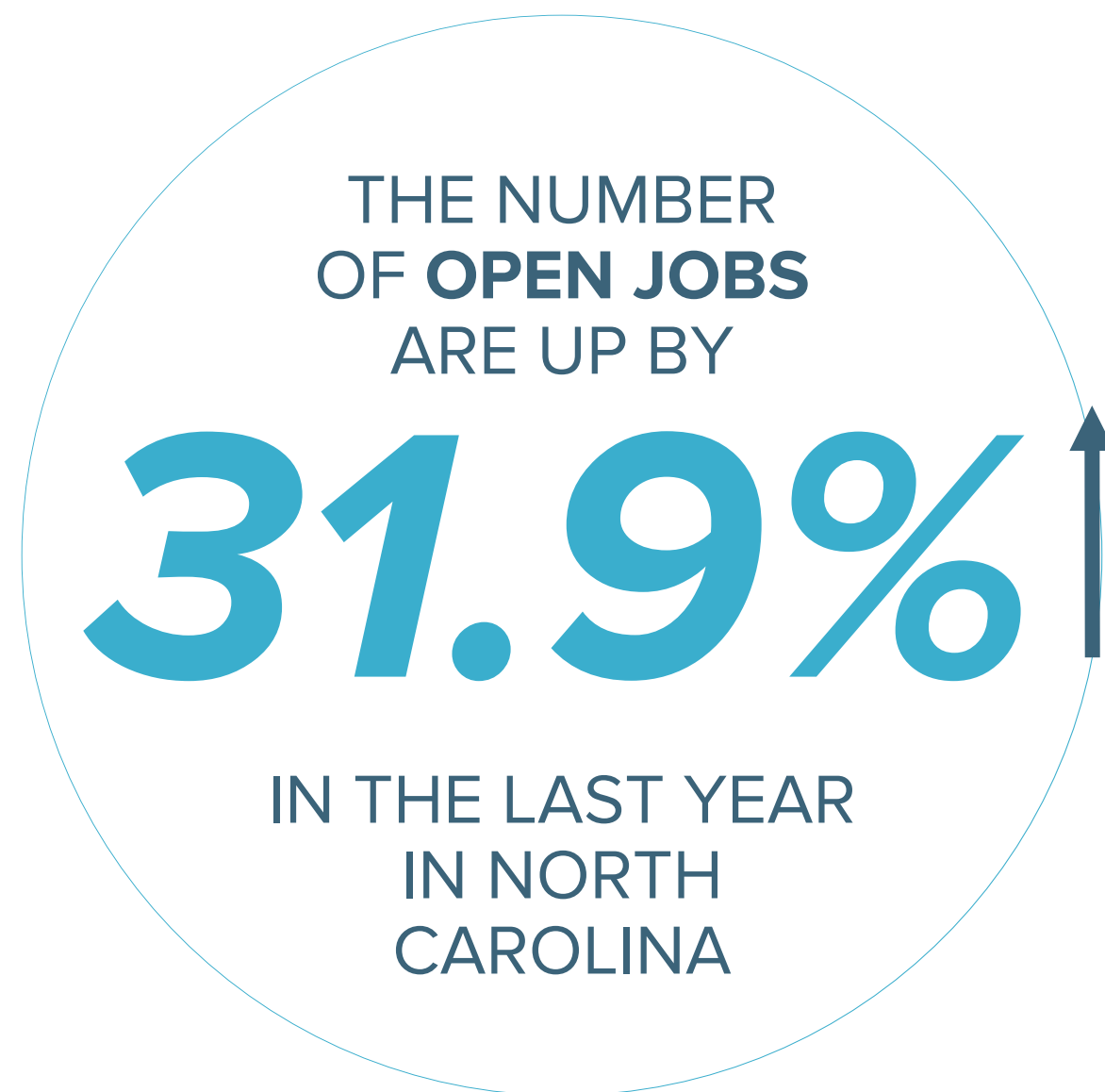
**Inefficient
Processes**



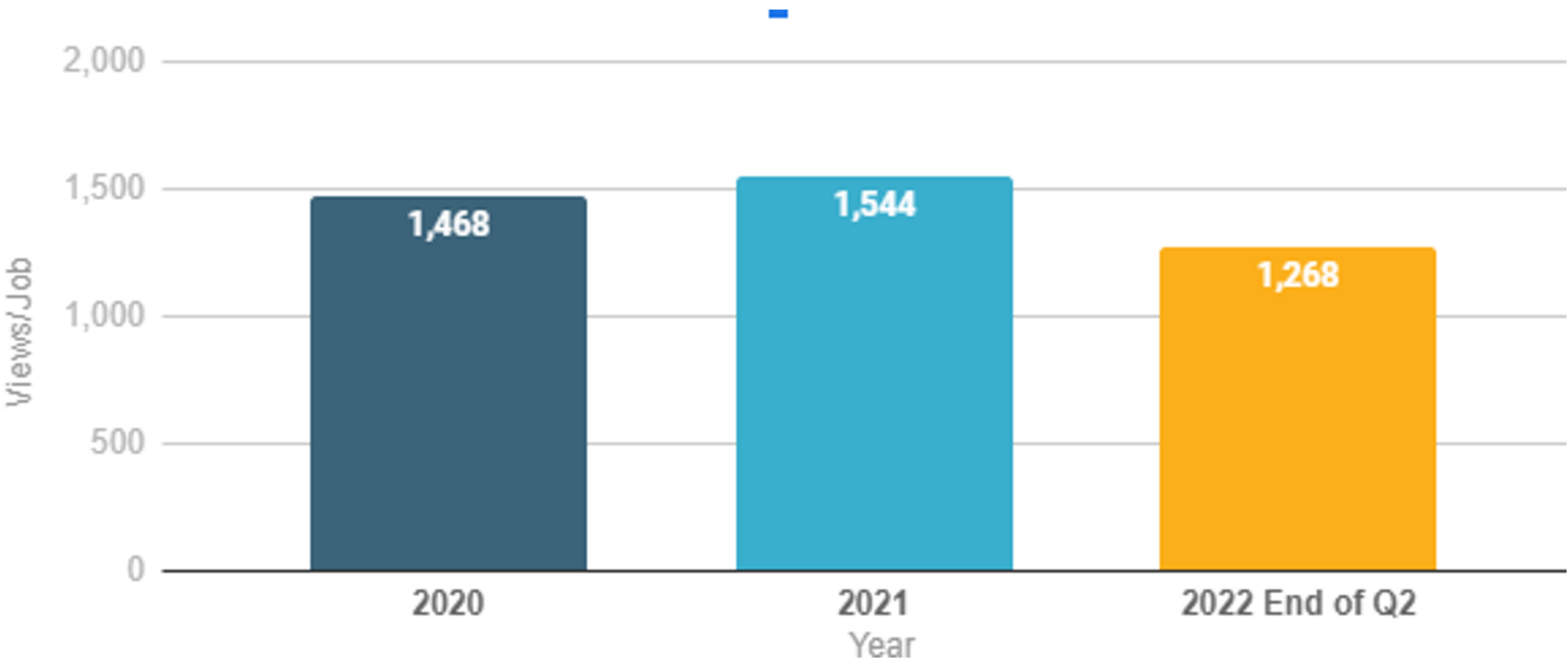
**Changing
Expectations**

Job seeker and employee expectations have changed drastically in recent years. We have to evolve with them to be seen as a desirable employer or we won't be able to effectively serve our community.

The hiring crisis is here to stay

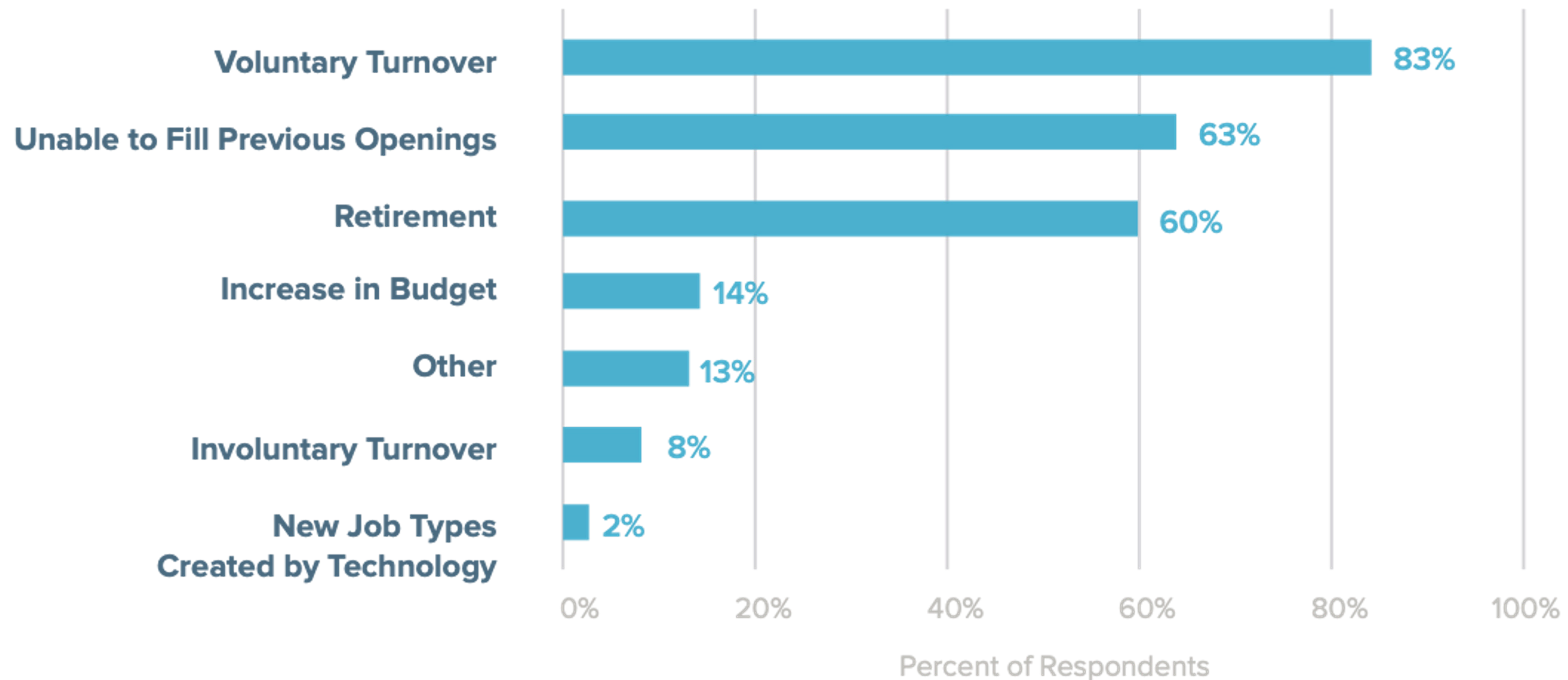


Fewer people are looking for jobs in our North Carolina



Conversions to Applications	3.3%	2%	1.7%
Applications Per Job	49	31	21

Retirements and voluntary turnover are having a big impact





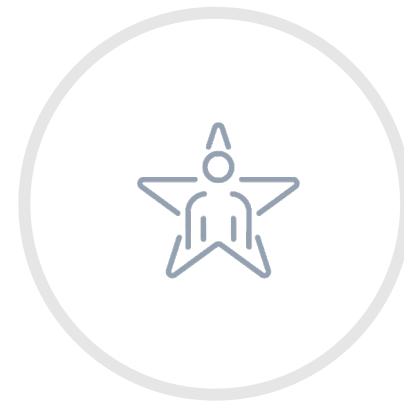
NEOGOV

Our Proposed Solution

The NEOGOV Human Capital Management Platform will help us...



**Be an
Employer of
Choice**



**Recruit and
Retain Talent**



**Increase
Operational
Efficiency**



**Make Data-
Informed
Decisions**



NEOGOV

What's Included?



GOVERNMENTJOBS.COM

It's hard to find candidates interested in the public sector who also meet our minimum job requirements.

With GovernmentJobs.com, we will be able to:

- **Cast a wider net** by advertising to 20+ million public sector job seekers.
- **Get more qualified candidates** with a tool that's 67% more effective than LinkedIn for public sector hiring.
- **Meet candidate expectations** by giving applicants the ability to self-schedule interviews, tests, and drug screenings.

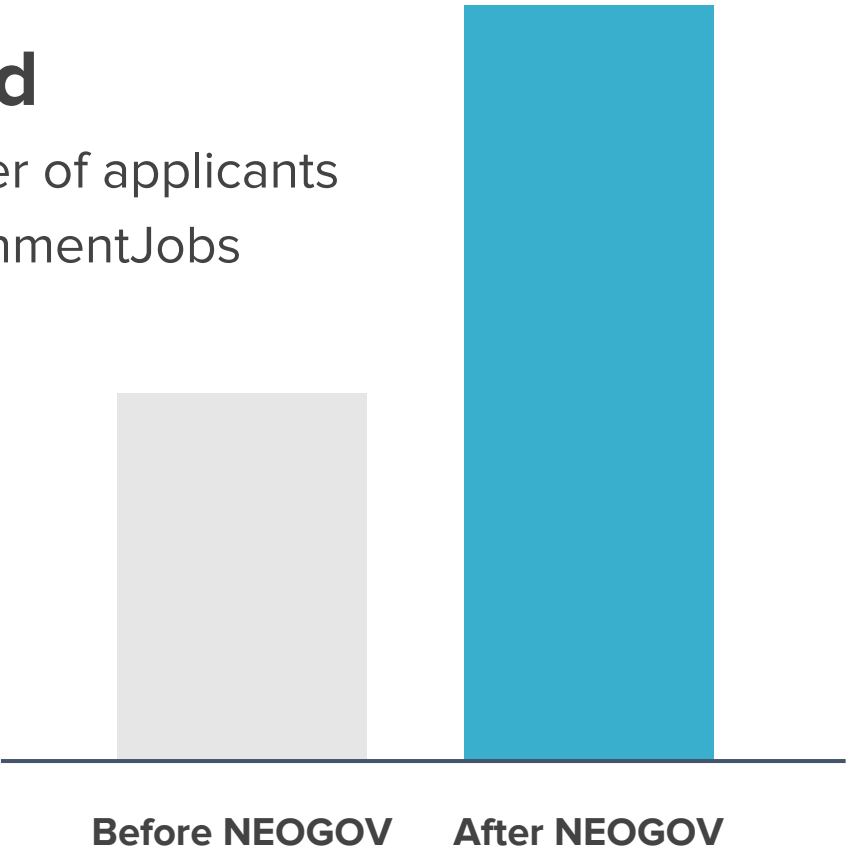


GOVERNMENTJOBS.COM

San Luis Obispo County

Doubled

their number of applicants
with GovernmentJobs



“We chose NEOGOV because it is user friendly and public sector focused.”

Deborah Erb,
HR Business Analyst San Luis Obispo County



INSIGHT

**Manual hiring processes are inefficient, slow,
and cause us to lose out on top talent.**

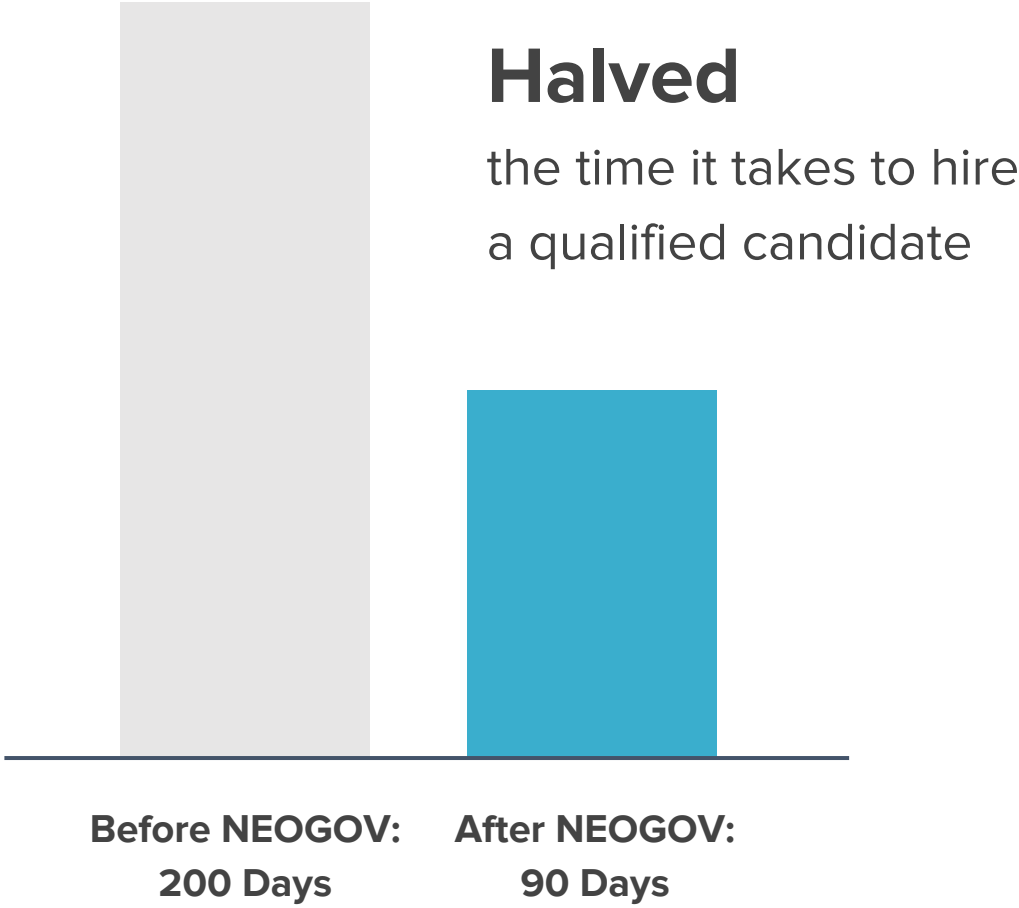
With Insight, we will be able to:

- **Automate manual tasks** with candidate scoring, screening, and reporting tools.
- **Reduce our time-to-hire** by bringing our most qualified applicants to the forefront.
- **Meet candidate expectations** with mobile-friendly job applications, online background checks, and text message updates.



INSIGHT

San Luis Obispo County



Halved

the time it takes to hire
a qualified candidate

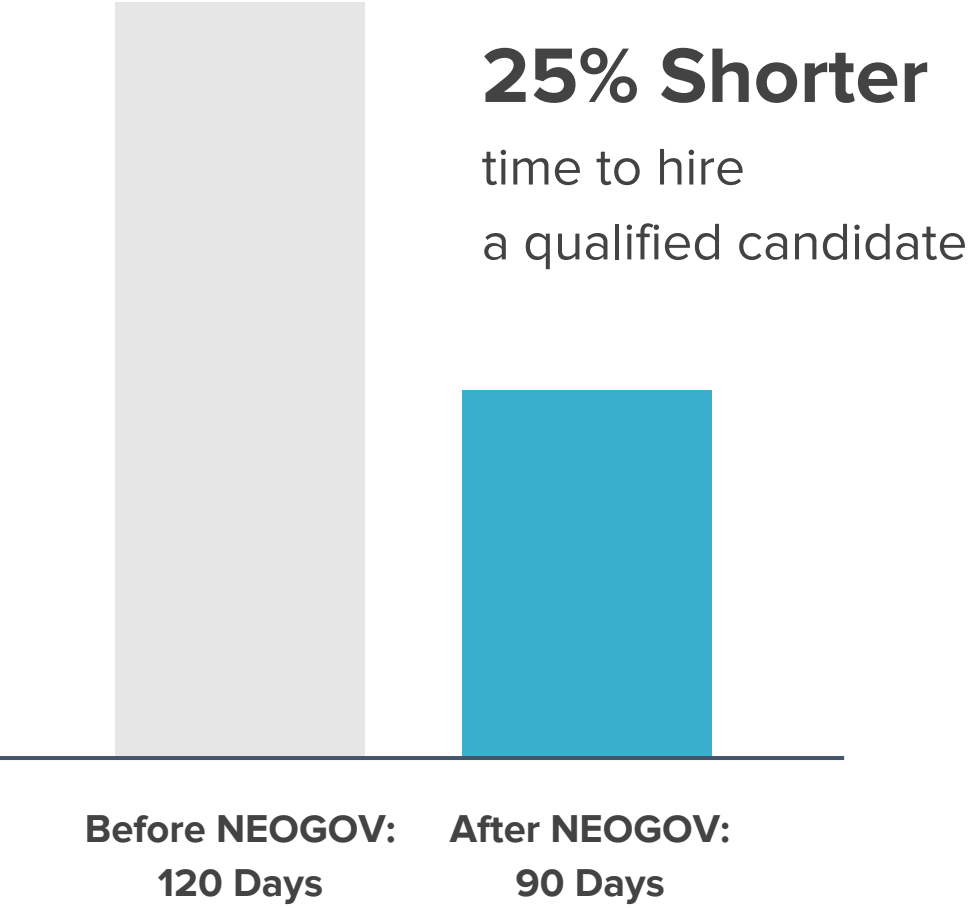
“We went from 200 days average recruitment to 90 days per recruitment; that includes Public Safety, which tends to have a much longer and detailed exam plan.”

Deborah Erb, HR Business Analyst
San Luis Obispo County



INSIGHT

City of Toledo



“It’s easier to review applications with Insight. They’re all in one space, not scattered all over the place.”

Kelly Murphy, HR Manager
City of Toledo



ONBOARD

Paper-based onboarding is inefficient and makes our organization look outdated and unattractive.

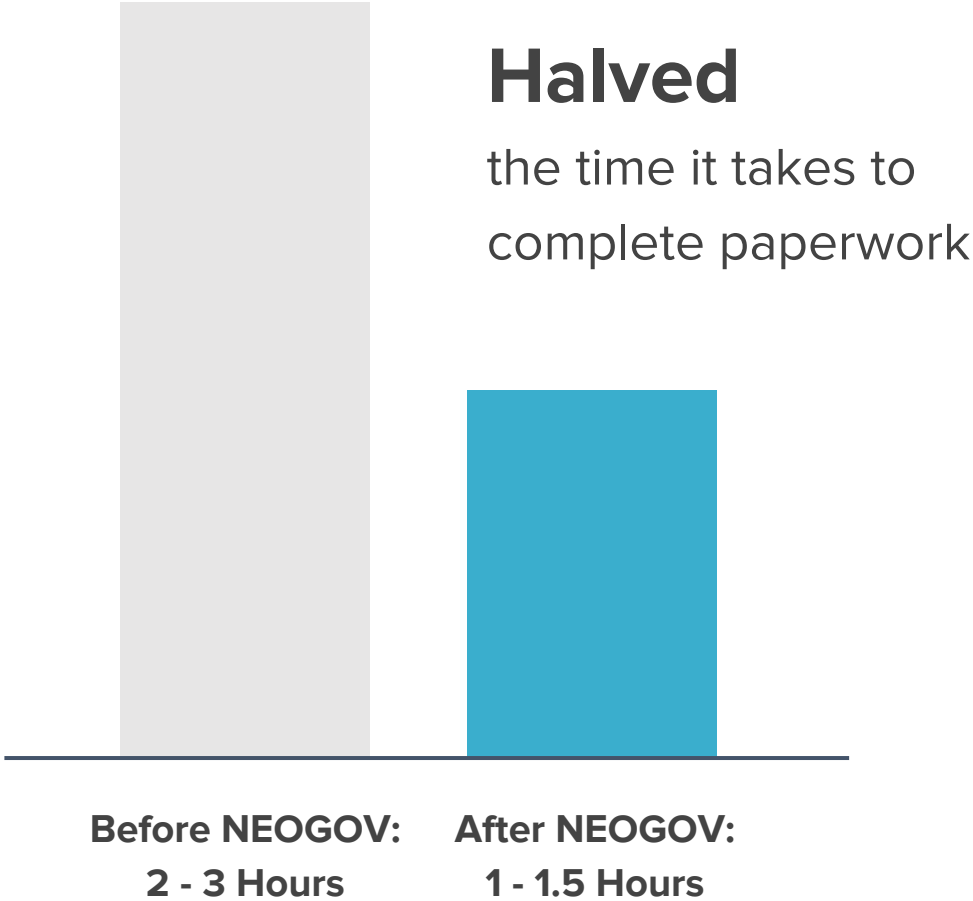
With Onboard, we will be able to:

- **Reduce lost paperwork and delays** with an organized onboarding process that meets new hire expectations (easy, paperless, on-demand).
- **Reduce time-to-onboard** and keep new hires on track with checklists and milestones.
- **Create organization-wide consistency** with streamlined processes that every manager can follow.



ONBOARD

City of Temecula



“New employees are spending less time on paperwork and getting more time with their department.”

Gina Cameron
City of Temecula



ONBOARD

City of Port St. Lucie

Significant Time Savings

for HR since implementation



All pre-employment paperwork is assigned and completed before the start date



Employees can review benefits and tax documents from home and with family members

“The automated workflows make our lives easier. We fell in love with Onboard and now we can’t live without it!”

Alyssa Figur, HR Generalist

City of Port St. Lucie

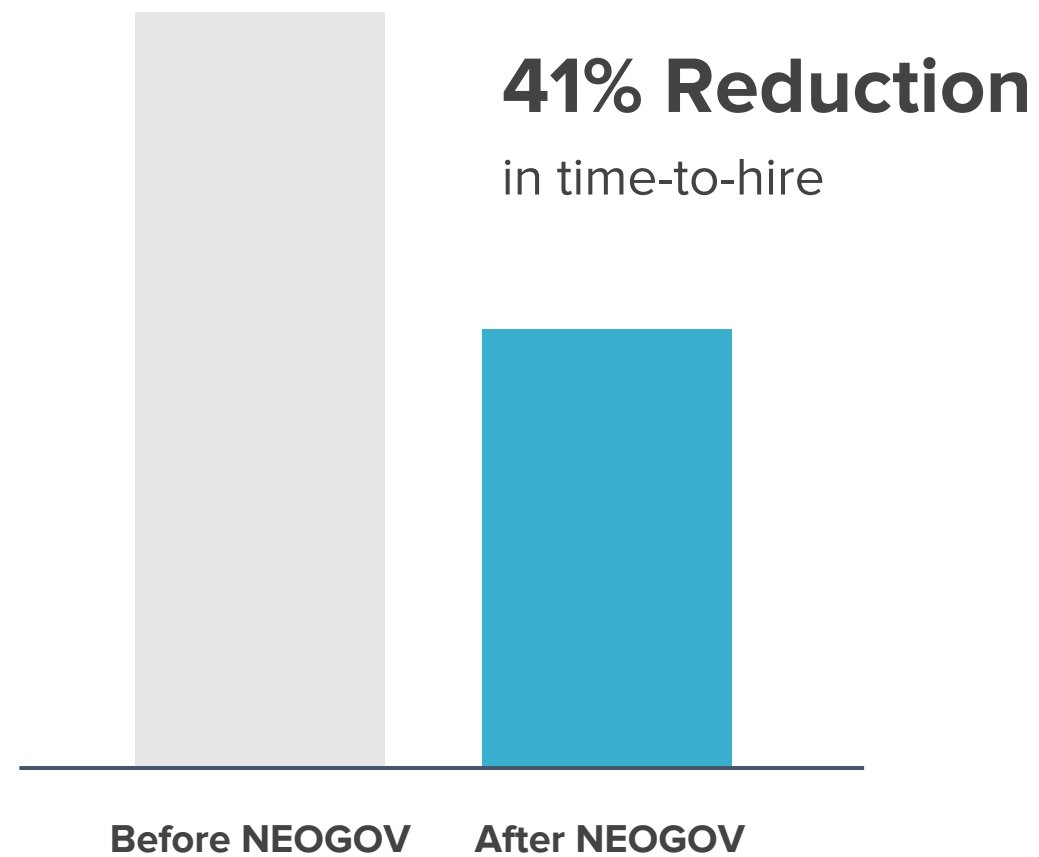


ONBOARD



INSIGHT

City of Lake Forest, IL



“We’ve been able to streamline and reduce our costs and efforts for recruitment with NEOGOV.”

Brina Diaz, HR Specialist
City of Lake Forest

Why NEOGOV?



Experience

Used by over 6,000 organizations across all levels of the public sector.



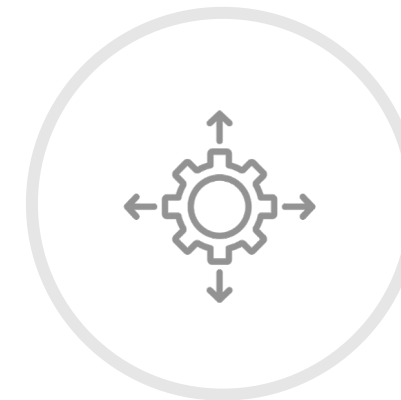
Focus

Built for the public sector with over 20 years of experience.



Community

Shared resources and network of thousands of HR leaders.



Comprehensive

Best in class solutions that integrate with one another, giving you one platform.



NEOGOV

Additional Benefits

Unified Self Service

Multiple logins cause systems to go unused because it's too much hassle.

With Unified Self-Service, we will be able to:

- **Centralize HR systems** so employees only have to remember one login.
- **Assign task lists** to make it easy for employees to see what's outstanding and when it's due.
- **Use shortcuts** to take quick actions within different products.

Piecemeal data doesn't show the entire employee lifecycle or any gaps in our processes.

With Analytics & Reporting, we will be able to:

- **Make strong decisions** with out-of-the-box dashboards and reports on which recruitment efforts are most effective, time-to-hire, outstanding tasks, and so much more.
- **Uncover patterns** with cross-product reporting so you can track employees entire lifecycle.
- **Answer all your questions** with custom reports and dashboards in the format you need it in.



NEOGOV

Our Success Plan

Implementation Process

Support from NEOGOV

- Dedicated Implementation Consultants (ICs) simplify setup and ensure project success.
- Ongoing support is available 24/7 via chat, phone, and email at no additional cost.

Our team's role

We have identified administrators on our team as points of contact to ensure a successful implementation.

- Southeast Executive: Addi Gentle
- Sales Director/Mayor: Gary Carey
- VP of Sales: Phill Dewing

THANKYOU
NEOGOV

Exhibit A Order Form



NEOGOV

Customer:

Governmentjobs.com, Inc. (dba "NEOGOV")
2120 Park Pl, Suite 100
El Segundo, CA 90245
United States
billing@neogov.com
Sales Rep: Addi Gentle

Lincolnton, City of (NC)
114 W Sycamore St.
Lincolnton, NC 28092
USA

Quote Valid From: 9/13/2023
Quote Valid To: 10/9/2023

Quote Number: Q-10824
PaymentTerms: Annual,Net 30
Subscription Term in Months: 44

Employee Count: 190
Order Summary

Prorated 10/9/23-6/30/24

Service Description	Type	Start Date	End Date	Term Price (USD)
Insight Subscription	RECURRING			\$5,623.79
Insight Setup	ONE-TIME			\$2,700.00
Onboard Subscription	RECURRING			\$4,921.00
Onboard Setup	ONE-TIME			\$1,800.00
Governmentjobs.com Subscription	RECURRING			\$1,454.28
Single Sign On Subscription	RECURRING			\$881.58
Single Sign On Setup	ONE-TIME			\$1,500.00
New Hire Export (IN+ON Data) Subscription	RECURRING			\$934.63
New Hire Export (IN+ON) Setup	ONE-TIME			\$3,300.00
Candidate Text Messaging Subscription	RECURRING			\$535.63
Prorated 10/9/23-6/30/24 TOTAL:				\$23,650.91

Year 1

7/1/24-6/30/25

Service Description	Type	Start Date	End Date	Term Price (USD)
Insight Subscription	RECURRING			\$4,255.90
Onboard Subscription	RECURRING			\$3,724.05
Governmentjobs.com Subscription	RECURRING			\$1,100.55
Single Sign On Subscription	RECURRING			\$667.15
New Hire Export (IN+ON Data) Subscription	RECURRING			\$707.30
Candidate Text Messaging Subscription	RECURRING			\$405.35
Year 1 TOTAL:				\$10,860.30

Year 2

7/1/25-6/30/26

Service Description	Type	Start Date	End Date	Term Price (USD)
Insight Subscription	RECURRING			\$6,190.40
Onboard Subscription	RECURRING			\$5,416.80
Governmentjobs.com Subscription	RECURRING			\$1,600.80
Single Sign On Subscription	RECURRING			\$970.40
New Hire Export (IN+ON Data) Subscription	RECURRING			\$1,028.80
Candidate Text Messaging Subscription	RECURRING			\$589.60
Year 2 TOTAL:				\$15,796.80

Year 3

7/1/26-6/30/27

Service Description	Type	Start Date	End Date	Term Price (USD)
Insight Subscription	RECURRING			\$8,124.90
Onboard Subscription	RECURRING			\$7,109.55
Governmentjobs.com Subscription	RECURRING			\$2,101.05
Single Sign On Subscription	RECURRING			\$1,273.65
New Hire Export (IN+ON Data) Subscription	RECURRING			\$1,350.30
Candidate Text Messaging Subscription	RECURRING			\$773.85
Year 3 TOTAL:				\$20,733.30

ORDER TOTAL (USD) : **\$71,041.31**

A. Terms and Conditions

1. Agreement. This Ordering Document and the Services purchased herein are expressly conditioned upon the acceptance by Customer of the terms of the NEOGOV Services Agreement either affixed hereto or the version most recently published prior to execution of this Ordering Form available at <https://www.neogov.com/service-specifications>. Unless otherwise stated, all capitalized terms used but not defined in this Order Form shall have the meanings given to them in the NEOGOV Services Agreement.
2. Effectiveness & Modification. Neither Customer nor NEOGOV will be bound by this Ordering Document until it has been signed by its authorized representative (the "Effective Date"). Unless otherwise stated in this Ordering Document, all SaaS Subscriptions shall commence on the Effective Date. This Ordering Document may not be modified or amended except through a written instrument signed by the parties.
3. Summary of Fees. Listed above is a summary of Fees under this Order. Once placed, your order shall be non-cancelable and the sums paid nonrefundable, except as provided in the Agreement.
4. Order of Precedence. This Ordering Document shall take precedence in the event of direct conflict with the Services Agreement, applicable Schedules, and Service Specifications.

B. Special Conditions (if any).

1. Initial Term: 44 Months
2. Pro-Rated SaaS Subscription Fees shall be due net thirty (30) from date of NEOGOV invoice. Annual SaaS Subscription Fee invoices shall commence after expiration of the Pro-Rated Term.

**"Lincolnton, City of
(NC)"**

Signature:

Print Name:

Date:

North Carolina Partnerships

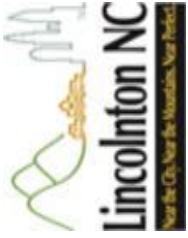
Alamance Community College (NC)
 Alamance, County of (NC)
 Albemarle, City of (NC)
 Apex, Town of (NC)
 Asheville, City of (NC)
 Beaufort County Department of Social Services (NC)
 Bladen, County of (NC)
 Bladen Community College (NC)
 Blue Ridge Community College (NC)
 Brunswick, County of (NC)
 Burlington, City of (NC)
 Cabarrus, County of (NC)
 Caldwell Community College & Technical Institute (NC)
 Cape Fear Community College (NC)
 Carolina Beach, Town of (NC)
 Carteret Community College (NC)
 Cary, Town of (NC)
 Catawba Valley Community College (NC)
 Catawba, County of (NC)
 Central Carolina Community College (NC)
 Chapel Hill, Town of (NC)
 Clayton, Town of (NC)
 Clinton, City of (NC)
 College of The Albemarle (NC)
 Craven Community College (NC)
 Craven, County of (NC)
 Cumberland County Department of Social Services (NC)
 Cumberland, County of (NC)
 Dare, County of (NC)
 Davidson County Community College (NC)
 Durham, City of (NC)
 Edgecombe Community College (NC)
 Elizabeth City, City of (NC)
 Elon, Town of (NC)
 Fayetteville, City of (NC)
 Forsyth, County of (NC)
 Garner, Town of (NC)
 Gaston College (NC)
 Gaston, County of (NC)
 Gastonia, City of (NC)
 Goldsboro, City of (NC)
 Graham, City of (NC)
 Greensboro, City of (NC)

Greenville, City of (NC)
 Guilford, County of (NC)
 Halifax Community College (NC)
 Harnett, County of (NC)
 Haywood Community College (NC)
 Hickory, City of (NC)
 High Point, City of (NC)
 Hillsborough, Town of (NC)
 Hope Mills, Town of (NC)
 Huntersville Police Department (NC)
 Huntersville, Town of (NC)
 Iredell, County of (NC)
 J. Iverson Riddle Developmental Center (NC)
 Jackson, County of (NC)
 Jacksonville, City of (NC)
 James Sprunt Community College (NC)
 Johnston Community College (NC)
 Johnston, County of (NC)
 Kinston, City of (NC)
 Knightdale, Town of (NC)
 Laurinburg, City of (NC)
 Lenoir, County of (NC)
 Lenoir Community College (NC)
 Matthews, Town of (NC)
 Mayland Community College (NC)
 Mitchell Community College (NC)
 Monroe, City of (NC)
 Montgomery, County of (NC)
 Montgomery Community College (NC)
 Morrisville, Town of (NC)
 Nash Community College (NC)
 Nash, County of (NC)
 New Bern, City of (NC)
 New Hanover, County of (NC)
 Newton, City of (NC)
 North Carolina Association of County Commissioners (NC)
 North Carolina Administrative Office of the Courts (NC)
 North Carolina League of Municipalities (NC)
 North Carolina School of Science and Mathematics (NC)
 North Carolina, State of (NC)
 Onslow, County of (NC)
 Orange Water And Sewer Authority (NC)
 Orange, County of (NC)

Pender, County of (NC)
 Person, County of (NC)
 Pinehurst, Village of (NC)
 Pitt Community College (NC)
 Polk, County of (NC)
 Raleigh, City of (NC)
 Randolph, County of (NC)
 Randolph Community College (NC)
 Richmond Community College (NC)
 Richmond County Human Services (NC)
 Roanoke Rapids, City of (NC)
 Robeson Community College (NC)
 Rockingham, County of (NC)
 Rockingham County Community College (NC)
 Rocky Mount, City of (NC)
 Rolesville, Town of (NC)
 Roxboro, City of (NC)
 Sandhills Community College (NC)
 Scotland, County of (NC)
 Siler City, Town of (NC)
 Southeastern Community College (NC)
 Southwestern Community College (NC)
 Stallings, Town of (NC)
 Stanly Community College (NC)
 Stanly, County of (NC)
 Surf City, Town of (NC)
 Transylvania, County of (NC)
 Union County Sheriff's Office (NC)
 Union, County of (NC)
 United States District Court, Eastern District of North Carolina (NC)
 Vance-Granville Community College (NC)
 Wake Technical Community College (NC)
 Washington, City of (NC)
 Waynesville, Town of (NC)
 Wendell, Town of (NC)
 Wilkes Community College (NC)
 Wilmington, City of (NC)
 Wilson, City of (NC)
 Wilson, County of (NC)
 Winston-Salem, City of (NC)
 Winterville, Town of (NC)
 Zebulon, Town of (NC)

ITEM #

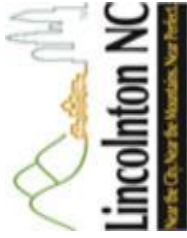
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Executive Summary

August 2023 Year-to-Date (Unaudited)

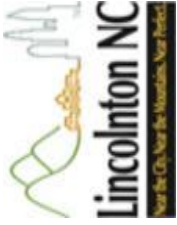
Department		2023-2024	2023-2024 YTD	Budget	Variance %	2022-2023	2022-2023 YTD	Variance Favorable /
Fund: 10 - General Fund		Budget	Activity	Remaining		Budget	Activity	(Unfavorable)
Revenue								
		\$14,870,386.98	\$881,169.35	\$13,989,217.63	6%	\$16,109,058.62	\$835,199.95	\$45,969.40
		\$14,870,386.98	\$881,169.35	\$13,989,217.63	6%	\$16,109,058.62	\$835,199.95	\$45,969.40
Total Revenue:								
Expense								
4110-City Manager/Clerk		\$241,424.59	\$61,347.19	\$180,077.40		\$172,430.00	\$46,740.96	(\$14,606.23)
4120-Human Resources		\$323,538.41	\$45,270.81	\$278,267.60		\$322,000.00	\$57,174.71	\$11,903.90
4130-Finance		\$56,490.00	\$70,430.75	(\$13,940.75)		\$28,430.00	\$69,443.78	(\$986.97)
4280-General Expense		\$2,146,165.75	\$611,011.00	\$1,535,154.75		\$4,064,934.40	\$483,071.76	(\$127,939.24)
4285-General Debt Service		\$202,950.00	\$11,991.98	\$190,958.02		\$212,065.50	\$2,487.32	(\$9,504.66)
4310-Police		\$4,537,716.00	\$647,315.63	\$3,890,400.37		\$3,872,289.53	\$584,395.95	(\$62,919.68)
4340-Fire		\$2,680,950.00	\$445,242.40	\$2,235,707.60		\$2,748,563.86	\$432,686.62	(\$12,555.78)
4510-Public Works Administration		\$88,995.00	\$38,632.82	\$50,362.18		\$44,590.00	\$33,873.63	(\$4,759.19)
4520-Street and Maintenance		\$1,324,450.00	\$152,348.94	\$1,172,101.06		\$893,750.00	\$144,707.26	(\$7,641.68)
4530-Equipment Services		\$278,827.23	\$51,531.53	\$227,295.70		\$284,039.38	\$36,716.15	(\$14,815.38)
4710-Solid Waste		\$639,697.77	\$106,991.99	\$532,705.78		\$909,436.98	\$91,509.18	(\$15,482.81)
4740-IT Services		\$212,755.00	\$116,991.18	\$95,763.82		\$890,869.86	\$83,361.10	(\$33,630.08)
4910-Planning and Zoning		\$420,910.00	\$68,871.40	\$352,038.60		\$331,405.00	\$60,428.06	(\$8,443.34)
4930-Business & Community Dev.		\$220,275.00	\$25,088.46	\$195,186.54		\$207,632.15	\$16,169.64	(\$8,918.82)
6100-Recreation		\$1,495,242.23	\$215,531.79	\$1,279,710.44		\$1,126,621.96	\$189,696.49	(\$25,835.30)
Total Expense:		\$14,870,386.98	\$2,668,597.87	\$12,201,789.11	18%	\$16,109,058.62	\$2,332,462.61	(\$336,135.26)
Fund 10 Surplus (Deficit):			(\$1,787,428.52)				(\$1,497,262.66)	(\$290,165.86)
Fund: 20 - Boger City Fire District								
Revenue								
		\$1,483,000.00	\$123,572.80	\$1,359,427.20	8%	\$1,455,912.79	\$84,915.58	\$38,657.22
		\$1,483,000.00	\$123,572.80	\$1,359,427.20	8%	\$1,455,912.79	\$84,915.58	\$38,657.22
Total Revenue:								
Expense								
4340-Fire		\$1,483,000.00	\$186,140.08	\$1,296,859.92		\$1,455,912.79	\$158,405.15	(\$27,734.93)
		\$1,483,000.00	\$186,140.08	\$1,296,859.92	13%	\$1,455,912.79	\$158,405.15	(\$27,734.93)
Total Expense:								
Fund 20 Surplus (Deficit):			(\$62,567.28)				(\$73,489.57)	\$10,922.29



Executive Summary

August 2023 Year-to-Date (Unaudited)

	2023-2024 Budget	2023-2024 YTD Activity	Budget Remaining	Variance %	2022-2023 Budget	2022-2023 YTD Activity	Variance Favorable / (Unfavorable)
Fund: 61 - Water and Sewer Fund							
Revenue							
	\$8,426,278.00	\$1,664,090.80	\$6,762,187.20	20%	\$9,797,384.96	\$1,389,147.81	\$274,942.99
Total Revenue:	\$8,426,278.00	\$1,664,090.80	\$6,762,187.20	20%	\$9,797,384.96	\$1,389,147.81	\$274,942.99
Expense							
7100-Water Treatment	\$2,190,000.00	\$331,736.82	\$1,858,263.18		\$2,124,669.18	\$343,957.16	\$12,220.34
7110-Distribution & Collection	\$2,385,928.00	\$451,491.12	\$1,934,436.88		\$3,206,713.43	\$259,598.00	(\$191,893.12)
7120-Wastewater Treatment	\$1,999,860.00	\$187,837.03	\$1,812,022.97		\$1,946,921.20	\$199,320.11	\$11,483.08
7130-Water/Sewer Intangibles	\$1,850,490.00	\$510,223.64	\$1,340,266.36		\$2,519,081.15	\$501,094.55	(\$9,129.09)
Total Expense:	\$8,426,278.00	\$1,481,288.61	\$6,944,989.39	18%	\$9,797,384.96	\$1,303,969.82	(\$177,318.79)
Fund 61 Surplus (Deficit):		\$182,802.19				\$85,177.99	\$97,624.20
Fund: 63 - Electric Fund							
Revenue							
	\$7,922,729.00	\$1,453,637.98	\$6,469,091.02	18%	\$8,444,139.19	\$1,498,839.26	(\$45,201.28)
Total Revenue:	\$7,922,729.00	\$1,453,637.98	\$6,469,091.02	18%	\$8,444,139.19	\$1,498,839.26	(\$45,201.28)
Expense							
7200-Electric	\$7,922,729.00	\$837,245.22	\$7,085,483.78		\$8,444,139.19	\$843,986.80	\$6,741.58
Total Expense:	\$7,922,729.00	\$837,245.22	\$7,085,483.78	11%	\$8,444,139.19	\$843,986.80	\$6,741.58
Fund 63 Surplus (Deficit):		\$616,392.76				\$654,852.46	(\$38,459.70)
Total Surplus (Deficit):		(\$1,050,800.85)				(\$830,721.78)	(\$220,079.07)



Overtime Report

August 2023 compared to August 2022 Year-to Date

Fund:	Description:	FY2324		FY2223		Variance Favorable / (Unfavorable)	
		OT Hours:	Pay Amount:	OT Hours:	Pay Amount:	OT Hours:	Pay Amount:
Fund 10 - General	4110-City Manager/Clerk	8.43	\$429.49	0.00	\$0.00	(8.43)	(\$429.49)
	4120-Human Resources	14.52	\$525.76	0.00	\$0.00	(14.52)	(\$525.76)
	4130-Finance	1.08	\$34.45	1.41	\$41.84	0.33	\$7.39
	4310-Police	472.66	\$16,666.86	278.95	\$8,932.14	(193.71)	(\$7,734.72)
	4340-Fire	1,658.45	\$39,338.26	1,531.40	\$34,825.55	(127.05)	(\$4,512.71)
	4510-Public Works Administration	0.33	\$8.79	0.00	\$0.00	(0.33)	(\$8.79)
	4520-Street and Maintenance	44.05	\$1,383.79	52.00	\$1,346.40	7.95	(\$37.39)
	4530-Equipment Services	2.43	\$72.10	0.00	\$0.00	(2.43)	(\$72.10)
	4710-Solid Waste	25.43	\$722.52	65.00	\$1,520.82	39.57	\$798.30
	4910-Planning and Zoning	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
	4930-Business & Community Dev.	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
	6100-Recreation	88.46	\$2,840.25	78.00	\$2,534.83	(10.46)	(\$305.42)
	10 - General Fund Total:	2,315.84	\$62,022.27	2,006.76	\$49,201.58	(309.08)	(\$12,820.69)

Fund 20 - Boger City Fire District	4340-Fire	591.65	\$14,817.06	917.00	\$19,109.27	325.35	\$4,292.21
20 - Boger City Fire District Total:		591.65	\$14,817.06	917.00	\$19,109.27	325.35	\$4,292.21

Fund 61 - Water and Sewer	7100-Water Treatment	308.23	\$8,594.29	267.25	\$6,823.07	(40.98)	(\$1,771.22)
	7110-Distribution & Collection	269.65	\$9,425.43	201.00	\$6,230.93	(68.65)	(\$3,194.50)
	7120-Wastewater Treatment	371.13	\$11,598.38	301.03	\$8,258.39	(70.10)	(\$3,339.99)
61 - Water and Sewer Fund Total:		949.01	\$29,618.10	769.28	\$21,312.39	(179.73)	(\$8,305.71)

Fund 63 - Electric	7200-Electric	154.89	\$6,043.10	99.79	\$3,654.46	(55.10)	(\$2,388.64)
63 - Electric Fund Total:		154.89	\$6,043.10	99.79	\$3,654.46	(55.10)	(\$2,388.64)
Total Overtime:		4,011.39	112,500.53	3,792.83	93,277.70	(218.56)	(19,222.83)

Special Events Hours and Costs:		FY2324		FY2223	
4310-Police	94.24	\$2,392.73	88.79	\$2,021.23	(5.45)
4520-Street and Maintenance	0.00	\$0.00	0.00	\$0.00	0.00
4710-Solid Waste	0.00	\$0.00	0.00	\$0.00	0.00
Total Event:	94.24	2,392.73	88.79	2,021.23	(5.45)

*** Special Event hours are not included in OT hours reported above.

Executive Summary (August 2023 YTD -vs- August 2022 YTD):

Fund 10: General Fund –

Revenue:

- 5.50% increase from prior year.
- Significant increases in part to
 - * Ad Valorem Levy/Taxes
 - * Interest Income
 - * State Grant – Rail Trail Project
 - * Recreational registrations

Expense:

- 14.41% increase from prior year.
- Areas with the increases:
 - * Salaries + Benefits up ~6.5%
 - * Overtime up ~ 11.21%
 - * Supplies up ~57.09%
 - * Dues/Subscriptions/User Fees up ~429.94% (driven by Police Dept's Officer Safety Plan (4YR) & Police Manual/Procedure supplements/training.)
 - * Enterprise Vehicles Leases up ~ 16.29%
 - * Property & Casualty Insurance up ~11.76%

Fund 20: Boger City Fire District –

Revenue:

- 45.52% increase from prior year.
- Significant increases in part to
 - * BC Fire tax
 - * Interest Income

Expense:

- 17.51% increase from prior year.
- Areas with the increases.
 - * Salaries & Benefits are up ~15.66%
 - * Uniforms/PPE up ~3.84%
 - * Training/Travel up ~58.23%
 - * Property & Casualty Insurance up ~14.74%

Fund 61: Water & Sewer Fund –

Revenue:

- 19.79% increase from prior year.
- Significant increases in part to
 - * Water/Sewer utility customers
 - * Interest Income
 - * Late fee charges
 - * Loan Proceeds

Expense:

- 13.60% increase from prior year.
- Areas with the increases.
 - * Chemicals up ~52.88%
 - * Capital Expense is up ~1769.33% (funding from loan proceeds)
 - * Credit Card expense is up ~40.08%
 - * Supplies up ~16.31%
 - * Property & Casualty Insurance up ~8.41%
 - * Salaries & Benefits up ~ 1.58%

Fund 63: Electric Fund –

Revenue:

- 3.02% decrease from prior year.
- Significant decrease in part to
 - * Electric customers
- Significant increase in part to
 - * Interest Income
 - * Default Fees

Expense:

- 0.80% decrease from prior year.
- Area with significant decrease
 - * System Maintenance down ~40.19%
 - * Supplies down ~70.63%
- Areas with the increases.
 - * Salaries & Benefits up ~3.63%
 - * Overtime up ~65.36%
 - * Credit Card expense is up ~40.08%
 - * Uniforms/PPE up ~20.00%

Overtime Report

Overtime continues to be an area of concern, but most of the costs is from departmental training and vacancies that have been hard to fill.

Special Events costs have also increased since Covid is not a major factor with our extra City-wide activities any longer. Special Events for the reporting period is for July 4th parade, Alive after Five, and National Night Out for the Police Department.

CLOSED SESSION

In accordance with NCGS 143-
318.11(a)(5)