

CITY COUNCIL STRATEGIC PLANNING MEETING
300 WEST CROWELL STREET
MONROE, NORTH CAROLINA 28112
JANUARY 13, 2021 – 4:00 P.M.
AGENDA
www.monroenc.org

This Meeting will be conducted virtually with City Council following their adopted Electronic Meeting Rules. The Meetings will, also be live-streamed on the City of Monroe YouTube channel at Monroe North Carolina Government -

<https://www.youtube.com/channel/UCzrGKOKR72fmCEn7D0f9mlg?>

1. Presentation by Union County Tax Administrator regarding 2021 Countywide Revaluation
2. City Council Compensation Review
3. Citizens Appointment Committee Submittal Process and Concerns
4. Open Conversation on Racism Committee Update
5. City Legislative Agenda – 2021 North Carolina General Assembly Long Session and North Carolina League of Municipalities’ Legislative Goals

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- **Agenda** is tentative and is subject to change up to and including the time of the meeting.
 - At the discretion of City Council, **Agenda Items** listed above that are not discussed at the Strategic Planning Meeting or moved at the request of Council, may be carried forward to the City Council Regular Meeting at 6:00 p.m. to be considered.



STAFF REPORT

TO: City Council

VIA: E.L. Faison, City Manager

DATE: January 13, 2021

FROM: Lisa Strickland

PREPARED BY: Bethany Hawver

SUBJECT: Revaluation Presentation

SUMMARY STATEMENT

Union County is in the process of conducting a 2021 countywide revaluation. The Union County Tax Administrator, Vann Harrell, has asked to present information pertaining to the revaluation process and general information relevant to the City of Monroe.

REVIEW

The state of North Carolina requires all counties to perform a revaluation at a minimum of every 8 years. The Board of County Commissioners can elect to conduct a revaluation on a shorter cycle as deemed appropriate to maintain compliance with the general statutes. Union County currently operates on an 8-year revaluation cycle. The Department of Revenue conducts annual sales studies to determine the County's sales ratio which is a comparison of current sales prices to assessed value of selected properties. When there is a difference of greater than 15% between the actual sale price and the assessed value, a revaluation is automatically triggered, as is the case currently. The last revaluation was completed in 2015.

Mr. Harrell's presentation will provide important information related to this process & the expected timeline of completion.

RECOMMENDATION

This report & presentation is for information purposes only and no recommendation is being requested.



INTRODUCTIONS

Tax Administration Leadership Team

- Phil Every, Appraisal Division Director
- Robin Merry, Assessment Division Director
- Mitzie Baucom, Revenue Division Director

GUIDING PRINCIPLES, RULES, & POLICIES

- Fair and Equitable
- North Carolina General Statutes
- Industry Best Practices (IAAO & NCDOR)

REAPPRAISAL: WHAT IS IT AND WHY DO IT?

- A systematic review and appraisal of all real property
- Compliance with state statutes and existing case law.
- Re-establish equity and fairness in the property tax base.
- Ensure assessed values are reflective of current market
- Restore tax base lost to equalization

TIMING OF A REAPPRAISAL

- NCGS 105-286(a)(1) establishes a mandatory 8 year maximum reappraisal cycle
- NCGS 105-286(a)(2) requires a mandatory advancement of the reappraisal based on population size and the county Sales Assessment Ratio
- NCGS 105-286(a)(3) allows for an optional advancement to a more frequent reappraisal period by BOCC resolution (i.e. 2004 and 2008)

MANDATORY REAPPRAISAL

Two criteria qualify a jurisdiction for mandatory advancement:

1. Sales Assessment Ratio
 - Greater than 1.15 or 115% of the market
 - Less than .85 or 85% of the market
 - Based on N.C. Department of Revenue Sampling
2. Population of 75,000 or greater

REAPPRAISAL TIMELINE

- December 31, 2018: Reappraisal plan submitted to DOR
- October 19 2020: Schedule of Values Presented
- November 2 2020: Public Hearing on SOV
- November 16 2020: BOCC Adopts SOV
- **January 1, 2021: Effective Date of Reappraisal**
- February 15, 2021: Reappraisal Update
- End of February 2021: Assessment Notices Mailed
- May 25, 2021: Estimated Deadline for New Appeals

THE REAPPRAISAL PLAN

Plan was developed with attention to the following:

- Budget: Compliance with NCGS 153A-150
- Staffing: Compliance with Section 6.2, IAAO Mass Appraisal Standard
- Outsourcing Needs: Compliance with Section 6.4, IAAO Mass Appraisal Standard and NCGS 105-299
- Hardware/Software: Compliance with Sections 6.3 and 3.3.2 of the IAAO Mass Appraisal Standards
- Timeline: Reappraisal Plan must be submitted to NCDOR 24 months prior to effective Date

UNIFORM SCHEDULE OF VALUES

- A new schedule is required to be adopted for every reappraisal cycle
- Establishes the rates and procedures in effect for the next reappraisal cycle
- Uses data from over 34,000 qualified sales and regional construction cost indices
- Captures the value of the current real estate market (retrospective in nature)
- Details the rates and variables that are used in the valuation process

METHODOLOGY

- Mass Appraisal vs Fee Appraisal
- Approaches to Value
 - Sales, Cost, Income
 - Allocation and Abstraction (Land only when needed)
- Land Valuation
 - Appraisal Neighborhoods, Influence Factors, Site Ratings
- Improvement Valuation
 - Replacement Cost New Adjusted for Depreciation and Neighborhood Location

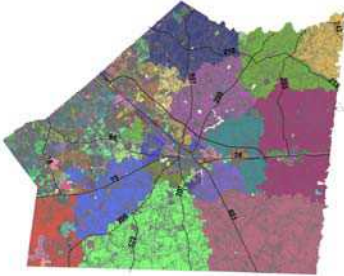
QUALITY ASSURANCE REVIEWS

- The process of reviewing all properties within Union County
- It is an ongoing process
- On-site review for improved properties when necessary and possible
- Desktop reviews for vacant properties using aerial imagery
- 63,500 parcels have been reviewed by teams of appraisers

NEIGHBORHOOD DELINEATION

- A critical component to the reappraisal process
 - First used in Union County in 1980s
- Divides the county into smaller geographical units
 - Out of 899 appraisal neighborhoods in Union County the average parcel count is 115
 - The base level of grouping starts with the high school district assignment
- Analyzing smaller sets of market data ensures a more equitable valuation with comparable properties
- Maintains consistent values in a manageable market area
- Easier for taxpayers to compare property values in a market area

UNION COUNTY NEIGHBORHOOD MAP



THE QUESTION OF EQUITY – Sales Ratio

Based on a sampling of sales by NCDOR

Property Type	2020	2019	2018	2017	2016	2015
Real Estate	73%	74%	79%	88%	95%	99.71%
Personal Property	100%	100%	100%	100%	100%	100%
Public Service Companies	83%	83%	100%	100%	100%	100%
Motor Vehicles	100%	100%	100%	100%	100%	100%

WHAT IS EQUALIZATION?

- NCGS 105-284 – Uniform Assessment Standard
- Any county that falls below a 90% sales ratio on the reappraisal year or the 4th or 7th year after their reappraisal will have state assessed values equalized.
- Applies only to Public Service Companies that are state assessed property owners
- Airlines, Bus, Motor Freight, Communications, Gas Pipelines, Railroads, Power/EMC

EFFECTS OF EQUALIZATION

Tax Year	Public Service Company Value	Equalization Rate	Equalized Value	Revenue Reduction
2017	\$420,815,484	-	-	-
2018	\$431,114,091	-	-	-
2019	\$448,083,182	83%	\$372,906,940	(\$549,463)
2020	\$479,014,317	83%	\$397,623,259	(\$594,887)

ANTICIPATED COUNTYWIDE IMPACT

- Virtually all properties will see an increase in property value
- Current valuation year is 2015
- The 2015 reappraisal was a contraction in the tax base
- Residential/Commercial properties estimated increase approximately 30%
- Rural Land estimated increase (market value) approximately 30%
- Revenue Neutral Tax Rate – NCGS 159-11(e)

PRESENT USE VALUE - SCHEDULE OF VALUES

- Qualifying properties are valued according the North Carolina Use Value Advisory Board Guidelines for the effective appraisal year
- Present Use Value rates are changing for 2021
- Minimum Qualifications for PUV:
 - Agriculture (10 acre min.)
 - Horticulture (5 acre min.)
 - Forestry (20 acre min.)
- Ownership and Use requirements must be met
- 1/8th of all properties required to be reviewed every year
- 191,057 acres, 46% of all acres in Union County, are in the PUV program

PRESENT USE VALUE RATE SCHEDULE Region 136 – Piedmont MLRA

Category	2015 Rate Per Acre	2021 Rate Per Acre	% Change
Agricultural (Class 3)	\$385	\$420	9%
Forestland (Class 2)	\$225	\$255	13%
Horticulture (Class 2)	\$810	\$890	10%

Example: Property owner has 50 acres in use value agricultural program. The taxable value would increase from \$19,250 to \$21,000. At the 2020 tax rate the tax difference would be \$12.79. A resulting tax deferment of 90% compared to current market value.

APPEALS PROCESS

There are 5 Stages to the Appeals Process:

1. Informal Review
2. Board of Equalization and Review
3. Property Tax Commission
4. North Carolina Court of Appeals (matter of law)
5. North Carolina Supreme Court (matter of law)

TAX RELIEF PROGRAMS

- Elderly or Disabled Requirements (exclusion of \$25,000 or 50% of taxable value, up to 1 acre)
 - Deed in applicant's name or title to residence as of January 1st
 - Must be N.C. resident
 - At least 65 years of age or totally and permanently disabled.
 - 2020 Income must not exceed \$31,500
 - Has income for the preceding calendar year of NOT MORE than the income eligibility limit
- Disabled Veterans
 - Qualified owners receive exclusion of \$45,000

TAX RELIEF PROGRAMS

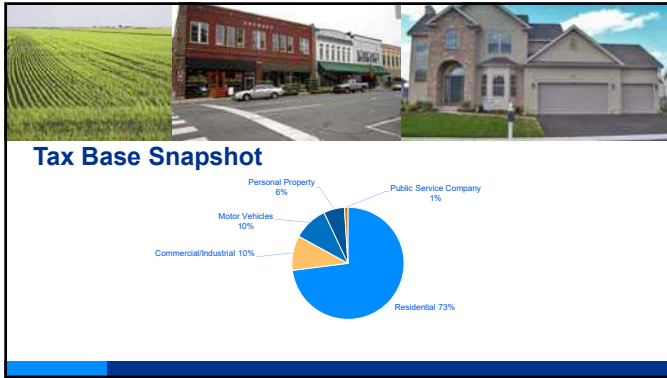
- Circuit Breaker Program (tax deferment)
 - 2020 Income cannot exceed \$47,500
 - Maximum tax liability is 4% or 5% of qualifying income; balance deferred
- Present Use Value (PUV)
- Tax Exemption Programs
 - Charitable, Religious, Educational, Governmental
- Ownership and Use requirements must be met for all PUV and Exemption programs

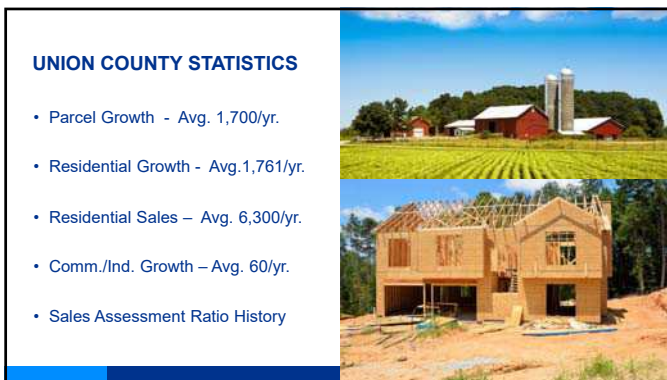
COMMUNICATIONS PLAN

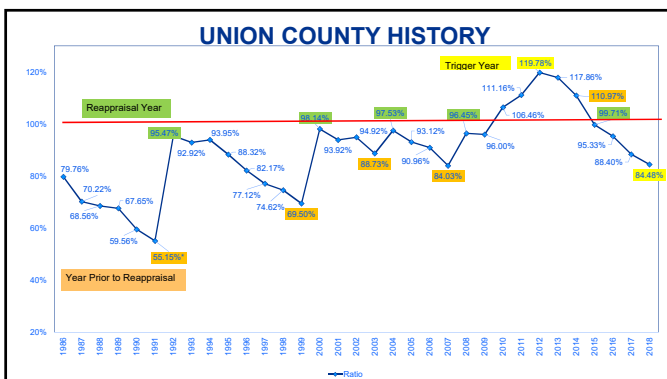
- Dedicated 2021 reappraisal webpage
- Local media outlets
- Social Media
- Town Hall Meetings
- Community, Civic, and Faith based group meetings

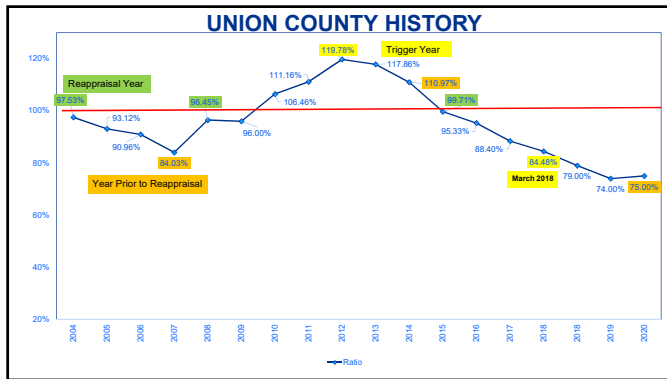
TAX BASE SNAPSHOT 2020 VALUATION

Property Class	2020 Values
Real Property Value	\$25,611,219,890
Personal Property Value	\$1,799,930,452
Exempt/Senior Citizens/Disabled	(\$1,966,501,027)
Deferred Property Value	(\$1,029,833,443)
Public Service Companies (State Assessed)	\$397,623,597
Registered Motor Vehicles (estimate)	\$3,016,750,635
Total Estimated Tax Base	\$27,829,190,104
Annual Growth Rate	3.14%



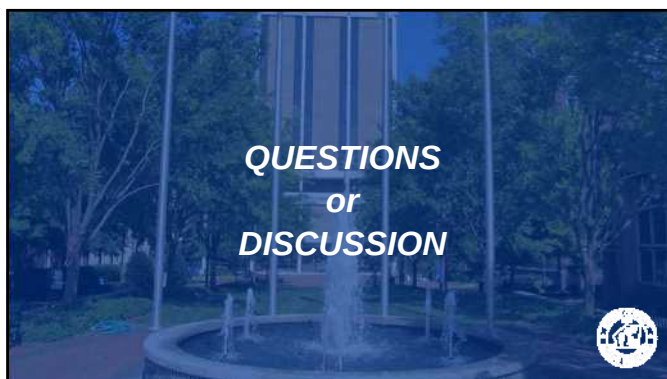






CONCLUSION

- Transparency, Equity, and Fairness
- Customer Focused Process
- Public Information Campaign
- Utilization of Technology



STAFF REPORT

TO: City Council

VIA: E.L. Faison, City Manager

DATE: January 13, 2021

FROM: Debra Chestnut Reed, Director of Human Resources

PREPARED BY: Debra Chestnut Reed, Director of Human Resources

SUBJECT: Mayor and Council Compensation Review

SUMMARY STATEMENT

City Council is requested to review options for possible modifications to Mayor and Council compensation.

REVIEW

At the request of Council, Staff was requested to review Mayor and Council compensation to provide options for Mayor and Council consideration for possible compensation modifications.

In order to provide options, Staff first conducted the following research:

- Compensation for Mayor and Council in four peer communities (Albemarle, Concord, Kannapolis and Salisbury);
- History of Monroe City Council's pay adjustments (July 2006-November 2019); and
- North Carolina General Statutes authority regarding Council pay adjustments.

After determining an average compensation amount for the peer communities, Staff noted that the average compensation in the peer communities was above the current compensation amount for Mayor and Council. The information was provided to Councilmember Gordon, who had been tasked by Council with examining the review. Following a discussion between Staff and Councilmember Gordon, Staff prepared four options for consideration at this meeting:

- No change to Mayor and Council Compensation;
- Lump Sum modification to bring compensation to average for the peer communities;
- Lump Sum modification with future increases in line with average employee compensation increase; and
- Indexing Mayor and Council compensation based on federally determined Median Family Income for the region.

If Council were to decide to make any changes to compensation, changes could only be effective as specified in the City budget, meaning the earliest any change would be effective is July 1, 2021.

RECOMMENDATION

Council is requested to review the attached information and instruct staff on if any future action is needed during the budget process.

Attachments: Mayor and Council Compensation Peer Community Survey
Proposed Lump Sum Salary Increase
Index Proposal for Council Pay Modifications
History of City Council Pay Adjustments (July 2006 – November 2019)
Excerpt from City Policy – GA-15 Governing Council Compensation
(Page 2, Section 7)
Proposed Language Modifying Section 7 in Policy – GA-15 Governing
Council Compensation (Page 2)

CITY COUNCIL SURVEY - APRIL, 2020

CITY	Population	MAYOR			MAYOR PRO-TEM			COUNCIL MEMBERS			INCREASE PROJECTION
		Salary	Allowance	Total	Salary	Allowance	Total	Salary	Allowance	Total	
Albemarle	15,903	\$10,692	\$1,200	\$11,892	\$9,635	\$1,200	\$10,835	\$9,635	\$1,200	\$10,835	
Concord	94,130	\$17,374	\$5,400	\$22,774	\$11,334	\$3,600	\$14,934	\$10,134	\$3,600	\$13,734	3.5%
Kannapolis	49,761	\$18,226	\$0	\$18,226	\$13,364	\$0	\$13,364	\$12,792	\$0	\$12,792	N/A
Monroe	38,431	\$10,043	\$7,440	\$17,483	\$8,270	\$6,840	\$15,110	\$7,089	\$5,940	\$13,029	0.0%
Salisbury	35,000	\$15,894	\$4,200	\$20,094	\$13,697	\$2,700	\$16,397	\$12,269	\$2,700	\$14,969	Unknown
											N/A

Mayor, Mayor Pro Tem, and Council Proposed Salary Increase

Position Title	Current Annual Pay	Total Percentage Increase	<u>PROPOSED</u> New Annual Salary	Annualized Budget Increase
Mayor	\$10,043.00	45.10%	\$14,572.67	\$4,529.67
Mayor Pro Tem	\$8,270.00	69.28%	\$13,999.15	\$5,729.15
Council	\$7,089.00	69.28%	\$12,000.00	\$24,555.00
				\$34,813.82

(increase x's 5)

Example: Linking Council Pay Adjustments to an Index

Year	HUD MFI Charlotte Region		Factor				
			10.0%	15.0%	20.0%	25.0%	30.0%
2020	\$ 83,500	Council Pay Linked to MFI:	\$ 8,350	\$ 12,525	\$ 16,700	\$ 20,875	\$ 25,050
2021	\$ 84,753	Council Pay Linked to MFI:	\$ 8,475	\$ 12,713	\$ 16,951	\$ 21,188	\$ 25,426
2022	\$ 86,024	Council Pay Linked to MFI:	\$ 8,602	\$ 12,904	\$ 17,205	\$ 21,506	\$ 25,807
Notes							
1. Median Family Income (MFI) is prepared by the U.S. Census Bureau;							
2. If included as part of a policy, setting Council Pay as a factor of an Index will allow pay to self adjust with changes in the Index, in this case MFI;							
3. Additional parameters are encouraged such as, if the MFI shrinks, there should not be a corresponding Adjustment reducing Council Pay unless a reduction in pay is made generally for all employees, for example that may result through a RIF, Furlough, or percentage reduction of annual pay during difficult economic cycles; and annual Adjustments in Council Pay should not be at a rate or percentage greater than an increase provided generally to employees;							
4. Yearly data shown for 2021 and 2022 are hypothetical, offered for illustrative purposes of changes in the MFI result in an Adjustment in Council Pay;							
MFI source: https://www.huduser.gov/portal/datasets/il/il2020/2020MedCalc.odn?inputname=METRO16740M16740*Charlotte-Concord-Gastonia%2C+NC-SC+HUD+Metro+FMR+Area&selection_type=hmfa&year=2020&wherefrom=mfi&incpath=%24incpath%24							
4							

City of Monroe
City Council
Salary Account Transactions
FY07 - FY19

DATE	PP	DESCRIPTION	DEBITS	COLA
7/21/2006	PR0721	PAYROLL SUMMARY	4,043.19	
8/18/2006	PR0818	PAYROLL SUMMARY	4,124.04	2.0%
9/15/2006	PR0915	PAYROLL SUMMARY	4,124.04	
10/27/2006	PR1027	PAYROLL SUMMARY	4,124.04	
11/22/2006	PR1122	PAYROLL SUMMARY	4,124.04	
12/22/2006	PR1222	PAYROLL SUMMARY	4,124.04	
1/19/2007	PR0119	PAYROLL SUMMARY	4,124.04	
2/16/2007	PR0216	PAYROLL SUMMARY	4,124.04	
3/16/2007	PR0316	PAYROLL SUMMARY	4,124.04	
4/27/2007	PR0427	PAYROLL SUMMARY	4,124.04	
5/25/2007	PR0525	PAYROLL SUMMARY	4,124.04	
6/22/2007	PR0622	PAYROLL SUMMARY	4,124.04	
7/20/2007	PR0720	PAYROLL SUMMARY	4,124.04	
8/17/2007	PR0817	PAYROLL SUMMARY	4,206.54	2.0%
9/28/2007	PR0928	PAYROLL SUMMARY	4,206.54	
10/26/2007	PR1026	PAYROLL SUMMARY	4,206.54	
11/21/2007	PR1121	PAYROLL SUMMARY	4,206.54	
12/21/2007	PR1221	PAYROLL SUMMARY	4,206.54	
1/18/2008	PR0118	PAYROLL SUMMARY	4,206.54	
2/15/2008	PR0215	PAYROLL SUMMARY	4,206.54	
3/28/2008	PR0328	PAYROLL SUMMARY	4,206.54	
4/25/2008	PR0425	PAYROLL SUMMARY	4,206.54	
5/23/2008	PR0523	PAYROLL SUMMARY	4,206.54	
6/20/2008	PR0620	PAYROLL SUMMARY	4,206.54	
7/18/2008	PR0718	PAYROLL SUMMARY	4,206.54	
8/15/2008	PR0815	PAYROLL SUMMARY	4,311.72	2.5%
9/12/2008	PR0912	PAYROLL SUMMARY	4,311.72	
10/10/2008	PR1010	PAYROLL SUMMARY	4,311.72	
11/7/2008	PR1107	PAYROLL SUMMARY	4,311.72	
12/5/2008	PR1205	PAYROLL SUMMARY	4,311.72	
1/2/2009	PR0102	PAYROLL SUMMARY	4,311.72	
2/13/2009	PR0213	PAYROLL SUMMARY	4,311.72	
3/13/2009	PR0313	PAYROLL SUMMARY	4,311.72	
4/9/2009	PR0409	PAYROLL SUMMARY	4,311.72	
5/8/2009	PR0508	PAYROLL SUMMARY	4,311.72	
6/5/2009	PR0605	PAYROLL SUMMARY	4,311.72	
7/2/2009	PR0702	PAYROLL SUMMARY	4,311.72	
8/14/2009	PR0814	PAYROLL SUMMARY	4,311.72	
9/11/2009	PR0911	PAYROLL SUMMARY	4,311.72	
10/9/2009	PR1009	PAYROLL SUMMARY	4,311.72	
11/6/2009	PR1106	PAYROLL SUMMARY	4,311.72	
12/4/2009	PR1204	PAYROLL SUMMARY	4,311.72	
1/15/2010	PR0115	PAYROLL SUMMARY	4,311.72	
2/12/2010	PR0212	PAYROLL SUMMARY	4,311.72	
3/12/2010	PR0312	PAYROLL SUMMARY	4,311.72	
4/9/2010	PR0409	PAYROLL SUMMARY	4,311.72	
5/7/2010	PR0507	PAYROLL SUMMARY	4,311.72	
6/4/2010	PR0604	PAYROLL SUMMARY	4,311.72	
7/2/2010	PR0702	PAYROLL SUMMARY	4,311.72	
8/13/2010	PR0813	PAYROLL SUMMARY	3,506.23	
9/10/2010	PR0910	PAYROLL SUMMARY	3,506.23	

10/8/2010	PR1008	PAYROLL SUMMARY	3,506.23	
11/5/2010	PR1105	PAYROLL SUMMARY	3,506.23	
12/3/2010	PR1203	PAYROLL SUMMARY	3,506.23	
1/14/2011	PR0114	PAYROLL SUMMARY	3,506.23	
2/11/2011	PR0211	PAYROLL SUMMARY	3,506.23	
2/11/2011	2954	MAYOR KILGORE P	5,638.43	
3/11/2011	PR0311	PAYROLL SUMMARY	4,311.72	
4/8/2011	PR0408	PAYROLL SUMMARY	4,311.72	
5/6/2011	PR0506	PAYROLL SUMMARY	4,311.72	
6/3/2011	PR0603	PAYROLL SUMMARY	4,311.72	
7/1/2011	PR0701	PAYROLL SUMMARY	4,311.72	
8/12/2011	PR0812	PAYROLL SUMMARY	4,311.72	
9/9/2011	PR0909	PAYROLL SUMMARY	4,311.72	
10/7/2011	PR1007	PAYROLL SUMMARY	4,311.72	
11/4/2011	PR1104	PAYROLL SUMMARY	4,311.72	
12/2/2011	PR1202	PAYROLL SUMMARY	4,311.72	
1/13/2012	PR0113	PAYROLL SUMMARY	5,320.86	Retro to July
2/10/2012	PR0210	PAYROLL SUMMARY	4,479.91	3.9%
3/9/2012	PR0309	PAYROLL SUMMARY	4,479.91	
4/5/2012	PR0405	PAYROLL SUMMARY	4,479.91	
5/4/2012	PR0504	PAYROLL SUMMARY	4,479.91	
6/1/2012	PR0601	PAYROLL SUMMARY	4,479.91	
7/13/2012	PR0713	PAYROLL SUMMARY	4,479.91	
8/10/2012	PR0810	PAYROLL SUMMARY	4,479.91	
9/7/2012	PR0907	PAYROLL SUMMARY	4,479.91	
10/5/2012	PR1005	PAYROLL SUMMARY	4,479.91	
11/2/2012	PR1102	PAYROLL SUMMARY	4,479.91	
12/14/2012	PR1214	PAYROLL SUMMARY	4,479.91	
1/11/2013	PR0111	PAYROLL SUMMARY	4,479.91	
2/8/2013	PR0208	PAYROLL SUMMARY	4,479.91	
3/8/2013	PR0308	PAYROLL SUMMARY	4,479.91	
4/5/2013	PR0405	PAYROLL SUMMARY	4,479.91	
5/3/2013	PR0503	PAYROLL SUMMARY	4,479.91	
6/14/2013	PR0614	PAYROLL SUMMARY	4,479.91	
7/12/2013	PR0712	PAYROLL SUMMARY	4,479.91	
8/9/2013	PR0809	PAYROLL SUMMARY	4,479.91	
9/6/2013	PR0906	PAYROLL SUMMARY	4,479.91	
10/4/2013	PR1004	PAYROLL SUMMARY	4,479.91	
11/1/2013	PR1101	PAYROLL SUMMARY	4,479.91	
12/13/2013	PR1213	PAYROLL SUMMARY	4,479.91	
1/10/2014	PR0110	PAYROLL SUMMARY	4,479.91	
2/7/2014	PR0207	PAYROLL SUMMARY	4,479.91	
3/7/2014	PR0307	PAYROLL SUMMARY	4,479.91	
4/4/2014	PR0404	PAYROLL SUMMARY	4,479.91	
5/2/2014	PR0502	PAYROLL SUMMARY	4,479.91	
6/13/2014	PR0613	PAYROLL SUMMARY	4,479.91	
7/11/2014	PR0711	PAYROLL SUMMARY	4,479.91	
8/8/2014	PR0808	PAYROLL SUMMARY	4,479.91	
9/5/2014	PR0905	PAYROLL SUMMARY	4,479.91	
10/3/2014	PR1003	PAYROLL SUMMARY	4,479.91	
11/14/2014	PR1114	PAYROLL SUMMARY	4,479.91	
12/12/2014	PR1212	PAYROLL SUMMARY	4,479.91	
1/9/2015	PR0109	PAYROLL SUMMARY	4,479.91	
2/6/2015	PR0206	PAYROLL SUMMARY	4,479.91	
3/6/2015	PR0306	PAYROLL SUMMARY	4,479.91	
4/2/2015	PR0402	PAYROLL SUMMARY	4,479.91	
5/1/2015	PR0501	PAYROLL SUMMARY	4,479.91	
6/12/2015	PR0612	PAYROLL SUMMARY	4,479.91	

7/10/2015	PR0710	PAYROLL SUMMARY	4,479.91
8/7/2015	PR0807	PAYROLL SUMMARY	4,479.91
9/4/2015	PR0904	PAYROLL SUMMARY	4,479.91
10/2/2015	PR1002	PAYROLL SUMMARY	4,479.91
11/13/2015	PR1113	PAYROLL SUMMARY	4,479.91
12/11/2015	PR1211	PAYROLL SUMMARY	4,479.91
1/8/2016	PR0108	PAYROLL SUMMARY	4,479.91
2/5/2016	PR0205	PAYROLL SUMMARY	4,479.91
3/4/2016	PR0304	PAYROLL SUMMARY	4,479.91
4/1/2016	PR0401	PAYROLL SUMMARY	4,479.91
5/13/2016	PR0513	PAYROLL SUMMARY	4,479.91
6/10/2016	PR0610	PAYROLL SUMMARY	4,479.91
7/8/2016	PR0708	PAYROLL SUMMARY	4,479.91
8/5/2016	PR0805	PAYROLL SUMMARY	4,479.91
9/2/2016	PR0902	PAYROLL SUMMARY	4,479.91
10/14/2016	PR1014	PAYROLL SUMMARY	4,479.91
11/10/2016	PR1110	PAYROLL SUMMARY	4,479.91
12/9/2016	PR1209	PAYROLL SUMMARY	4,479.91
1/6/2017	PR0106	PAYROLL SUMMARY	4,479.91
2/3/2017	PR0203	PAYROLL SUMMARY	4,479.91
3/3/2017	PR0303	PAYROLL SUMMARY	4,479.91
4/13/2017	PR0413	PAYROLL SUMMARY	4,479.91
5/12/2017	PR0512	PAYROLL SUMMARY	4,479.91
6/9/2017	PR0609	PAYROLL SUMMARY	4,479.91
7/7/2017	PR0707	PAYROLL SUMMARY	4,479.91
8/4/2017	PR0804	PAYROLL SUMMARY	4,479.91
9/1/2017	PR0901	PAYROLL SUMMARY	4,479.91
10/13/2017	PR1013	PAYROLL SUMMARY	4,479.91
11/9/2017	PR1109	PAYROLL SUMMARY	4,479.91
12/8/2017	PR1208	PAYROLL SUMMARY	4,479.91
1/5/2018	PR0105	PAYROLL SUMMARY	4,479.91
2/2/2018	PR0202	PAYROLL SUMMARY	4,479.91
3/2/2018	PR0302	PAYROLL SUMMARY	4,479.91
4/13/2018	PR0413	PAYROLL SUMMARY	4,479.91
5/11/2018	PR0511	PAYROLL SUMMARY	4,479.91
6/8/2018	PR0608	PAYROLL SUMMARY	4,479.91
7/6/2018	PR0706	PAYROLL SUMMARY	4,479.91
8/3/2018	PR0803	PAYROLL SUMMARY	4,479.91
9/14/2018	PR0914	PAYROLL SUMMARY	4,479.91
10/12/2018	PR1012	PAYROLL SUMMARY	4,479.91
11/9/2018	PR1109	PAYROLL SUMMARY	4,479.91
12/7/2018	PR1207	PAYROLL SUMMARY	4,479.91
1/4/2019	PR0104	PAYROLL SUMMARY	4,479.91
2/1/2019	PR0201	PAYROLL SUMMARY	4,479.91
3/1/2019	PR0301	PAYROLL SUMMARY	4,479.91
4/12/2019	PR0412	PAYROLL SUMMARY	4,479.91
5/10/2019	PR0510	PAYROLL SUMMARY	4,479.91
6/7/2019	PR0607	PAYROLL SUMMARY	4,479.91
7/5/2019	PR0705	PAYROLL SUMMARY	4,479.91
8/2/2019	PR0802	PAYROLL SUMMARY	4,479.91
9/13/2019	PR0913	PAYROLL SUMMARY	4,479.91
10/11/2019	PR1011	PAYROLL SUMMARY	4,479.91
11/8/2019	PR1108	PAYROLL SUMMARY	4,479.91

3% employees Not including
the Management Team or
Council.

Policy No.: GA-15	Policy Name: City Council Purchasing Policy and Guidelines for Discretionary Funds	Page 2 of 7
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4. **Office Expenses:** An allowance established to defray the cost of office supplies such as printers, printer ink, fax, copy paper, pens, pads and other office-related supplies.

Mayor:	\$50
Mayor Pro Tem:	\$50
Council Member:	\$50

5. **Travel (In Union County):** A monthly stipend to defray the cost of in-County travel, gas, meals, and meetings.

Mayor:	\$400
Mayor Pro Tem:	\$350
Council Member:	\$300

6. **Travel (Out of Union County):** Travel mileage at prevailing IRS rate, lodging, meals, convention registration, and gratuities out of City Council Travel Budget.

Council Members should complete a "Travel Authorization Form for Elected Officials" to be approved by the Mayor prior to any expenditure for travel in accordance with the guidelines set out in the Travel Policy for Elected Officials (GA-02).

7. **Wages:** Monthly part-time wages are intended to compensate the Council Members for their time in conducting the duties of their office. The statute permits the Council's wages to be increased effective with the next proceeding election unless tied to a cost of living increase approved for the City employees.

Mayor:	\$836.91
Mayor Pro Tem:	\$689.20
Council Member:	\$590.76

DISCRETIONARY FUNDS, GUIDELINES FOR USE OF DISCRETIONARY FUNDS AND PURCHASING

The Annual Budget for the City of Monroe may include an appropriation for City Council Discretionary Funds.

City Council Discretionary Funds that are allocated to individual Council Members may be used for expenditures designated by the individual Council Member.

Eligible use of public funds shall be for a public purpose and for those purposes on which the City is authorized by North Carolina State Statute to spend public funds.

Award of funds requires completion of the form "CITY OF MONROE CITY COUNCIL REQUEST FOR DISBURSEMENT OF DISCRETIONARY FUNDS". (Form Attached)

Section 7 of Policy GA-15 as highlighted is recommended for revision to read as follows:

Under North Carolina General Statutes Section 160A-64, Council's wages may be increased only during the annual budget process through the adoption of the annual budget ordinance. The date of an effective increase may be set as a date other than the beginning of the City's fiscal year. However, no changes to Council's wages may be made through the process of a budget ordinance amendment following adoption of the annual budget ordinance.



STAFF REPORT

TO: City Council

VIA: E.L. Faison, City Manager

DATE: January 13, 2021

FROM: Bridgette H. Robinson, City Clerk

PREPARED BY: Bridgette H. Robinson, City Clerk

SUBJECT: Citizens Appointment Committee Submittal Process and Concerns

SUMMARY STATEMENT

Council will discuss the submittal processes and concerns related to the Citizens Appointment Committee.

REVIEW

Council Member Angelia James and Council Member Franco McGee have requested a discussion on the submittal process and concerns for the Citizens Appointment Committee.

RECOMMENDATION

Council discuss the submittal process and concerns related to the Citizens Appointment Committee

Attachment: Rules on Boards and Commissions Policy (GA-05)

12072001

	Policy: Rules on Boards and Commissions	Effective Date: November 19, 2002
		Revision Effective Date: August 5, 2003, June 10, 2019
	Policy Number: GA-05	Page 1 of 5
	 E. L. Faison, City Manager	<u>General Administration</u> Responsible Department

RULES ON BOARDS AND COMMISSIONS

PURPOSE

The City of Monroe provides for continuous citizen input and advice through a wide variety of boards and commissions. Some of these are advisory in nature to the City Council, while others have distinct responsibilities that are established by law. The City Council encourages citizens to participate in their City government by volunteering to serve on these boards and commissions.

APPLICATION FOR APPOINTMENT

1. A description of all City boards and commissions is available in the City Clerk's office and is distributed widely in the community. An Interest Form which states the citizen's interest in serving on a board is a part of the packet and can be submitted to the City Clerk.
2. An application, along with a resume if desired, is required for consideration of an appointment to a City board or commission.
3. In some cases, the City Council may require an interview process prior to appointment.
4. Applicants must attend at least one meeting of a board or commission prior to applying and/or appointment to that board or commission. The application for appointment will require the applicant to specify the date of the meeting attended.
5. Once an application for an appointment has been filed with the City Clerk, it is placed on a resource list and remains active for a two-year period. At the end of that period of time, names are removed from the City's resource list unless an applicant specifically requests that they remain on the list for another two-year period.
6. The review of applications for appointments to boards or commissions shall be coordinated by the Citizen Appointment Committee. The Mayor shall appoint the Mayor Pro Tem and two (2) other City Council members to the Citizen Appointment Committee. The Mayor Pro Tem shall coordinate and preside over meetings. Regular meetings shall be scheduled on a quarterly basis or more frequently if needed, to review applicants and forward recommendations to City Council for action.
7. All appointments are made in an open session of the City Council. Discussion and consideration of appointments and interviews are also held in open session.

QUALIFICATIONS

1. Appointees to boards and commissions shall be residents of the City of Monroe, unless otherwise specified or provided for by law, ordinance, or Council action establishing said board or commission, or in the rules or bylaws of said board or commission, if approved by Council.
2. No citizen shall be eligible to hold concurrently more than two (2) Mayoral or City Council appointments to standing boards or commissions; this limitation shall not apply to ad hoc committees appointed by the Council.
3. Efforts are made to represent the diversity that we have in our community on all boards, and criteria for appointments may be established to achieve appropriate diversity, except that preference shall be given to appointment of residents of a specific area of town for which an ad hoc or advisory committee may be appointed.

TERMS

1. A term of service on all boards shall be limited to four (4) years or less, except on those boards for which a longer term of service has been established by the North Carolina General Assembly, or unless otherwise specified in the City Code of Ordinances.
2. A length of service on all boards and commissions shall be limited to two (2) full successive terms, or unless otherwise specified in the City Code of Ordinances. A member of any City Board or Commission shall be eligible for reappointment at the discretion of City Council one year after non-reappointment due to expiration of a term limit.
3. A member shall serve until the expiration of their term or until such time as a successor is appointed, whichever occurs later.
4. Reappointment to a second term is not automatic and will be based on circumstances to be determined by the City Council in each individual case.
5. In addition to regular members, City Council may appoint "Honorary Members" to a Board or Commission. Such Honorary Members shall be for life and shall be non voting members.

ATTENDANCE

1. Appointees to boards and commissions are expected to attend all meetings possible.
2. Any member of a City Board or Commission who misses more than three (3) consecutive regular meetings or more than half the regular meetings in a calendar year shall be subject to removal and replacement by City Council. Absences due to sickness, death or other emergencies of like nature shall be recognized as approved absences and shall not affect the

Policy No.: GA-05	Policy Name: Rules on Boards and Commissions	Page 3 of 5
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member's status on the Board; except, that in the event of a long illness or other such cause for prolonged absence, the member shall be replaced.

3. The board chairman via the Staff liaison shall be responsible for reporting on attendance to the City Clerk on a quarterly basis.

THE BOARD AT WORK

1. Each board receives its charge from the North Carolina General Statutes or from a City ordinance or resolution establishing the board.
2. The City Council may, from time to time, ask a board to consider specific items not in conflict with existing laws.
3. The chairman, working with the staff liaison, shall send copies of all minutes to the City Clerk.
4. The City Council may appoint a City Council person as an ex officio, non-voting member liaison to a board or commission and that member is entitled to receive all agendas, minutes, and other correspondence and be eligible to attend all meetings of the board including closed sessions. The role of the liaison shall be to serve as a direct communication link between the City Council and the board or commission. The liaison shall notify the board or commission of long-range issues and projects under consideration by the Council which would be of interest to that board or commission and shall likewise advise the Council of such matters under consideration by the board or commission.
5. Each board shall submit a written annual report to the City Council outlining their activities for the past year. The report shall be sent to the City Clerk by January 30 for the previous calendar year.
6. An orientation session will be conducted for all new appointees by the City staff liaison.
7. From time to time, additional training sessions for board members may be provided through City staff, the Institute of Government and other training groups and organizations. The City Council encourages members to take advantage of these opportunities.
8. A board or commission member who is not present at a meeting shall not be allowed to vote by proxy.
9. The requirements of the Open Meetings Law shall apply to all Boards or Commissions.

COMMITTEE ON BOARDS AND COMMISSIONS

1. The Mayor may request that the Citizen Appointment Committee evaluate the on-going need for each board and recommend to the City Council elimination of any for which there is no longer a need.

2. This Committee may also consider other items in regard to board structure, appointments or other items at the request of the Mayor and or the City Council.

CONFLICT OF INTEREST

1. A member of a board or commission shall not participate in the discussion or vote on any item involving their own official conduct or financial interest.
2. It is the responsibility of an individual board member to bring to the attention of the entire board any item for which there may be a conflict of interest.
3. It is up to the entire board to decide if a conflict exists and vote to excuse a member from considering a particular item.
4. Staff and legal assistance is available to all boards and commissions to help the board with decisions in this area.

RESIGNATIONS AND REPLACEMENTS

1. Any member of a board or commission who desires to resign shall do so in writing to the City Clerk.
2. When the City Council determines that a board or commission member should be removed due to a conflict of interest, failure to attend meetings, or for other good cause, and when removal by the Council is not otherwise prohibited by law, the Council may adopt a resolution removing any member of a board or commission before the expiration of their term and appointing a replacement.

AD HOC COMMITTEES

1. The City Council may appoint ad hoc committees to make recommendations regarding particular matters of interest within the City.
2. The foregoing rules on boards and commissions shall apply to ad hoc committees except where alternate provisions are made by the Council.

**COMMITTEE APPLICATION**

1. APPLICANT MUST ATTEND AT LEAST ONE COMMITTEE MEETING OF INTEREST BEFORE APPLICATION WILL BE CONSIDERED

2. COMMITTEE MEETING/DATE ATTENDED: _____

3. APPLICATION WILL BE KEPT ON FILE FOR TWO YEARS

Committee:

Name:

Address:

Mailing Address:

(If different from above)

Contact Info:

Email Address

Phone #

Employment Info:

Employer

Position

Residency Info: City ☐ County ☐

Are you a United States Citizen? Yes ☐ No ☐

Please list education, experience and activities which relate to your interest in serving on the above Committee. State briefly why you are interested in serving on this Committee (use additional sheets if necessary).

Return to: Bridgette Robinson, City Clerk
City of Monroe
P.O. Box 69
Monroe, NC 28111-0069
E: brobinson@monroenc.org
P: 704/282-4502/F: 704/283-9098

Signature:

Date:



STAFF REPORT

TO: City Council

VIA: E.L. Faison, City Manager

DATE: January 13, 2021

FROM: Debra Chestnut Reed, Director of Human Resources

PREPARED BY: Debra Chestnut Reed, Director of Human Resources

SUBJECT: Open Conversation on Racism Committee Update

SUMMARY STATEMENT

The Chair of the Open Conversation on Racism Committee will provide City Council with a recommendation for establishing a Diversity, Equity, and Inclusion (DEI) Committee and designating this committee as a Mayoral Committee.

REVIEW

During the December 10, 2020 Open Conversation On Racism public webinar a motion was made for the Open Conversation on Racism Committee's Councilmembers to present a recommendation to City Council for establishing a Diversity, Equity, and Inclusion (DEI) Committee and designating this committee as a Mayoral Committee. A Diversity, Equity, and Inclusion (DEI) Committee would be made of participants from the community, city and county representatives to discuss issues on diversity, equity, and inclusion. The goal of the Diversity, Equity, and Inclusion (DEI) Committee would be to meet quarterly to review diversity, equity, and inclusion within the county and city.

RECOMMENDATION

The Open Conversation on Racism Committee is providing this information to City Council for consideration of establishing a Diversity, Equity, and Inclusion (DEI) Committee.



STAFF REPORT

TO: City Council

VIA: E.L. Faison, City Manager

DATE: January 13, 2021

FROM: S. Mujeeb Shah-Khan, City Attorney

PREPARED BY: S. Mujeeb Shah-Khan, City Attorney

SUBJECT: City Legislative Agenda – 2021 North Carolina General Assembly Long Session and Approval of North Carolina League of Municipalities’ (“NCLM”) Legislative Goals

SUMMARY STATEMENT

Council is asked to: 1. Consider the City’s Legislative Agenda for the 2021 General Assembly Long Session; 2. Select a voting delegate to vote for the NCLM’s 2021-22 advocacy goals; and 3. Determine which ten of the NCLM’s advocacy goals the City will support.

DISCUSSION

In preparation for the 2021 Long Session of the North Carolina General Assembly, City Departments were asked to provide their analysis of existing and/or emerging legislative issues that may confront municipal services and operations that require action in the long session. With the continued Covid-19 Pandemic, Staff is unsure what the focus of the General Assembly will be, and accordingly, City staff recommends a focus on critical items.

In order to develop the Legislative Agenda, Departments were asked what legislative priorities City Departments would have. The City intends to submit the same requests it submitted to the General Assembly for the last two years that concentrates on protecting municipal authority and assets, and to provide any needed financial relief related to Covid-19. Further, the City Attorney’s Office believes that clarification on the authority to hold electronic meetings for the Council and its public bodies, is necessary. Departments, recognizing the environment of the 2021 Long Session, chose to submit no additional items to the Agenda.

Also, in late October 2020, Council was asked to provide any proposals for the North Carolina League of Municipalities' legislative agenda. As no goals for statewide action were submitted by the City (none were received from Council or staff), Mayor Kilgore and I (along with staff from other towns and cities) discussed with League staff general concerns over protection of municipal assets, including public utilities, protection of municipal authority, continued funding related to Covid-19, and the flexibility to use new funding sources such as food and beverage taxes for programs.

Based on the information presented above, Staff is presenting a proposed legislative agenda for your consideration as the City's legislative agenda. The recommendations are attached.

Traditionally, the City also adopts the NCLM Advocacy Goals as part of its legislative agenda. However, due to the pandemic, the traditional process has been impacted. However, the City has been involved in the process. Municipalities submit advocacy goals, and then those goals are narrowed down by the Legislative Policy Committee. The goals are further narrowed down by the NCLM's Board of Directors (which the Mayor serves on). As a result, 450 suggestions have been narrowed down to seventeen (17) goals. NCLM needs the City's input to narrow down the goals to ten (10). The seventeen (17) goals are attached. In order to narrow down the goals, Council needs to select the ten (10) goals it prefers today (NCLM needs to have input by January 15). Also, the Council needs to select the voting delegate by Thursday, January 14. The voting delegate will then electronically submit the City's selections by Friday, January 15 (there is no Advocacy Goals Conference this year for an in person submission).

The 2021 long session will convene on January 13, 2021. Usually the initial session will formally elect leadership, and approve the rules for the session, including the rules dealing with legislative bill deadlines. If the General Assembly works in accordance with past practice, it will then adjourn for a one to two week period. Once it returns, action will begin taking place with bills filed and matters voted on. Typically the General Assembly will meet until June or July depending on its ability to adopt a budget not vetoed by the Governor.

RECOMMENDATION

Staff requests that Council: 1. Consider and provide input on the proposed state legislative agenda, and approve the agenda; 2. Review and select ten (10) of the seventeen (17) legislative advocacy goals from the NCLM; and 3. Select a voting member to provide the City's ten (10) advocacy goals to the NCLM on Friday, January 15, 2021. Once Council approves the agenda, Staff will advance the above-listed legislative principles with the local delegation, the North Carolina League of Municipalities, and others to affect favorable legislative policy for the City of Monroe.

Attachment: Proposed 2021 State Legislative Agenda
Legislative Goal Statements Recommended by
the NCLM Board of Directors



**PROPOSED STATE LEGISLATIVE ADVOCACY PRIORITIES
2021 LONG SESSION
PRESENTED FOR CONSIDERATION BY CITY COUNCIL ON JANUARY 13, 2021**

PROJECT/ISSUE	ACTION ITEM
Protection of Municipal Assets	The City of Monroe (“City”) continues to be concerned about attempts to transfer municipal assets, such as a water and sewer system or airport, to new entities or authorities. <i>While there is no impending threat, the City is concerned that the possibility exists, and wishes to express its continues opposition in the event such a proposal is made not just related to the City of Monroe but any other local government.</i> The City opposes legislation that interferes with local ownership of local assets.
Protection of Local Management of Public Utilities	The City believes that management of a public utility is best determined by the local owning entity, due to its consideration and understanding of financing, engineering, regulatory responsibilities, and the local operating environment. While there is no impending threat, the City notes the possibility may exist for legislation to take away utilities management from municipalities. <i>While there is no impending threat, the City is concerned that the possibility exists, and wishes to express its continues opposition in the event such a proposal is made not just related to the City of Monroe but any other local government.</i> The City opposes legislation that would attempt to take management of utilities away from municipalities.
Local Elections	As the City believes that local governments have the right to determine their form of government, the City opposes attempts to impose changes on its and other local governments’ elections systems on a statewide basis. Local governments are best able to determine when local elections should be held and whether those elections should be partisan or non-partisan. While there is no

PROJECT/ISSUE	ACTION ITEM
	impending threat, the City notes the possibility may exist for legislation to modify local elections. <i>While there is no impending threat, the City is concerned that the possibility exists, and wishes to express its continues opposition in the event such a proposal is made not just related to the City of Monroe but any other local government.</i> The City opposes legislation that would attempt to unilaterally change when local elections should be held and whether those elections should be partisan or non-partisan.
Protection of Municipal Authority	The City is concerned with efforts to impact or modify municipal authority. While the General Assembly has broad authority with respect to expanding or limiting municipal authority, the City is concerned with efforts to limit that authority. <i>While there is no impending threat, the City is concerned that the possibility exists, and wishes to express its continues opposition in the event such a proposal is made not just related to the City of Monroe but any other local government.</i> The Council opposes attempts to limit municipal authority if those attempts arise during the short session.
COVID-19 Funding	The City is concerned with the potential for budgetary impacts from the COVID-19 pandemic on the City. While the City has been able to account for potential impacts to date, a continued pandemic may have an unanticipated impact. The City is supportive of efforts to provide funding to make up for those decreases if those come to pass. The Council supports programs to provide financial support to local governments to make up for sales tax impacts, utility revenues, and other revenue impacts related to the COVID-19 pandemic.
Electronic Meetings Clarification	As part of the work of the General Assembly to provide relief during the COVID-19 pandemic, the General Assembly passed amendments to Chapter 166A of the North Carolina General Statutes that provided clear authority for local governments and other public bodies to hold electronic meetings during a gubernatorially or legislatively declared state of emergency. However, after working through the many months of the pandemic, it is a concern of the City that once any state of

PROJECT/ISSUE	ACTION ITEM
	emergency declared by the Governor or General Assembly ends, the clear authority to hold electronic meetings ends. The City, along with other local governments, believes that the authority given should be made permanent, and usable at the discretion of local governments. The Council supports efforts to make clear authority for electronic meetings permanent and use at the discretion of local governments.

In addition to the items listed above, as part of its Legislative Agenda, Staff recommends that Council also adopt the North Carolina League of Municipalities' advocacy goals for the 2021-22 biennium session of the General Assembly. As the Council is aware, the goals are up for consideration by the Council today. It is recommended that Council authorize Staff to formally incorporate those goals once adopted. Council should also provide the Staff with discretion to not incorporate those goals that may be inconsistent with Council's broad policy view or those items which would not apply to the City at all.

LEGISLATIVE GOAL STATEMENTS

RECOMMENDED BY THE NCLM BOARD OF DIRECTORS

The following goal statements are NOT listed in any particular order.

- Grant local governments the authority to build broadband infrastructure in order to partner with private providers, and provide additional funding to help close the digital divide.
 - The COVID-19 pandemic has demonstrated the need for additional steps to improve broadband access.
 - Slow and unreliable internet service threatens educational and professional opportunities, and the economic future of entire communities.
 - Failure to utilize local government assistance and assets will continue to create digital gaps that have real-world consequences for North Carolinians.
- Secure federal and state aid directly to municipalities to offset all lost revenues due to the Covid-19 pandemic.
 - Municipalities saw large drops in sales and occupancy taxes and utility revenues last spring; the current surge in the virus is likely to produce more economic disruption and further erosion in revenues.
 - Earlier federal assistance to state and local governments was neither direct nor flexible, preventing revenue holes from being filled.
 - NC municipalities received only a fraction of the federal CARES Act state and local dollars allocated to North Carolina in March.
- Expand incentives and funding for local economic development.
 - Funding is simply inadequate in many cities and towns to encourage job growth.
 - A lack of state funding is seen in grants or incentives for major job creation projects as well as programs to boost small business growth.
 - Among the needs are restoring cuts or additional funding for film tax credits, major industrial site development, downtown development and renewable energy tax credits.

- Refine economic tier designation system to more accurately reflect conditions at sub-county level.
 - The existing criteria does not seem to reflect the status of many communities.
 - The current tier designations fail to take into account the disparate levels of wealth within individual counties.
 - The county-focused system means that municipalities can lose out on state grants and other types of funding when they fail to adequately reflect community's wealth.
- Revitalize vacant and abandoned properties with enhanced legal tools and funding.
 - Many towns and cities do not have the funding to address abandoned properties.
 - These properties affect surrounding home and business property values, economic development opportunities and crime rates.
 - With funding and additional legal tools, such as those allowing for properties to be more easily condemned and to address multiple heirs, these properties could serve to addressing local housing needs.
- Increase state and federal funding for affordable housing.
 - Ongoing revenue sources to meet affordable housing needs is extremely limited; the two primary state programs to meet those needs – the N.C. Housing Trust Fund and the Workforce Housing Loan Program – have received less than \$30 million annually in recent years.
 - More than one-in-four North Carolina households are considered “cost-burdened” when it comes to paying for housing, meaning they pay at least 30 percent of their income in housing costs.
 - Affordable housing is not an issue only in larger cities; a growing number of smaller cities and towns have recognized a lack of affordable housing as major problem facing residents and an impediment to workforce recruitment.

- Create a permanent and adequate funding stream for local infrastructure needs.
 - Infrastructure – including roads, water, sewer, stormwater, parks and beaches – are critical to economic development and job creation.
 - Many cities in the state are growing, creating a constant need for investment to keep pace with population growth; many cities and towns also have aging infrastructure that must be replaced.
 - Creating a more permanent funding stream for local infrastructure, such as a dedicated tax source, would allow for better planning to meet needs.
- Provide funding to keep aging water and sewer systems financially solvent today and viable for the future.
 - According to a state study, North Carolina will need at least \$17 billion to meet water and wastewater infrastructure needs over the next two decades.
 - Several dozen towns in the state have financially distressed water or sewer operations, threatening the towns' overall financial viability.
 - These stresses to water and sewer operations have coincided with population and job losses in rural areas, leading to an erosion of taxpayer and ratepayer bases.
- Ensure state funding for any new, state-mandated benefits for municipal employees.
 - In recent years, legislators have considered additional post-retirement benefits for certain classes of municipal employees.
 - Often, proposed legislation would act as an unfunded mandate on municipalities, as it fails to include a state-funding source.
 - Proposals, many focused on firefighter benefits, fail to consider that municipalities already enjoy the authority to provide these benefits individually without legislative action.
- Improve state-wide funding and support for LEO training focused on use of force, mental health and de-escalation skills.
 - Highly-publicized incidents of police use of force in 2020 have underscored the need for enhanced and expanded law enforcement training.
 - Improved training is needed to build trust and legitimacy in the community while serving the public in a professional and equitable manner.
 - Numerous studies show that additional and effective training focused on conflict de-escalation can significantly reduce police use of force.

- Permit all cities to establish a police department citizen review board.
 - Current state law requires cities to seek local legislation approved by the General Assembly to establish a police citizen review board.
 - A statewide law providing cities and towns the option of establishing such boards would allow more flexibility to meet local needs.
 - Establishing these review boards, when sought by and supported by local residents, can create another avenue to build trust with the community.
- Allow a short grace period for online posting of local emergency declarations while allowing them to take effect immediately.
 - Current state law requires immediate online posting of local emergency declarations in order to take effect.
 - Recent disasters and emergencies have demonstrated the difficulties meeting the requirement.
 - Weather issues and power outages are among the problems that can hamper compliance.
- Increase public safety grant funding and expand allowable uses.
 - Improving policing will require additional public safety grant funding and more flexibility in its uses.
 - More effective and equitable policing can be achieved by additional funding of community policing programs, as well as putting more dollars toward alternative programs that seek to address mental health calls and other issues through non-uniformed personnel.
 - Additional funding is also needed to meet public safety communication needs.
- Extend notification timeline for any changes to sales tax revenue disbursement.
 - Under current law, counties are able to shift the method of local sales tax disbursement in April, providing notice to municipalities just two months ahead of the new fiscal year.
 - These shifts, from per-capita to ad valorem distribution methods, or vice versa, can mean significant losses of sales tax revenue for municipalities, with little time to consider the budget implications.
 - County governments enjoy this power even though a majority of sales tax revenues are generated within municipal borders.

- Reduce pressure on property tax payers by expanding locally-controlled options for revenue generation.
 - Property taxes remain the primary revenue stream over which municipal governments exercise control.
 - Cities have little or no authority to raise significant revenue in other ways.
 - A lack of diverse, local tax options can affect economic growth, as well as cause large swings in revenue based on economic changes.
 - Increase in state funding to support public transportation development and operations.
 - Growing areas require public transportation options to effectively allow people to work, live and play.
 - When quality of life suffers due to traffic congestion, areas lose their attractiveness as places to live and work; that can affect the larger economic growth of the entire state.
 - The state needs to be a full partner in public transit solutions.
 - Improve processes and payments for moving utility lines located in the right-of-way during transportation projects.
 - NCDOT charges to cities to move utility lines for road projects can be costly.
 - Due to uncertain construction timelines, these charge often come with little notice or ability to budget.
 - Increased transparency and communication would allow cities to better plan for these projects.
-