



AGENDA

Thursday, April 3, 2025: 8:30 AM
Town Council Work Session
Southern Pines Fire Station # 82
7381 NC-22, Carthage, NC

1. CALL TO ORDER

a. Opening Remarks

2. MUNICIPAL SERVICE DISTRICT

a. Analysis

Options to consider in setting a tax rate for the MSD for FY26

3. ENTERPRISE BUDGET - WATER AND SEWER FUNDS

a. Line-Item Document

4. GENERAL FUND REVENUES

a. Revenue Analysis

Staff presented and distributed the first draft of the revenue analysis at the March 25th work session. Minor adjustments have been made, including FY 25 expected sales taxes.

5. GENERAL FUND EXPENDITURES

a. Line Item Document

b. Big Picture: Expenditures

The expenditures detailed in this document total \$30,898,400, which is 94% of the total expenditures in the Town Manager's recommended budget. This document is created for improved transparency and ease of reviewing the budget and includes:

- Expenditures that hit all or most departments.
- Proposed capital project transfers, debt service payments, leases, SBITAS, and other non-departmental expenditures.
- Single items that meet the Town's \$20,000 capital asset threshold.

c. General Fund Capital Requests

The Town uses a \$20,000 capitalization threshold, which is the minimum cost at which a purchase is classified as a capital asset rather than an operating expense. This helps focus decision-making on significant, long-term investments, which are then tracked and depreciated over time. The included document summarizes the General Fund capital requests that have been recommended by staff for FY

26. Recommended projects fall across a number of service delivery areas, including facilities, parks & recreation, public safety, transportation, IT, and vehicle/equipment replacements. There is a separate set of capital requests for the utility system, in the Enterprise Fund.

d. Future Staffing Outlook

At the last budget retreat, Council asked staff to provide information to identify short- and mid-term needs around staffing. Department heads and other leaders have provided key information for this report. These insights will help inform strategic planning, succession initiatives, and resource allocation to ensure continued operational excellence. This helps to proactively assess resources in order to maintain (and enhance where desired) the quality of services provided to our community.

6. BOTTOM LINE, ADDITIONAL CONSIDERATIONS, AND OPTIONS

a. 2025-2030 CIP

The 2025-2030 CIP (Capital Improvement Program) was adopted in June 2024 with the FY 24-25 budget. This is a planning tool to help inform decision making around expected capital needs for the next five years. A new CIP for 2026-2031 will be prepared and forwarded with the FY 26 budget for adoption.

b. Facilities Discussion

Discussion of numbers involving construction and future options.

7. ADJOURNMENT

Meetings/work sessions of the Southern Pines Town Council are now available on the Town's [YouTube channel](#). Video of the Town Council meetings will be live streamed on the channel for viewing either during the meetings or after they have concluded. Please note, the video is provided only for the purposes of viewing the meetings; public comments or questions are not accepted via the live stream. To receive notifications when new content is published, please "subscribe" to the Town's channel at <https://bit.ly/3hXx2Qk>

Draft Budget Notes

Just a few notes relative to line-item expenditures that differ significantly from current year as larger and capital expenditures will be outlined in separate documents and presentation materials:

Revenues:

- Ad Valorem based on current 29 penny (\$0.29) tax rate
- Ad Valorem based on 99% collection rate
- Sales Tax based on 3 year rolling averages
- Solid Waste revenues based on Fees presented at Work Session (\$25.25/mo. residential)

General Notes effecting all Departments:

- 3% COLA for all positions except Town Manager and Town Attorney
- State mandated increase in Employer Pension contribution (0.75% civilian/1.0% LEO)
- 15% adjustment for major medical plan – ***still finalizing details (will be lower)
- ¼ of 3% salary for Performance Pay Plan 4th quarter
- Duke Energy (res./comm./ind.)
- Inflationary costs, office supplies to materials for buildings/infrastructure, etc.

Legislative 10-410:

- Salary and Wages: Council increase of Town Attorney PT salary
- Training and Travel: Adjusted based on expenditures and potential for new members
- Contractual: Increased due to election expense
- Special App: Partners (MCED) \$30,500, MCHA \$1000, Vets Parade \$1,000, MLK \$500, MPO \$12,000

Administration 10-420:

- Contractual: Consolidated Drug Testing expenses from individual departments to Admin
- Professional: Increased Town-wide General staff training, request to perform a Comprehensive Pay and Benefits Study (more information regarding this at retreat)
- Committee Expenditures: Introducing “SoPines Sustainovates” Innovation Program

IT 10-430:

- Supplies: Decrease in number of PCs, Hardware, switches, and UPS Units end of life

Contract Services: Apparent increase is due to lower SBITA adjustment

Finance 10-440:

Contractual services: Increase in shredding activities as we digitize records for space

Professional Services: Decrease in Audit Fee

Police Patrol 10-450:

Salaries: Separation Allowance increase with anticipated retirements

Insurance: Rate increase after terrible experience year

Capital: only one car due for replacement following recent insurance "totals"

Communications 10-514:

Contractual: Majority of increase (\$4515) is due to the first renewal of one of our Recording services following a new server install.

Investigations 10-515:

Salaries: See above regarding separation allowance.

Contractual: Our Cell Data Recovery service increased 10k following a company transition and software update, while two other contracts have reached their two-year expiration with renewal for the two running \$7,100

Fire 10-530:

Supplies: Includes twelve sets of outdated Turnout Gear, in addition to some furniture and Second Out equipment replacements. Decrease is representative of the high year 2025 was due to necessary VIPER radio replacements.

Planning 10-540:

Training: Increase necessary with early career staff requiring training and certifications.

Contractual: Decrease result of a majority of URC grant funds having been spent in 2025 with balance appropriated to 2026.

Professional Services: Reduced based on 2025 experience with how much can be reasonably accomplished relative to UDOP revisions and the rate of outside assistance/review that results in.

Inspections 10-545:

Contractual: Significant decrease representative of the Demolition contracts authorized in 2025.

Streets 10-560:

Nothing of significant note or change here.

PW/Sanitation 10-565:

Departmental Supplies: As discussed at Work Session, trash and recycle cart demand has been higher than originally anticipated.

Contractual: Increase due to scheduled 4% in the Meridian contract and increased amounts of yard materials being collected and dumped at Moore County.

Fleet Maintenance 10-580:

Department Supplies: Decreased following a 2025 replacement of a vehicle lift.

Contractual: A number of our software fees increased by small dollar amounts, while the card reader pedestal for fuel tanks recently amended the 2025 Budget for this line-item.

Recreation 10-620:

A vast majority of the changes to this budget are a result of moving our Grounds Crew and their related expense entirely into this General Ledger Code where they were split between here and what we now call Facilities (formerly Buildings and Grounds) in recent years (the respective increase/decrease in Salaries being the most obvious.) Outside of the impact of this shift, the only notable changes within line-items would include:

Department Supplies: Includes 25k toward replacement of Parks signs

Contractual Services: Decrease a result of having completed construction drawings for Whitehall.

Library 10-630:

Budget is practically the same, mostly personnel and books/materials. The Contractual line-item represents automation and software purchases and subscriptions.

Facilities 10-640:

Again, differences in this Budget year over year are generally the result of having moved expenses related to the Grounds Crew over to 10-620 Recreation. and Parks. The bottom line has still increased due to the number of Capital Projects related to our aging structures and two vehicle replacements.

UTILITY FUND

Revenues:

Sales based on no increase in base and per/1000g rates for both water and sewer Tap Fees will auto adjust July 1 based on April CPI (currently 4.8%) but given the current environment we are unlikely to adjust the proposed revenue amount.

Water Treatment Plant:

Equipment Maintenance: Increased expense 2026 represents projects including Turbidimeter Replacements filters 1-4 (35k), Filter Room window replacements (28k), and Generator fuel line work of 21k. This line will vary year to year depending on equipment involved.

Water Extension:

Contractual Services: The significant decrease year over year was a planned review of commercial properties lacking backflow prevention devices for the purpose of potential certification toward exemption that had been funded for 2025. Changes in State law made this project unnecessary and the money was not spent nor is it being requested in the new Budget year.

Sewer Extension:

Contractual Services: The amount set-aside for emergency tree removal has been cut in half (now 30k) as we have successfully addressed some trouble areas in recent years, thus decreasing this line item

Professional Services: An additional 50k has been requested in order to complete surveying ahead of initial tree marking to avoid some of the confusion that has occurred with the most recent easement maintenance effort.

Billing and Collections:

No significant additions or subtractions to this Budget year over year.



MEMO

To: Town Council
From: Tess Brubaker-Speis, Finance Director
Date: 04/02/25
Re: MSD Budget and tax rate FY 26

FY26 will represent the first year of full P&I payments by the Town following acquisition of the Carolina Green Parkway. With scheduled payments totaling \$671,121 “all things being equal” the calculation of a recommended MSD Tax Rate would look as follows:

FY25 Tax Rate – 60 pennies
\$87,112,280 Base Value according to Moore County Tax Office
\$8624 per penny tax rate at 99% Collection
\$10,157 In County Collection Fees (\$671,121*.0125)
\$687,278/\$8624= **Tax rate of 79.7 pennies (80 rounded)**

For FY 26, *all things are not equal* due to the timing of Parkway completion, delayed closing of the Installment Loan resulting in a singular interest-only FY25 payment, and ultimately a reduced loan amount of \$6.96M (rather than the projected \$7.1M) that covered all related expenses.

As a result of the above, the MSD Revenue account contains a carry-over of approximately \$511,204 into FY26. This, for one year, reduced the amount that needs to be generated from the MSD tax as follows:

\$87,112,280 Base Value according to Moore County Tax Office
\$8624 per penny tax rate at 99% Collection
\$677,121 P&I - \$511,204 carryover = \$165,917 needed + \$2,489 Collection Fee
\$168,406= **Tax Rate of 19.5 pennies (20 rounded)**

Looking forward to FY27 and beyond, barring additional expenses occurring within the MSD, one could assume that future tax rates will fall somewhere between the 80 and 20 outlined above. Additional construction should continue to add value to the Base within the MSD, but with an amortization schedule now firmly in place there is little reason to anticipate a carryover the nature of this years to reoccur in the future.

Please find attached estimates regarding the eventual repaving of streets contained within the MSD (an eligible MSD expense.) Should Council wish to accrue funds ahead of this eventual work, the bottom of the sheet outlines three options to consider for FY26. We can discuss these Thursday morning.

Road	Length	Width	Area	Tons	2024 Milling Cost	2024 Asphalt Cost	Total Cost	Begin Service Year	Years of Service	Resurf. Year	Inflated Cost
Carolina Green Parkway	4,050	44	178,200	1,671	\$ 60,750	\$ 233,888	\$ 294,638	2023	15	2038	\$ 445,666
Southern Road	770	22	16,940	159	\$ 5,775	\$ 22,234	\$ 28,009	2025	15	2040	\$ 44,946
Old Morganton	900	22	19,800	186	\$ 6,750	\$ 25,988	\$ 32,738	2026	15	2041	\$ 54,110
Cost/Ton	\$140										
Milling/LF	\$3.75										
Basis Year	2024										
Construction Inflation	3%										

If Council is interested in spreading this expense out:

CG Parkway: $445666/13(\text{years})=\$34,282/\$8624=3.98$ pennies (*Current cost/value would equal 34 pennies, future at current value 52 pennies*)

Southern: $44946/15 \text{ years}=\$2996.40/\$8624= 0.35$ pennies (*Current C/V = 3.25 pennies, future = 5.25 pennies*)

Old Morganton: $54,110/15 \text{ years}=\$3608/\$8624=0.42$ pennies beginning FY27 (*Current C/V = 4 pennies, future = 6.5 pennies*)

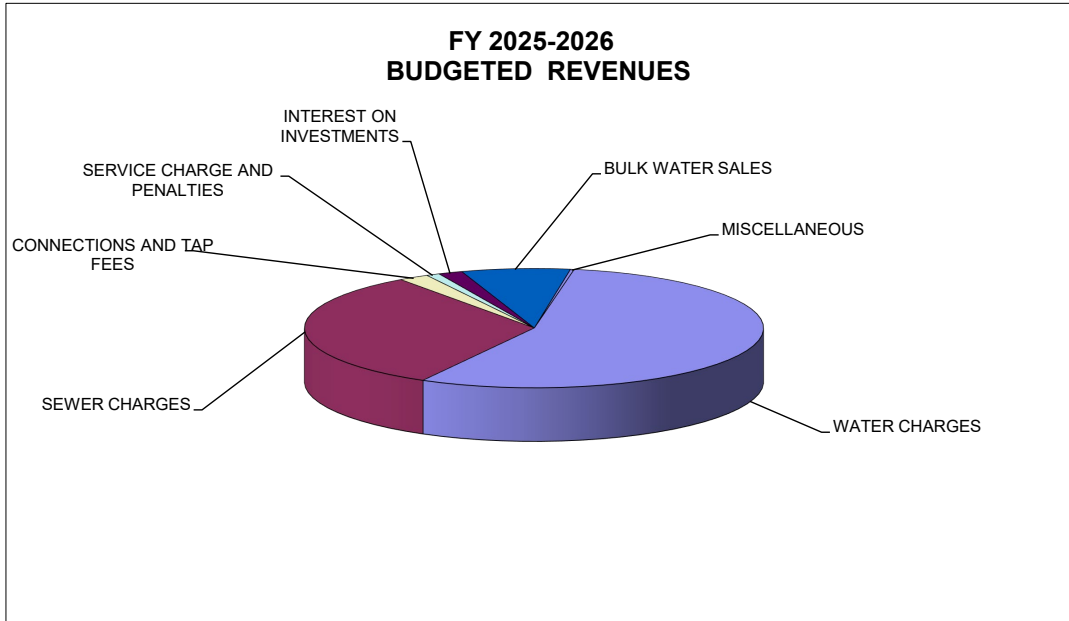
Options: 1. "amortize all" beginning with 4.5 pennies FY26, 2. amortize only Parkway at 4 pennies and fund lesser roads in year they become due, 3. Wait on further buildout and reconsider approach at future tax setting discussions.

TOWN OF SOUTHERN PINES
 UTILITY FUND
 RETAINED EARNINGS SUMMARY
 2025-2026

	ACTUAL 2023-2024	BUDGET 2024-2025 as of 03/28/2025	EXPECTED REVENUES EXPENDITURES 2024-2025	BUDGET 2025-2026
Available Retained Earnings - Beginning	\$ 9,388,399	\$ 10,062,560	\$ 10,062,560	\$ 9,697,144
Total Revenues	<u>12,364,447</u>	<u>10,581,575</u>	<u>12,212,069</u>	<u>11,775,168</u>
Total Funds Available	21,752,846	20,644,135	22,274,629	21,472,312
Total Expenditures	8,429,005	10,105,507	9,622,485	10,648,292
Transfers Out	<u>3,261,281</u>	<u>2,955,000</u>	<u>2,955,000</u>	<u>1,275,200</u>
Available Retained Earnings - Ending	<u><u>\$ 10,062,560</u></u>	<u><u>\$ 7,583,628</u></u>	<u><u>\$ 9,697,144</u></u>	<u><u>\$ 9,548,820</u></u>

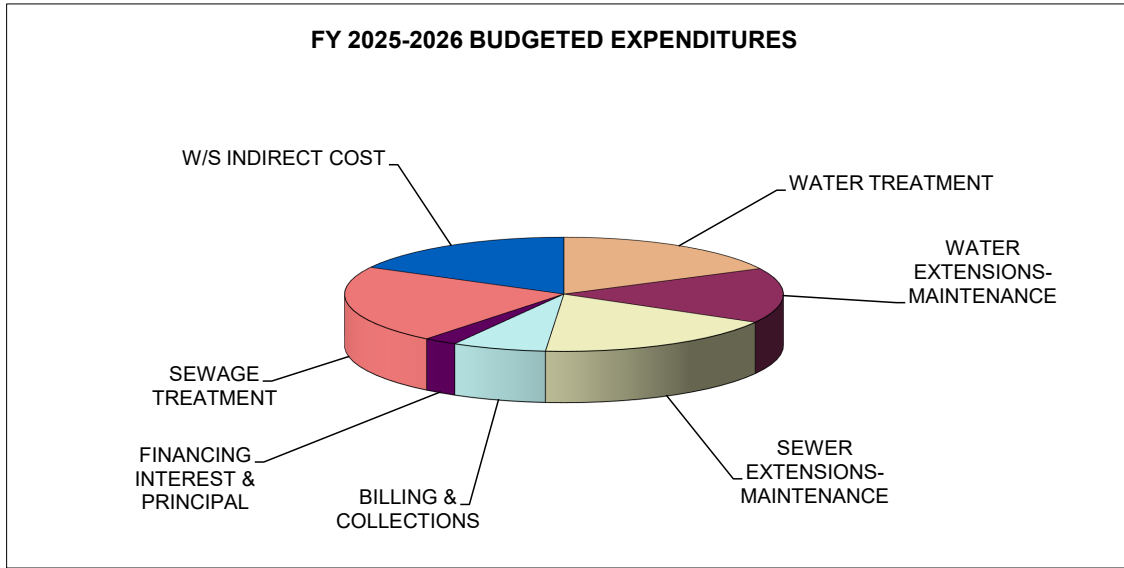
TOWN OF SOUTHERN PINES
UTILITY FUND
SCHEDULE OF REVENUES
2025-2026

	ACTUAL 2021-2022	ACTUAL 2022-2023	ACTUAL 2023-2024	BUDGET 2024-2025 as of 07/01/24	BUDGET 2024-2025 as of 03/28/2025	EXPECTED REVENUES 2024-2025	BUDGET 2025-2026
WATER CHARGES	\$ 5,489,460	\$ 5,873,685	\$ 6,366,572	\$ 5,521,407	\$ 5,521,407	\$ 6,621,012	\$ 6,500,000
SEWER CHARGES	3,464,366	3,610,080	3,905,115	3,675,168	3,675,168	3,873,038	3,775,168
CONNECTIONS AND TAP FEES	280,853	233,405	335,887	275,000	275,000	276,373	250,000
SERVICE CHARGE AND PENALTIES	154,104	143,778	128,546	120,000	120,000	120,503	110,000
INTEREST ON INVESTMENTS	11,769	247,606	387,920	150,000	150,000	286,345	200,000
BAB INTEREST REBATE	-	-	-	-	-	-	-
BULK WATER SALES	887,750	793,967	1,198,994	800,000	800,000	953,885	900,000
MISCELLANEOUS	61,113	30,672	41,413	25,000	25,000	73,370	30,000
GAIN ON SALE OF ASSETS	5,650	85,296	-	15,000	15,000	7,543	10,000
TRANSFER IN - ARPA FUNDS	-	748,938	-	-	-	-	-
TRANSFER IN-RETAINED EARNINGS	-	-	-	2,478,932	2,478,932	365,416	148,324
TRANSFER OUT-RETAINED EARNINGS	(883,339)	(2,291,973)	(672,647)	-	-	-	-
TOTAL	\$ 9,471,726	\$ 9,475,454	\$ 11,691,800	\$ 13,060,507	\$ 13,060,507	\$ 12,577,485	\$ 11,923,492



TOWN OF SOUTHERN PINES
UTILITY FUND
CONSOLIDATED EXPENDITURE SUMMARY
2025-2026

	ACTUAL 2021-2022	ACTUAL 2022-2023	ACTUAL 2023-2024	BUDGET 2024-2025	EXPECTED EXPENDITURES 2024-2025	BUDGET 2025-2026
WATER TREATMENT	\$ 1,422,718	\$ 1,595,733	\$ 1,631,574	\$ 1,853,474	\$ 1,787,586	\$ 1,875,151
WATER EXTENSIONS-MAINTENANCE	1,118,347	1,146,760	1,476,446	1,652,157	1,505,644	1,661,350
SEWER EXTENSIONS-MAINTENANCE	952,379	1,732,989	1,311,900	2,094,985	1,828,651	1,929,835
BILLING & COLLECTIONS	483,120	533,200	592,253	700,414	696,127	738,735
FINANCING INTEREST & PRINCIPAL	211,241	210,715	34,017	33,672	33,672	261,332
SEWAGE TREATMENT	1,964,500	1,965,671	2,014,842	2,250,000	2,250,000	2,350,000
W/S INDIRECT COST	1,184,485	1,200,526	1,369,487	1,520,805	1,520,805	1,831,889
OTHER	-	-	-	-	-	-
SUB-TOTAL	7,336,790	8,385,594	8,430,519	10,105,507	9,622,485	10,648,292
TRANSFERS	2,134,936	1,089,860	3,261,281	2,955,000	2,955,000	1,275,200
TOTAL	\$ 9,471,726	\$ 9,475,454	\$ 11,691,800	\$ 13,060,507	\$ 12,577,485	\$ 11,923,492



TOWN OF SOUTHERN PINES
UTILITY FUND
EXPENDITURE BY FUNCTION AND TRANSFERS
2025-2026

	ACTUAL 2021-2022	ACTUAL 2022-2023	ACTUAL 2023-2024	BUDGET 2024-2025 as of 07/01/24	BUDGET 2024-2025 as of 03/28/2025	EXPECTED EXPENDITURES 2024-2025	BUDGET 2025-2026
Water Treatment	\$ 1,422,718	\$ 1,595,733	\$ 1,631,574	\$ 1,853,474	\$ 1,853,474	\$ 1,787,586	\$ 1,875,151
Water Extensions - Maintenance	1,118,347	1,146,760	1,476,446	1,652,157	1,652,157	1,505,644	1,661,350
Sewer Extensions - Maintenance	952,379	1,732,989	1,311,900	2,094,985	2,094,985	1,828,651	1,929,835
Billing & Collections	483,120	533,200	592,253	700,414	700,414	696,127	738,735
Loss on Disposal of Fixed Assets	-	-	-	-	-	-	-
Interest Expense, Financing Principal	211,241	210,715	34,017	33,672	33,672	33,672	261,332
Sewage Treatment	1,964,500	1,965,671	2,014,842	2,250,000	2,250,000	2,250,000	2,350,000
W/S Indirect Cost	1,184,485	1,200,526	1,369,487	1,520,805	1,520,805	1,520,805	1,831,889
Total Expenditures	7,336,790	8,385,594	8,430,519	10,105,507	10,105,507	9,622,485	10,648,292
Transfers:							
Transfer to PW Annex Remodel	98,736	-	-	-	-	-	-
Transfer to Water Treatment Proc Mod	250,000	-	1,041,281	-	-	-	675,200
Transfer to PeeDee/Pennsylvania Line	1,139,200	-	-	-	-	-	-
Transfer to Lift Station Upgrades/Upfit	-	-	220,000	-	-	-	-
Transfer to Sanitary Sewer Modernization	462,000	874,360	-	380,000	380,000	380,000	600,000
Transfer to NC DOT Line Relocation	-	-	2,000,000	-	-	-	-
Transfer to North Pressure Zone	-	-	-	2,250,000	2,250,000	2,250,000	-
Transfer to Facility Modernization	-	10,500	-	-	-	-	-
Transfer to W&S Improvements	185,000	205,000	-	325,000	325,000	325,000	-
Total Transfers	2,134,936	1,089,860	3,261,281	2,955,000	2,955,000	2,955,000	1,275,200
Total Expenditures/Transfers	<u>\$ 9,471,726</u>	<u>\$ 9,475,454</u>	<u>\$ 11,691,800</u>	<u>\$ 13,060,507</u>	<u>\$ 13,060,507</u>	<u>\$ 12,577,485</u>	<u>\$ 11,923,492</u>

WATER TREATMENT PLANT

Fund: Utility

Function:

Utility

Water Treatment Plant Division Goal: To provide potable water that meets or exceeds all state and EPA standards.

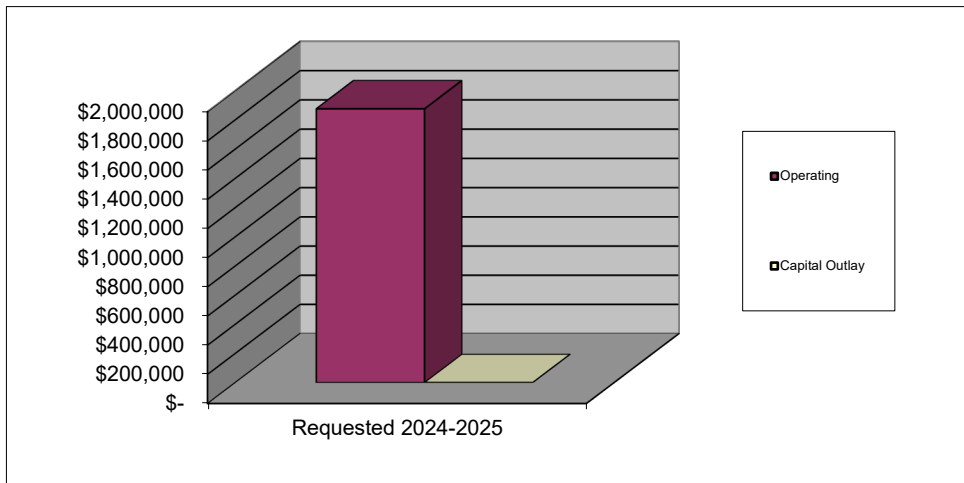
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Operating	\$ 1,631,574	\$ 1,853,474	\$ 1,787,586	\$ 1,875,151
Capital Outlay	-	-	-	-
Total	\$ 1,631,574	\$ 1,853,474	\$ 1,787,586	\$ 1,875,151

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Utility Revenues	\$ 1,631,574	\$ 1,853,474	\$ 1,787,586	\$ 1,875,151

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees	-	-	-	-

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUEST

There are no new or capital items requested in this budget.



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Water Treatment Plant	Function: Utility Fund		Fund: 60	Department: 710		
Object Code	Object Title	2024-2025 Budget as of 03/28/2025	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
607101200	PRINTING	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
607101500	BUILDING & GROUNDS	7,500	-	7,500	-	7,500	0.0%
607101600	EQUIPMENT MAINTENANCE	138,300	138,300	159,000	-	159,000	15.0%
607101800	UTILITIES	562,000	550,000	565,000	-	565,000	0.5%
607104500	CONTRACTUAL SERVICES	1,138,174	1,093,511	1,136,151	-	1,136,151	(0.2%)
607104510	INS-PROPERTY & GENERAL	7,500	5,775	7,500	-	7,500	0.0%
	OPERATING EXPENDITURES	1,853,474	1,787,586	1,875,151	-	1,875,151	
607107402	CAPITAL-MOTOR VEHICLES	-	-	-	-	-	0.0%
607107403	CAPITAL-OTHER EQUIPMENT	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	<u>\$ 1,853,474</u>	<u>\$ 1,787,586</u>	<u>\$ 1,875,151</u>	<u>\$ -</u>	<u>\$ 1,875,151</u>	

WATER EXTENSION/MAINTENANCE

Fund: Utility

Function:

Utility

Water Extension/Maintenance Division Goal: Responsible for the daily maintenance of the water distribution system.

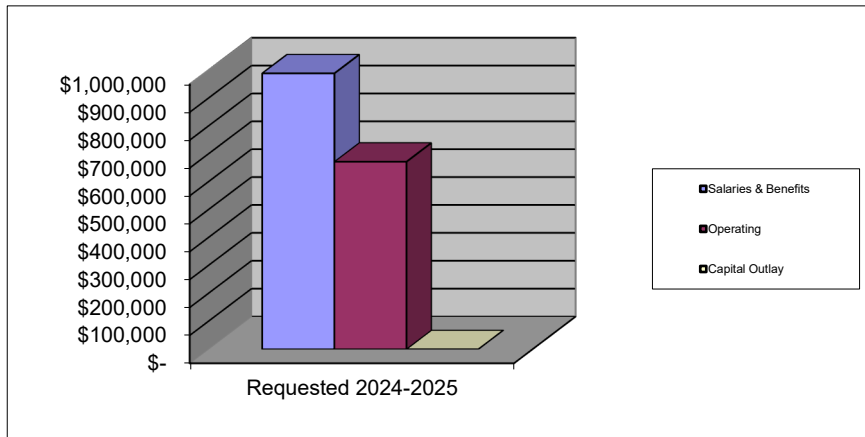
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 598,392	\$ 844,497	\$ 822,854	\$ 989,285
Operating	511,744	768,910	644,040	672,065
Capital Outlay	36,624	38,750	38,750	-
Total	\$ 1,146,760	\$ 1,652,157	\$ 1,505,644	\$ 1,661,350

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Utility Revenues	\$ 1,146,760	\$ 1,652,157	\$ 1,505,644	\$ 1,661,350

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees	10	11	11	11

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUEST

There are no new or capital items requested in this budget.



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Water Extension/Maintenance	Function: Utility Fund		Fund: 60	Department: 730		
Object Code	Object Title	2024-2025 Budget as of 03/28/2025	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
607300200	SALARIES & WAGES	\$ 579,212	\$ 580,070	\$ 673,085	\$ -	\$ 673,085	16.2%
607300300	OVERTIME	13,400	13,400	15,000	-	15,000	11.9%
607300400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
607300500	FICA EXPENSE	45,336	44,985	52,640	-	52,640	16.1%
607300600	GROUP INSURANCE EXPENSE	96,312	74,794	115,140	-	115,140	19.5%
607300700	RETIREMENT EXPENSE	80,596	80,205	99,015	-	99,015	22.9%
607300800	DEFERRED COMPENSATION	29,641	29,400	34,405	-	34,405	16.1%
	EMPLOYEE BENEFITS	844,497	822,854	989,285	-	989,285	
607301100	POSTAGE	1,500	3,500	3,500	-	3,500	133.3%
607301300	TELEPHONE	4,500	2,000	2,200	-	2,200	(51.1%)
607301400	TRAINING & TRAVEL	9,550	6,500	6,300	-	6,300	(34.0%)
607301600	EQUIPMENT MAINTENANCE	10,000	10,000	10,000	-	10,000	0.0%
607301700	AUTO REPAIR	10,000	4,400	10,000	-	10,000	0.0%
607301800	UTILITIES	18,000	18,000	21,250	-	21,250	18.1%
607303100	AUTO OPERATING	27,000	25,000	25,000	-	25,000	(7.4%)
607303300	DEPARTMENTAL SUPPLIES	410,200	438,200	422,400	-	422,400	3.0%
607304500	CONTRACTUAL SERVICES	158,700	31,300	41,500	-	41,500	(73.9%)
607304510	INS-PROPERTY & GENERAL	47,500	50,710	60,165	-	60,165	26.7%
607304600	PROFESSIONAL SERVICES	41,500	24,480	39,700	-	39,700	(4.3%)
607304700	UTILITY CUT REPAIR	25,000	25,000	25,000	-	25,000	0.0%
607305300	DUES & SUBSCRIPTIONS	5,460	4,950	5,050	-	5,050	(7.5%)
	OPERATING EXPENDITURES	768,910	644,040	672,065	-	672,065	
607307402	CAPITAL-MOTOR VEHICLE	-	-	-	-	-	0.0%
607307403	CAPITAL-OTHER EQUIPMENT	38,750	38,750	-	-	-	(100.0%)
	CAPITAL OUTLAY	38,750	38,750	-	-	-	
	TOTAL EXPENDITURES	<u>\$ 1,652,157</u>	<u>\$ 1,505,644</u>	<u>\$ 1,661,350</u>	<u>\$ -</u>	<u>\$ 1,661,350</u>	

2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Sewer Extension/Maintenance	Function: Utility Fund			Fund: 60	Department: 740	
Object Code	Object Title	2024-2025 Budget as of 03/28/2025	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
607400200	SALARIES & WAGES	\$ 466,612	\$ 347,555	\$ 494,707	\$ -	\$ 494,707	6.0%
607400300	OVERTIME	13,400	17,000	15,000	-	15,000	11.9%
607400400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
607400500	FICA EXPENSE	36,721	27,888	38,993	-	38,993	6.2%
607400600	GROUP INSURANCE EXPENSE	75,375	44,945	86,355	-	86,355	14.6%
607400700	RETIREMENT EXPENSE	65,282	49,725	73,345	-	73,345	12.4%
607400800	DEFERRED COMPENSATION	24,000	18,228	25,485	-	25,485	6.2%
	EMPLOYEE BENEFITS	681,390	505,341	733,885	-	733,885	
607401100	POSTAGE	500	500	500	-	500	0.0%
607401300	TELEPHONE	9,700	6,020	6,500	-	6,500	(33.0%)
607401400	TRAINING & TRAVEL	10,400	3,200	6,400	-	6,400	(38.5%)
607401600	EQUIPMENT MAINTENANCE	60,000	10,000	50,000	-	50,000	(16.7%)
607401700	AUTO REPAIR	25,000	22,000	25,000	-	25,000	0.0%
607401800	UTILITIES	70,400	70,400	80,200	-	80,200	13.9%
607403100	AUTO OPERATING	36,500	22,000	30,000	-	30,000	(17.8%)
607403300	DEPARTMENTAL SUPPLIES	192,250	109,000	150,000	-	150,000	(22.0%)
607404500	CONTRACTUAL SERVICES	432,400	497,500	404,500	-	404,500	(6.5%)
607404510	INS-PROPERTY & GENERAL	45,000	50,000	55,000	-	55,000	22.2%
607404600	PROFESSIONAL SERVICES	101,650	30,650	151,700	-	151,700	49.2%
607404700	UTILITY CUT REPAIR	32,500	32,500	32,500	-	32,500	0.0%
607405300	DUES & SUBSCRIPTIONS	5,995	3,650	3,650	-	3,650	(39.1%)
	OPERATING EXPENDITURES	1,022,295	857,420	995,950	-	995,950	
607407402	CAPITAL-MOTOR VEHICLE	37,000	45,185	200,000	-	200,000	440.5%
607407403	CAPITAL-OTHER EQUIPMENT	354,300	420,705	-	-	-	(100.0%)
	CAPITAL OUTLAY	391,300	465,890	200,000	-	200,000	
	TOTAL EXPENDITURES	<u>\$ 2,094,985</u>	<u>\$ 1,828,651</u>	<u>\$ 1,929,835</u>	<u>\$ -</u>	<u>\$ 1,929,835</u>	

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Utilities - Sewer

Function: Utility

Project Title: Replace Vehicle #53

Fund: Enterprise Fund

Project Description:

Replace vehicle 53, pickup truck, due to high mileage, age and condition. Repeated and numerous maintenance issues.

Repair cost to date: \$19,200
Mileage: 119,000

Costs	2025-2026
Service truck #53	\$65,000
Total	\$65,000



DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Utilities - Sewer

Function: Utility

Project Title: Replace Vehicle #55

Fund: Enterprise Fund

Project Description:

Replace vehicle 55, service truck, due to mileage, age and condition.

Repair cost to date: \$13,901.00
Mileage: 63,200

Costs		2025-2026
Service truck #55		\$135,000
Total		\$135,000



BILLING & COLLECTIONS

Fund: Utility

Function:

Finance

Billing & Collections Division Goal: To provide utility customers with efficient service regarding billings and other situations the customer may need assistance.

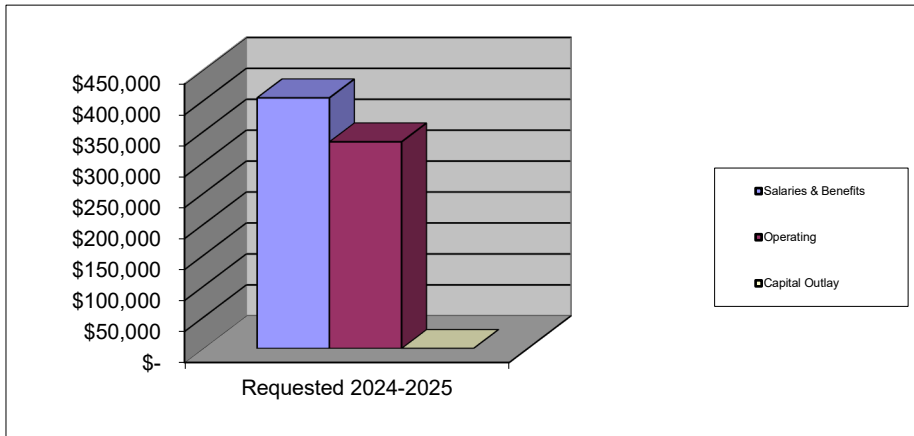
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 341,817	\$ 377,809	\$ 380,477	\$ 404,935
Operating	191,383	322,605	315,650	333,800
Capital Outlay	-	-	-	-
Total	\$ 533,200	\$ 700,414	\$ 696,127	\$ 738,735

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Utility Revenues	\$ 533,200	\$ 700,414	\$ 696,127	\$ 738,735

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees	5.0	5.0	5.0	5.0

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUEST

There are no new or capital items requested in this budget.



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Billing & Collections	Function: Finance	Fund: 60	Department: 750			
Object Code	Object Title	2024-2025 Budget as of 03/28/2025	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
607500200	SALARIES & WAGES	\$ 266,067	\$ 268,204	\$ 282,670	\$ -	\$ 282,670	6.2%
607500400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
607500500	FICA EXPENSE	20,376	20,518	21,625	-	21,625	6.1%
607500600	GROUP INSURANCE EXPENSE	41,875	41,650	45,825	-	45,825	9.4%
607500700	RETIREMENT EXPENSE	36,186	36,695	40,680	-	40,680	12.4%
607500800	DEFERRED COMPENSATION	13,305	13,410	14,135	-	14,135	6.2%
	EMPLOYEE BENEFITS	377,809	380,477	404,935	-	404,935	
607501100	POSTAGE	57,500	58,000	57,500	-	57,500	0.0%
607501200	PRINTING	1,000	500	1,000	-	1,000	0.0%
607501300	TELEPHONE	500	2,500	1,500	-	1,500	200.0%
607501400	TRAINING & TRAVEL	5,000	2,500	5,000	-	5,000	0.0%
607501600	EQUIPMENT MAINTENANCE	2,500	1,500	1,500	-	1,500	(40.0%)
607501800	UTILITIES	9,000	8,250	9,250	-	9,250	2.8%
607503300	DEPARTMENTAL SUPPLIES	33,355	30,150	33,800	-	33,800	1.3%
607504500	CONTRACTUAL SERVICES	58,500	61,000	65,500	-	65,500	12.0%
607504510	INS-PROPERTY & GENERAL	3,250	2,750	3,250	-	3,250	0.0%
607504600	PROFESSIONAL SERVICES	41,500	38,000	37,500	-	37,500	(9.6%)
607504700	CARD PROCESSING FEE	65,000	65,000	70,000	-	70,000	7.7%
607504920	BAD DEBT EXPENSE	45,000	45,000	47,500	-	47,500	5.6%
607505300	DUES & SUBSCRIPTIONS	500	500	500	-	500	0.0%
	OPERATING EXPENDITURES	322,605	315,650	333,800	-	333,800	
607507401	CAPITAL-SOFTWARE/COMP	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	<u>\$ 700,414</u>	<u>\$ 696,127</u>	<u>\$ 738,735</u>	<u>\$ -</u>	<u>\$ 738,735</u>	

FY 25-26 Budget

Draft

General Fund Revenue Analysis

March 28, 2025



**Southern
Pines**

NORTH CAROLINA

Draft FY 25-26 GENERAL FUND

The proposed General Fund (GF) budget proposes total revenues and other financing sources of of \$27,680,460.

By the end of FY 25, we expect to receive \$28M in revenues and other financing sources. We also anticipate using about \$2.1M from fund balance before June 30, 2025 to cover the gap between expected revenues and expenditures.

The originally adopted budget for FY 25 anticipated using \$4.1M in fund balance. By the end of the fiscal year, we expect that revenues will be higher than initially budgeted, which partially contributes to this.



About 70% of proposed FY 26 revenues come from 2 sources: property taxes and sales taxes.

Based on pre-retreat assumptions, the proposed budget forecasts that property taxes will generate around \$13.4M or just under half of all revenues.

We project the Town will receive around \$6.1M in sales taxes, just over 20% of all revenues.

The remaining \$8.2M comes from a variety of different sources, such as permits, fees, grants, and other taxes.



By being creative, innovative, and adaptable, we can find the best path forward. It's the



change

What looks different from last year?

Growth in assessed property values is slowing a bit compared to recent years. We have no ability to influence this and it directly impacts the amount of property tax revenues we receive.

Using **the same \$0.29 tax rate** and valuation projections from the Moore County tax office, we've forecast a **modest 2% growth in property tax revenues**, totaling \$13.4M, which is about 48% of total revenues.

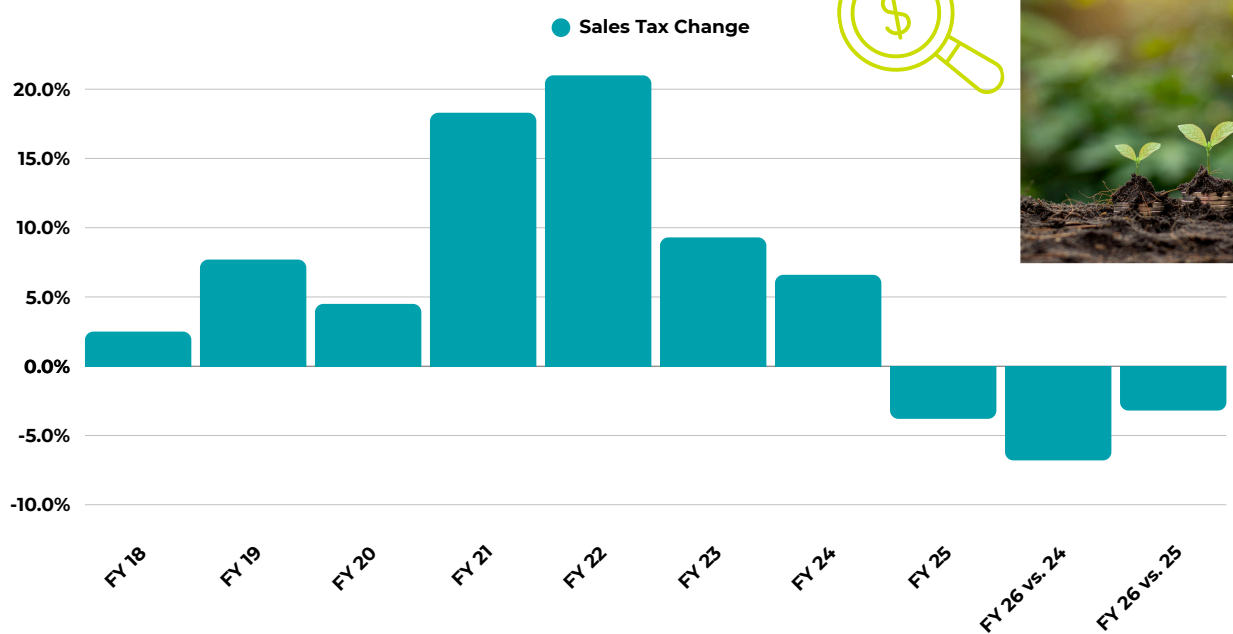
When we adjust these revenues to constant dollars to account for inflation, we see that the **growth in property taxes is relatively flat.**

We are closely tracking sales taxes as we're experiencing the volatility that comes with this revenue. Based on 6 months of collection and budgeted receipts for the second half of the year, we expect to collect **about \$250k less sales taxes this year than last.** This is about 4% less and represents the **first year we've seen a decline.**


The chart below shows **annual change in sales taxes with very strong performance 2019 to 2022** and then a change in FY 23 and 24, with much more modest growth year to year.

Using a 3-year rolling average, we're forecasting a modest \$200k decrease in FY 26. Since we are coming off what is expected to be a declining year, total revenues are about 3% less than FY 25 expected and 7% less than FY 24.

Revenues such as the utility sales taxes, municipal vehicle tax, vehicle rental tax, and others are relatively flat overall. All of these indicators underscore the importance of the **Comprehensive Plan Guiding Principle of Long-Term Financial Stability:** *Remain a town dedicated to delivering excellent municipal services to the community in a financially-responsible manner — especially in terms of evaluating opportunities that increase local revenues to maintain a high quality-of-life for residents in Southern Pines.*



ENVIRONMENTAL SERVICES FEES

 Southern Pines	21-22 actual	22-23 actual	23-24 actual	24-25 expected	25-26 projected
Revenues	\$ 1,075,124	\$ 1,593,317	\$1,662,454	\$ 2,200,000	\$2,676,273
Change from PY	\$163,449 ~40% cost recovery (all)	\$518,193 60% residential recovery	\$69,137 50% residential recovery	\$537,546 75% residential recovery	\$476,273 75% residential recovery

The Town provides solid waste services to various residents & businesses:

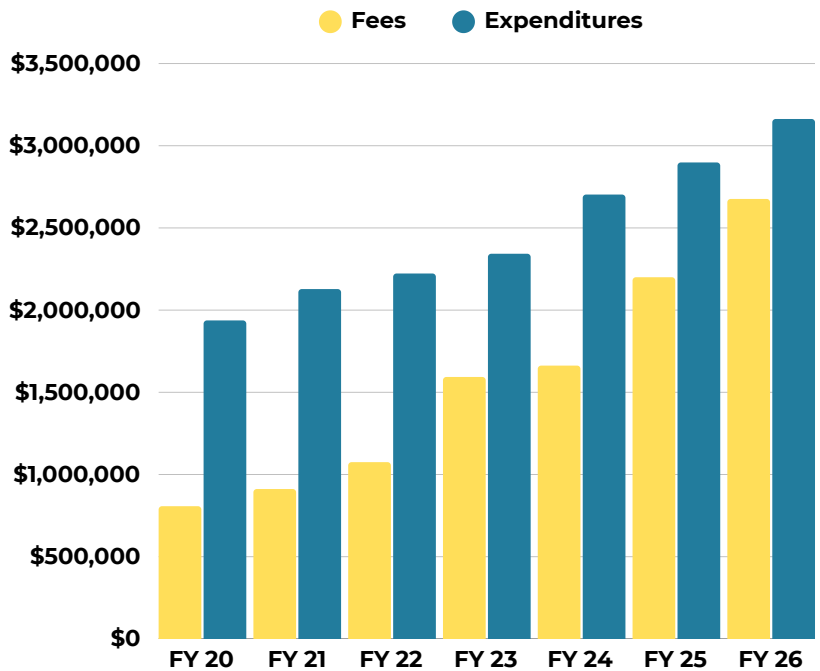
- multi-family neighborhoods: garbage collection via dumpster service
- other residential neighborhoods: weekly curbside collection of garbage & curbside collection of yard debris twice a month. We also pick up bulk items and white goods, as requested.
- commercial businesses: curbside garbage collection for around 400 small businesses, primarily located near downtown

Effective January 1, 2025, recycling transitioned to an opt-in subscription service. As of March 20, we have 2,000 residential & commercial subscribers.

Over the past 5 years, solid waste expenditures have increased by over \$1M. This is primarily due to escalating costs from haulers and tipping fees, alongside a growing number of households and businesses.

Customer fees were increasing by a much smaller increment, leaving the Town to subsidize a larger portion of these costs each year. Until FY 23, the Town was subsidizing 60% of the costs.

The Town Council introduced a new fee structure in FY 23 aiming to recover 60% of residential expenditures and 100% from businesses. This was adjusted again last year to recover 75% from residential customers as expenditures increased another 7%, outpacing inflation.



The revenue projections for FY 26 assume the 75% cost recovery is maintained for residential customers (\$25.25) and that commercial customers pay 100% (\$27.50). Recycling would remain at \$10/month for residential and \$10/cart/month for commercial.

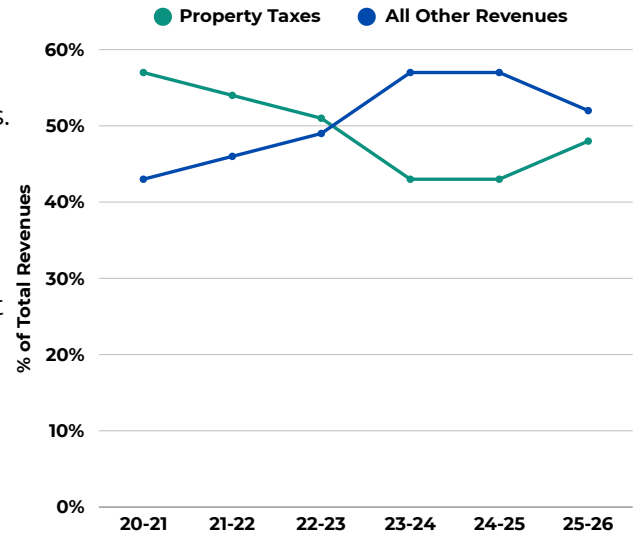
Environmental services fees are under local control, so decisions on cost recovery are a policy decision by the Town Council. The estimated cost of the 25% subsidy for FY 26 is \$765k, which is equivalent to about 1.66 pennies of the total \$0.29 property tax rate. This subsidy will save residential customers \$8.50 per month or \$102 for the year.

PROPERTY TAXES

Southern Pines	21-22	22-23	23-24	24-25 expected	25-26 \$0.29 tax rate
Revenues	\$11,571,474	\$12,224,926	\$ 12,472,796	\$ 13,075,496	\$13,384,612
Change from PY	3%	6%	2%: revaluation revenue neutral	5%	2%

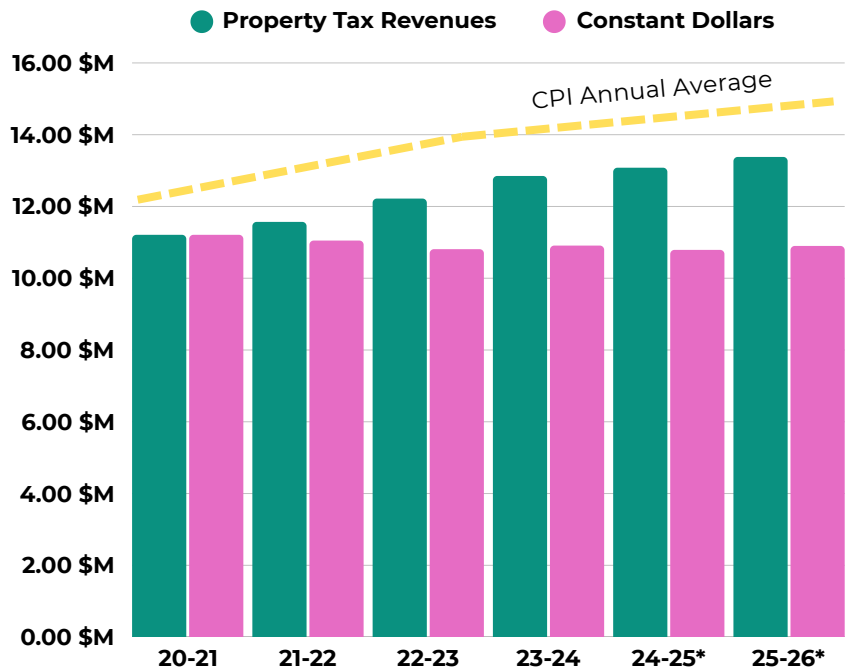
Recent Trends with Property Taxes

From the perspective of **property taxes**, Southern Pines has benefitted from a few factors in recent years. Due in large part to steady and notable growth in sales taxes, we were able to maintain the same \$0.40 tax rate through FY 23, despite increasing expenditures. After property revaluations in 2023, we reduced the tax rate by 11 pennies for FY 24 and held it there again in FY 25. We've also benefitted from very strong and consistent property tax collections at 99% of our billing, thanks to our citizens and taxpayers.



We're starting to see that **growth in other revenues is beginning to taper**. Because the property tax rate is both the Town's primary tool for influencing revenue and the largest source of General Fund income, this trend raises important questions about long-term financial sustainability. If growth in other revenues continues to slow or possibly flatten, we will need to lean even more on our property taxes to meet service demands and fund capital investments in the absence of alternative strategies.

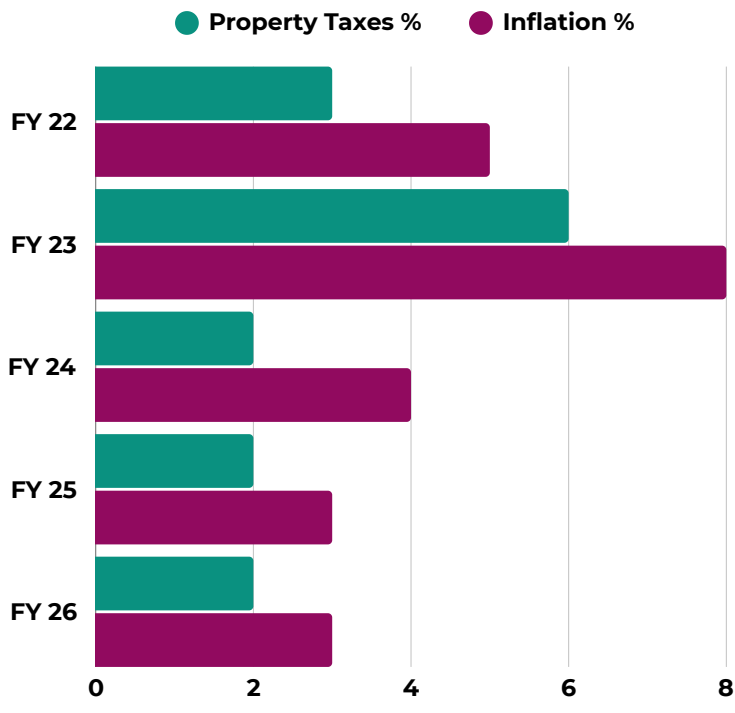
The chart at right shows that **actual property tax revenues** have risen since 2020, reflecting growth in the tax base, while **inflation-adjusted property tax revenues have decreased**.



What does this tell us? **Inflation (CPI)** has outpaced our growth in the tax base.

This highlights that the Town has been fiscally conservative with the tax rate by leaning on other revenue sources, but we may be reaching a point where this limits flexibility. Flat growth in constant dollars limits our ability to keep up with inflationary cost increases and service demands from a growing population and aging infrastructure.

*projected; assumes \$0.29 for FY 26



The graph at left shows **annual change in property taxes** compared to **inflation**.

Our strongest year was **FY 23 when property tax revenues rose by 6%**, but that was still **less than the 8% increase in CPI** reported by the Bureau of Labor Statistics.

Applying the same \$0.29 tax rate to the valuation data from Moore County, we are forecasting 2% growth in property taxes from FY 25 to FY 26.

BLS data for January and February 2025 tracks year-to-year inflationary increases at 3%.

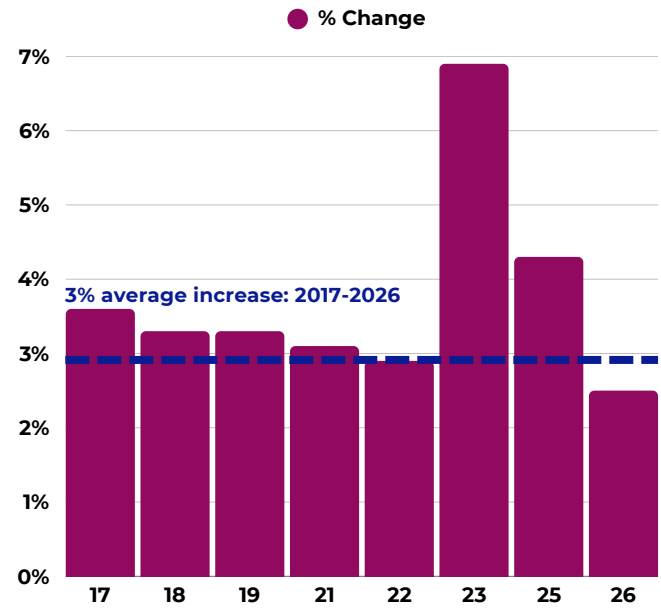


Property Assessments

The chart at right shows **annual change assessed values**. Increases can largely be attributed to development activity and growth; *revaluation years (FY 20 and FY 24) aren't included in the chart.*

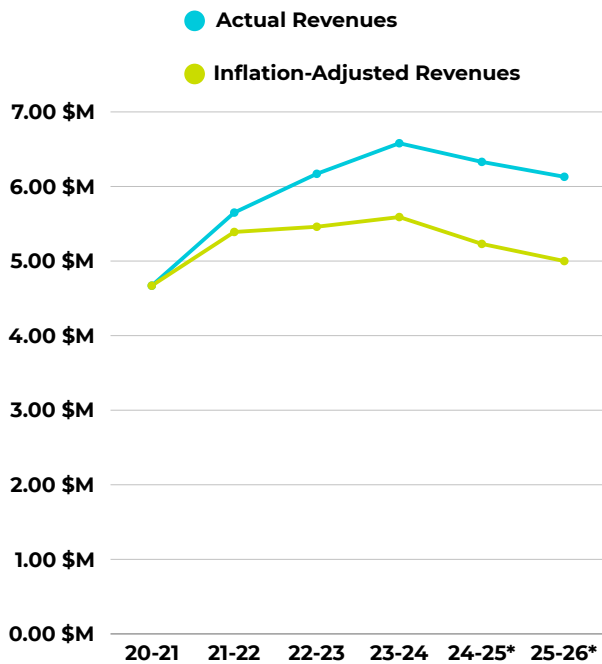
FY 25 and 26 data indicate growth in assessed values and the tax base is beginning to slow. Since FY 17, we've had **an average increase of 3% year to year**. We exceeded that in FY 25 largely due to new construction in the MSD (Municipal Service District) - Morganton Park South.

Assessed values have only grown 2.6% over the last year or about 0.5% OUTSIDE THE MSD. This becomes increasingly important as MSD development activity winds down, unless we have notable growth in another area to add considerable new value to the base. Assessments are completed by Moore County.



SALES TAXES

Southern Pines	21-22 actual	22-23 actual	23-24 actual	24-25 expected	FY 25-26 projected
Revenues	\$ 5,645,948	\$ 6,173,640	\$ 6,581,469	\$ 6,333,805	\$6,133,686
Change from PY	\$ 980,489	\$ 527,692	\$407,829	(\$247,664)	(\$200,119)



Through FY 24, we've experienced healthy growth each year in actual sales taxes. This trend is changing and we expect to collect about \$250k less than last year. The chart at left shows **change in actual sales tax revenues** over the past five years. We see about \$4.7M in FY 21, followed by a peak of \$6.6M in FY 24, and an expected decline to \$6.3M this year.

Inflation-Adjusted Revenues: When converted to 2020 dollars (constant dollars) to help see our actual spending power, the growth is much more modest. Recent gains are reversing even as expenses continue to grow. Since we know consumer prices have risen, this signals that local consumers are choosing to buy less when they can. Otherwise, sales taxes would more closely follow CPI growth.

Using a 3-year moving average, we project a **modest \$200k decrease in FY 26 real dollars compared to FY 25 expected**. If we adjust to 2020 dollars to get a feel for spending power, this would be \$5M. This is why budgeting feels harder each year, even though our actual numbers show considerable growth.

- **Short-Term Volatility:** Sales taxes respond to consumer behavior, which fluctuates with inflation, interest rates, employment, and other factors.
- **Inflation's Hidden Impact:** Without inflation adjustments, it may look like revenues are growing faster than they actually are. In real terms, spending power is declining even with growing revenues.
- **Dependence on Local Economy:** Sales taxes are tied to the vibrancy of our local retail and services economy. A slowdown or uptick in local activity (especially our tourism economy) can have immediate impacts, even though we may not see that for 3 months due to the collection-to-distribution lag.
- **Build Resilient Reserves:** When sales taxes exceed trends, directing a portion to stabilization reserves or one-time expenditures like capital purchases can help buffer against volatility and lean years.
- **Difficult to Reliably Forecast:** Sales taxes are challenging to forecast since they're so sensitive to consumer behavior. The 3-month lag exacerbates this since budget forecasts rely on data that reflects economic conditions a quarter ago or longer. It's important to test different models, adjust for inflation, and then continually track receipts, making budget adjustments if needed.



Retailers & service providers pay sales taxes monthly to the NC Department of Revenue (DOR), which are then transmitted to each county, and then to the municipalities based on a distribution formula.

What about the occupancy tax?

Hotels and short-term rental operators collect a 3% room occupancy tax. The Board of Commissioners recently agreed to double this to 6%, effective January 1, 2026. There is no direct allocation to the municipalities as this money goes to the Convention & Visitor's Bureau (CVB). We anticipate opportunities to apply for CVB grants for tourism-related projects, like the \$200k (awarded to Skaters for Moore) toward skatepark in Memorial Park and \$185k for the Whitehall Carriage House. The FY 26 budget does not forecast any grants.

Sales Tax Forecasts & The Impact of Local Activity

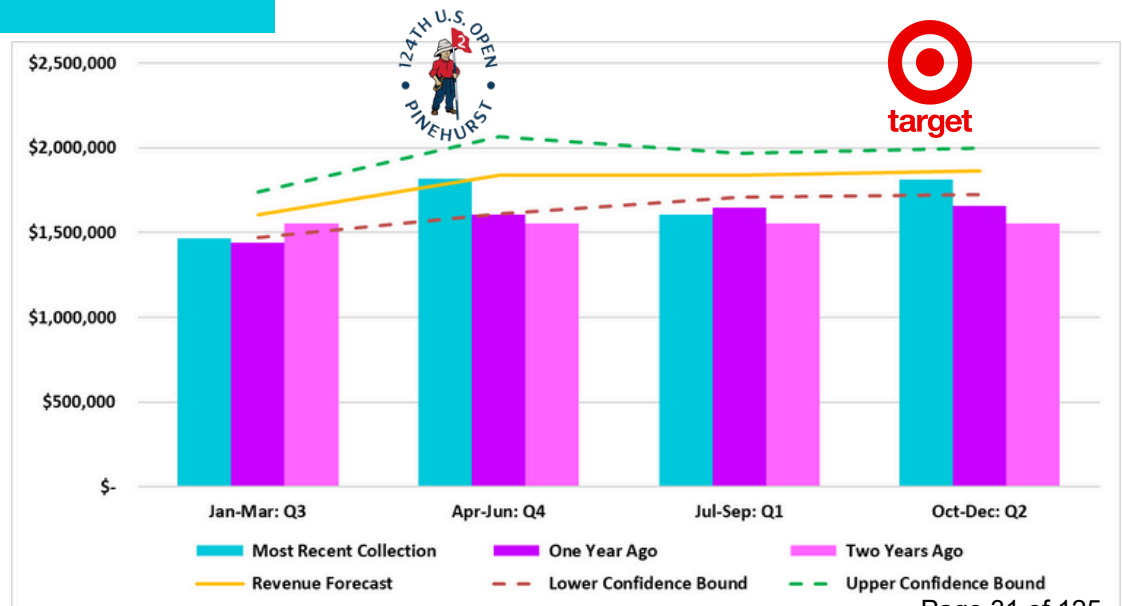
The chart below shows two different sales tax metrics. The lines are revenue forecasts based on collections since 2019. The **orange line is a "reasonable" forecast**. The **red line is the conservative, minimum amount** we should be able to safely expect, while the **green line is the absolute maximum expected**.

The bars represent our actual quarterly receipts. So, Q2 shows the most recent data - **collections from Oct-Dec 2024** compared to the same quarter in **2023** and **2022**. Q3 data is the oldest - a year old at this point.

Q4 of FY 23-24 aligns with the June 2024 U.S. Open. Not surprising, this year was notably higher than the previous two, but **that quarter also fell about \$23k short of the "reasonable" forecast**.

Q2 of FY 24-25 is the best of the past three years; we can reasonably correlate this with the opening of Target, Home Goods, and other new stores. What's concerning about this quarter is that **actual collections fell short of the "reasonable" forecast**, even though they exceeded the two prior years. **It would've been reasonable to expect about \$50k more**.

This underscores the importance of testing a variety of forecasting techniques and resisting the urge to budget aggressively when trends feel positive. We also know that the timing of refunds by the state can impact actual collections, which can skew forecasts.



OTHER TAXES & LICENSES

Southern Pines	ABC Revenues	Vehicle Rental Tax	Municipal Vehicle Tax	Solid Waste Disposal Tax	Beer & Wine Privilege License
FY 26 proposed	\$280,000	\$75,000	\$65,000	\$12,000	\$2,400
Change from PY expected	--	(\$10,688)	--	\$500	--

The Town forecasts receiving a total of **\$434,400** in revenues from other taxes & licenses. Local spending at our ABC stores provides about **\$280k in ABC taxes**. This is a fairly stable revenue due to the consistent demand for alcohol, regardless of economic conditions.

The Town receives **short-term vehicle rental taxes** based on vehicle rentals in Southern Pines for 90 days or less. As expected, we had a notable increase this year due to rentals coinciding with the June 2024 U.S. Open. In a more typical year, the average is around \$72k, with very modest growth.

Southern Pines levies a **\$5 annual municipal vehicle tax** on each vehicle registered in NC. Municipalities may levy this tax, up to a maximum of \$30, in \$5 increments. The Town adopted this tax in FY 20 and it consistently generates around \$65k each year, with little change. **If Council desires to increase this tax, there is up to \$325k in annual untapped revenue that could help offset growing increases in road resurfacing and new sidewalks**, a \$825k gap in FY 26 after the Powell Bill is applied. The first \$5 may be used for any lawful purpose, but anything above that must be spent on public street projects, including maintenance, repair, construction, etc. The potential revenue increase is shown below.



Annual Tax	\$10	\$15	\$20	\$25	\$30
Revenue Increase	\$65k	\$130k	\$195k	\$260k	\$325k

North Carolina levies a **\$2 per ton solid waste disposal tax** on landfill waste or waste at a transfer station for disposal outside NC. The state distributes a portion of this to municipalities on a per capita basis. Since it's based on population, any growth is relatively small.

The final revenue included in this category is the **beer & wine privilege license** for restaurants and other retailers who sell beer & wine for on-premise consumption. State law mandates a maximum of \$15 (\$30 if both are sold) for this annual license, which is what the Town charges.



UNRESTRICTED INTERGOVERNMENTAL REVENUES 10

	Sales Taxes on Utilities	Video Programming	Alcohol Excise Taxes
FY 26 proposed	\$1,000,000	\$135,000	\$60,000
Change from PY expected	--	--	(\$2,500)

North Carolina levies a general sales tax on utility consumption and related services. A specific portion of each tax is allocated to the cities and then distributed based on a formula set by the state legislature. The DOR distributes these tax revenues on a quarterly basis: September 15, December 15, March 15, and June 15. Southern Pines currently receives revenues from the following utilities taxes:

- **Electricity Sales:** This is a 7% sales tax, with 44% of the revenues allocated to the cities. These revenues are based on both an ad valorem share and an excise share, but are also impacted by changes in utility rates; weather variations; annexations; and losses/gains of facilities that are heavy users of electric service. Nearly all of our utility sales taxes comes from electricity.
- **Piped Natural Gas Sales:** The cities are allocated 20% of the revenues for this 7% tax, distributed on both an ad valorem share and an excise share.
- **Telecommunication Services:** North Carolina levies a 7% tax on these services.
- **Local Video Programming:** The Secretary of State is the exclusive franchising authority for cable services. The distribution formula is complex, but we expect to receive \$145k in FY 26.

Excise taxes beer, wine, and distilled spirits. The state levies varying excise taxes on alcohol; specific distribution formulas determine our actual allocation. We expect \$62,500 this year and have proposed \$60k for next year. The DOR distributes these revenues annually, no later than the end of May, so we have not received our actual collection yet.

We continue to see decreases for video programming and telecommunications as consumers “cut the cord” and increasingly opt for streaming services. We’re also watching the electricity tax. **As more consumers install solar panels and/or energy efficient improvements, they purchase less electricity and pay less sales taxes.** While the impact may be modest at first, continued growth in on-site solar generation and energy efficiency improvements can erode what has historically been a predictable source of unrestricted funds.

If utility sales tax revenues begin to flatten despite population or development growth, solar and broader energy shifts may be the underlying cause. We’re seeing this firsthand in our library building after LED lighting upgrades. We anticipate about \$8k in electric savings next year, about 15%.



RESTRICTED INTERGOVERNMENTAL REVENUES

Southern Pines	Powell Bill	Fire Safer Grant	Planning URC Grant	State Aid to Public Libraries
FY 26 proposed	\$606,431	\$ 379,207	\$24,250	\$9,000
Change from PY expected	--	\$24,435	(\$10,250)	(\$1,022)

The Town forecasts receiving almost \$1.1M in “restricted” revenues from other government entities. They are restricted because they must be used to pay for certain activities.

At just over \$600k, **the Powell Bill allocation** is revenue the Town receives from the statewide motor fuel tax. The available funds are distributed among eligible municipalities according to a two-part formula: 75% on a per capita basis and 25% according to the number of miles of locally maintained roads. So, our amount varies each year and is relative to how we compare to other NC cities in terms of both population and lane mileage. Proceeds are distributed twice during the fiscal year - around October 1 and around January 1.

Our estimated **Powell Bill allocation of \$606k covers less than half of our annual resurfacing program**, which is about \$1.3M. We also spend around \$200k each year on sidewalks. We must rely on other revenue sources to make up the \$900k+ difference. **One source of additional funds could be an increase to the Municipal Vehicle Tax; there is up to \$325k that could be collected.**



FY 26 will be our final year of a 3-year **SAFER (Staffing for Adequate Fire and Emergency Response) grant**. Based on the terms of this grant, we hired 6 additional firefighters to maintain the staffing levels necessary to meet the demands of fire and emergency response services. This grant paid the salaries and benefits for these 6 firefighters through the end of FY 26. At this time, we do not expect impacts to this grant from current activity at the federal level.

The National Park Service awarded a **\$75,000 Underrepresented Communities Grant (URC)** to Southern Pines in 2023. We are using this grant to survey and document important historic assets in the West Southern Pines community. By the end of this fiscal year, we expect to have spent approximately \$50k and plan to use the balance in FY 26 to complete the project. Southern Pines was the only municipality in North Carolina to receive this grant and one of only 21 projects across the country. At this time, we do not expect impacts to this grant from current activity at the federal level.

The NC State Library provides **annual aid to public libraries** to promote, support, and equalize public services across the state. The NC Library Commission establishes the formula that determines the allocation, but it is fairly consistent from year to year, so we are again forecasting \$9k.

PERMITS & FEES

	Inspection Fees	Planning & Zoning Fees	Public Works & Street Fees	Police
FY 26 proposed	\$500,000	\$100,000	\$120,000	\$10,000
Change from PY expected	(\$256,223)	\$10,000	(\$15,000)	\$5,000

We forecast a total of **\$753,500 from permits & fees**. This represents about \$250k less than expected for FY 25, primarily due to very large building permits that were issued this year. The fees charged for these various permits and services are all set by the Town Council.

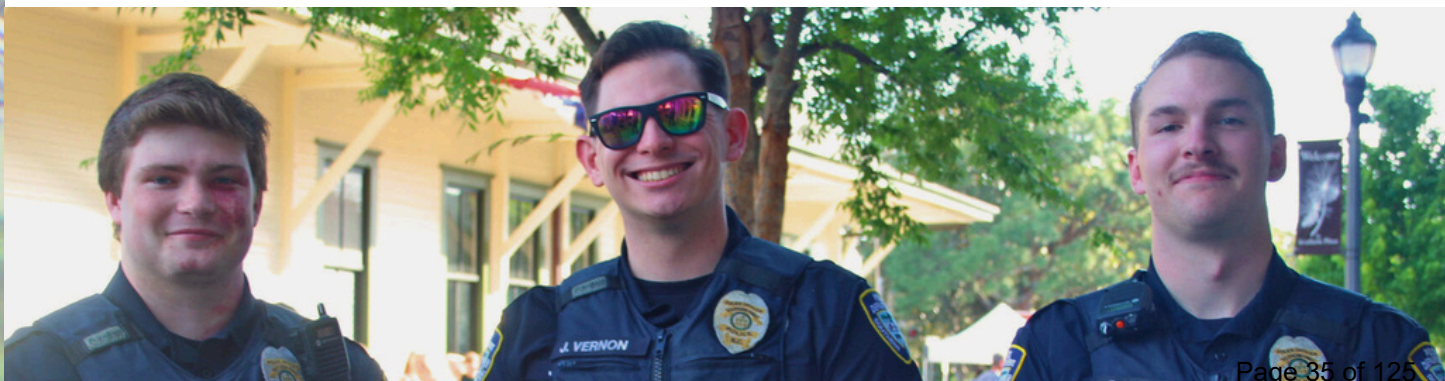
We expect our inspections department will collect **\$500k in building permit fees** issued for new construction or structural changes. These cover the costs of providing code compliance and safety reviews and inspections. These revenues can vary widely from year to year depending on construction activity and its timing. As an example, the new Amazon facility is a FY 25 revenue, but construction will cross fiscal years.

The state mandates a supplemental fee on single-family residential building permits, which we transmit to the NC Licensing Board for General Contractors for the **Homeowners Recovery Fund**. This compensates eligible homeowners who suffered a financial loss caused by a dishonest or incompetent contractor. We anticipated collecting about \$2,500 for the Homeowners Recovery Fund.

We have forecast **\$100,000 in planning department fees** for applications and permits. These are collected for plan reviews as well as the applications for the Town Council or appointed boards. We also collect fees for sign permits, food truck permits, and similar. Planning staff has provided an analysis on potential fee schedule modifications that could help recover a greater percentage of actual costs and to adjust for inflation since the schedule was last revised; a small increase has been modeled in the \$100k revenue forecast.

We expect our **Public Works department** will collect around \$120k. Their fees cover street repairs following utility cuts as well as construction inspections and erosion control review and compliance.

The **police department** collects fees for fingerprinting services and excess alarm activations. We also receive excise taxes collected by the state from dealers charged with the possession of controlled substances; these are earmarked for specific police expenditures.



SALES & SERVICES

Southern Pines	Recreation Fees	Police Extra Duty	Recreation Facility Rentals	Library	Fire Extra Duty
FY 26 proposed	\$280,000	\$45,000	\$50,000	\$60,000	\$3,000
Change from PY expected	(\$20,000)	(\$10,000)	(\$15,000)	--	--

We forecast a total of \$438k in revenues from other sales & services, about \$50k less than expected revenues for this year.

About **\$330k is expected from parks & recreation programs and facility rentals.**

This includes \$280k from recreation programs, covering classes, activities, and camps, along with registration fees for athletics. We project \$50,000 from facility rentals, which includes various town facilities and outdoor spaces. We have forecast a small decrease here, as we had some notable bigger rentals in FY 25 and we are uncertain whether these organizations will return in FY 26.



Council-approved fees apply to recreation activities and rentals, with non-residents typically charged double the resident rate. **Staff recommends that Council consider moderate increases in facility rental fees to help offset rising expenses for utilities, custodial services, and general wear-and-tear on the buildings. These forecasts do not assume an increase.**

Businesses and others may **hire our off-duty police officers and firefighters** to provide public safety resources for large gatherings, a temporary road closure, and similar activities. The Town invoices these organizations and then pays employees directly for this service. The fee includes the use of Town-issued vehicles and uniforms as well as workers compensation insurance for the employee(s). We forecast a total of **\$48k for both police and fire next year.**

We expect around **\$60k in library revenues**, largely from non-resident library cards and fees for lost books and materials. We continue to be “fine free” while seeing materials returned in a timely manner and more library cards issued. This highlights a positive service enhancement at no additional cost.



OTHER REVENUES

Southern Pines	Fire District Taxes	Leases	Donations	Surplus Property Sales	Misc. Revenues
FY 26 proposed	\$560,148	\$327,153	\$14,500	\$50,000	\$53,500
Change from prior year	(\$71,996)	\$2,674	(\$16,000)	(\$30,000)	(\$66,665)

We forecast around \$1M in other revenues, about 15% less than expected this year.



The Town has **leases and property use agreements** with various entities which provide access to certain Town facilities and infrastructure under specific terms. Some examples include cellular antennae on the water towers, the Arts' Council's use of Campbell House, public parking spaces with electric vehicle charging stations, and Talamore Golf Course using Reservoir Park as an alternate water source for irrigation water. The facility analysis completed last summer noted that some of the Town's facility leases are not fully recovering rising expenses. **These leases should be analyzed and evaluated for greater cost recovery as they are renewed or negotiated with different entities.**

We are forecasting a total of **\$14,500 in donations**. Unless we're aware of a pending donation, this revenue is a "best guess" based on what we've reasonably collected in past years.

As various equipment and other items are taken out of service, we declare them **"surplus"** and then sell them, if possible. For specialized equipment or vehicles, we try to locate another local government (usually a smaller city). We use online platforms like govdeals.com to sell more common items, like passenger vehicles, office equipment, and furniture. Annual revenues vary considerably based on the items sold and their value. We have forecast \$50k, about \$30k less than we expect this year based on items we anticipate taking out of service next year.

We forecast **\$53,500 in miscellaneous revenues**, which includes Mt. Hope Cemetery plots and court costs distributed from the Moore County Clerk of Superior Court.

The Fire Department serves an area that is larger than our corporate limits, extending into unincorporated Moore County. Fire district taxes levied by Moore County fund part of these costs provided to the broader area. Moore County collects and distributes this tax to the municipal fire departments based on a determined formula. We expect a total of **\$560k in fire taxes, which would cover about 10% of total estimated expenditures for service in all of Southern Pines AND the district.**



OTHER REVENUES & FINANCING PROCEEDS

	Investment Earnings	Leases & SBITAs	Financing Proceeds
FY 26 proposed	\$500,000	\$94,550	\$0
Change from PY expected	(\$150,000)	(\$319,603)	--

The Town invests cash depending on adopted investment policies. Interest is allocated monthly to each fund based upon the balances in the funds. The actual amount of **investment earnings** can vary considerably year to year depending on the amount of cash invested and interest rates.

Revenues reported as **leases/SBITAs** are an accounting function for compliance with GASB (Governmental Accounting Standards Board). These standards were implemented a few years ago and only reflected in recent budgets and annual financial reports. SBITAs are Subscription-Based Information Technology Agreements and involve a contract between the Town and another party, granting us the right to use IT software for a period of time in exchange for a fee. In accordance with GASB 87, the Town must recognize revenues with certain leases.

If the Town planned to take on new debt to help fund the FY 26 budget, this would appear as financing proceeds. No new debt is proposed for FY 26 so this amount is \$0.

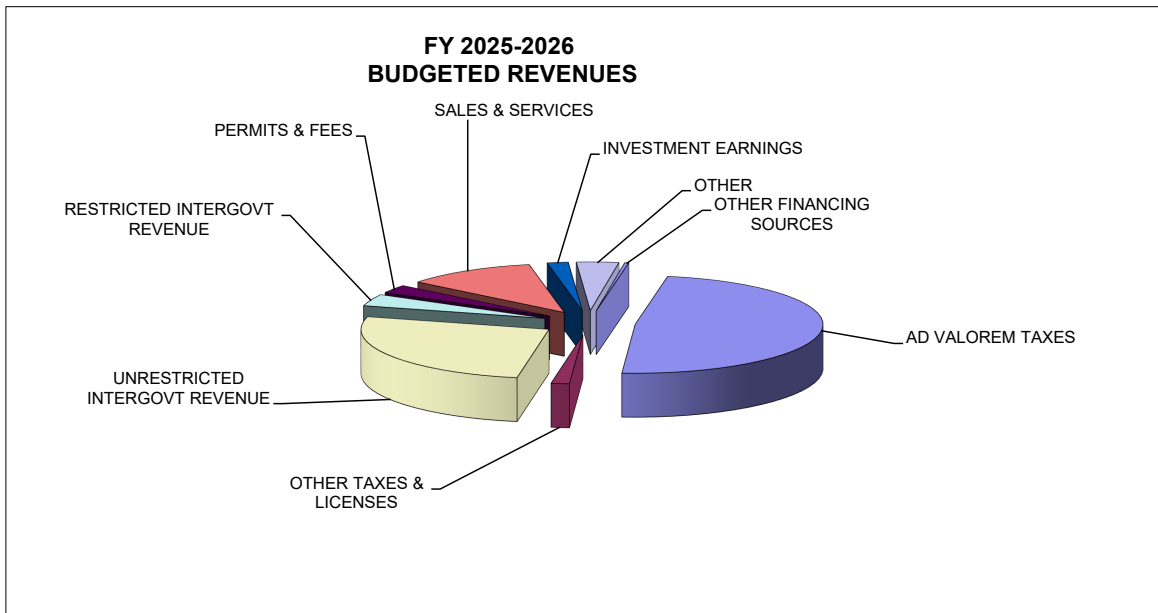


TOWN OF SOUTHERN PINES
GENERAL FUND
BUDGET SUMMARY
2025-2026

	ACTUAL 2023-2024	BUDGET 2024-2025 as of 03/28/25	EXPECTED REVENUES EXPENDITURES 2024-2025	BUDGET 2025-2026
Available Fund Balance - Beginning	\$ 11,689,353	\$ 11,239,902	\$ 11,239,902	\$ 13,185,635
Total Revenues & Reserve Increases	<u>29,276,317</u>	<u>30,445,735</u>	<u>32,165,859</u>	<u>27,680,460</u>
Total Funds Available	40,965,670	41,685,637	43,405,761	40,866,095
Total Expenditures	24,741,181	28,816,649	27,493,424	30,262,461
Transfers Out to Capital Projects	<u>4,984,587</u>	<u>2,726,702</u>	<u>2,726,702</u>	<u>2,480,630</u>
Available Fund Balance - Ending	<u>\$ 11,239,902</u>	<u>\$ 10,142,286</u>	<u>\$ 13,185,635</u>	8,123,004
Less 3 Months Expenditures				7,565,616
Available Fund Balance - FYE 06/30/26				<u>\$ 557,388</u>

TOWN OF SOUTHERN PINES
GENERAL FUND
CONSOLIDATED REVENUE SUMMARY
2025-2026

	ACTUAL 2020-2021	ACTUAL 2022-2023	ACTUAL 2023-2024	BUDGET 2024-2025	EXPECTED as of 03/28/25	BUDGET 2025-2026	% of Revenue
AD VALOREM TAXES	\$ 11,571,474	\$ 12,224,926	\$ 12,847,195	\$ 13,075,496	\$ 13,075,496	\$ 13,384,612	48.35%
OTHER TAXES & LICENSES	427,808	435,894	446,893	367,050	445,588	434,400	1.57%
UNRESTRICTED INTERGOVT REVENUE	6,946,573	7,530,176	8,051,843	7,049,023	7,531,305	7,328,686	26.48%
RESTRICTED INTERGOVT REVENUE	557,080	562,693	932,628	1,020,457	1,062,807	1,065,138	3.85%
PERMITS & FEES	711,308	950,904	1,111,580	552,500	1,007,823	753,500	2.72%
SALES & SERVICES	1,418,959	1,971,555	2,169,012	2,407,900	2,688,300	3,114,273	11.25%
INVESTMENT EARNINGS	27,348	696,618	982,683	400,000	650,000	500,000	1.81%
OTHER	1,120,286	1,093,668	1,037,587	1,057,107	1,188,338	1,005,301	3.63%
OTHER FINANCING SOURCES	52,629	4,090,309	290,454	414,153	414,153	94,550	0.34%
	<u>\$ 22,833,465</u>	<u>\$ 29,556,743</u>	<u>\$ 27,869,875</u>	<u>\$ 26,343,686</u>	<u>\$ 28,063,810</u>	<u>\$ 27,680,460</u>	



Town of Southern Pines
General Fund
Schedule of Revenues
2025-2026

	ACTUAL 2021-2022	ACTUAL 2022-2023	ACTUAL 2023-2024	BUDGET 2024-2025 as of 07/01/24	BUDGET 2024-2025 as of 03/28/25	EXPECTED REVENUES 2024-2025	BUDGET 2025-2026
AD VALOREM TAXES:							
Current	\$ 11,531,201	\$ 12,195,939	\$ 12,826,110	\$ 13,063,496	\$ 13,063,496	\$ 13,063,496	\$ 13,373,612
Delinquent	23,234	12,115	5,994	8,000	8,000	8,000	7,000
Penalties & Interest	17,039	16,872	15,091	4,000	4,000	4,000	4,000
TOTAL AD VALOREM TAXES	11,571,474	12,224,926	12,847,195	13,075,496	13,075,496	13,075,496	13,384,612
OTHER TAXES & LICENSES:							
Short-Term Rental Property Tax	66,444	67,830	81,587	68,000	68,000	85,688	75,000
Solid Waste Disposal Tax	11,716	12,389	12,952	10,500	10,500	12,500	12,000
Privilege/Beer - Wine License	2,715	3,050	3,010	2,400	2,400	2,400	2,400
Alcoholic Beverage Ctrl	284,148	286,565	282,779	225,000	225,000	280,000	280,000
Municipal Vehicle Tax	62,785	66,060	66,565	61,150	61,150	65,000	65,000
TOTAL OTHER TAXES	427,808	435,894	446,893	367,050	367,050	445,588	434,400
UNRESTRICTED INTERGOVT REVENUE:							
Article 39 Sales Tax - 1%	2,268,220	2,471,668	2,688,357	2,349,973	2,349,973	2,482,130	2,476,082
Article 40 Local Sales Tax - 1/2%	1,164,585	1,278,266	1,337,057	1,205,008	1,205,008	1,325,680	1,259,969
Article 42 Local Sales Tax - 1/2%	1,121,405	1,223,297	1,332,902	1,162,996	1,162,996	1,304,607	1,225,868
Article 44 1/2%-Hold Harmless	1,091,738	1,200,409	1,223,153	1,126,046	1,126,046	1,221,388	1,171,767
Beer and Wine Tax	61,941	72,341	80,171	60,000	60,000	62,500	60,000
Video Programming	117,054	146,857	136,851	145,000	145,000	135,000	135,000
Utilities Franchise/Sales	1,121,630	1,137,338	1,253,352	1,000,000	1,000,000	1,000,000	1,000,000
TOTAL UNRESTRICTED INTERGOVERNMENTAL	6,946,573	7,530,176	8,051,843	7,049,023	7,049,023	7,531,305	7,328,686
RESTRICTED INTERGOVT REVENUE:							
Powell Bill Allocation	481,723	484,069	546,561	546,500	546,500	606,431	606,431
State Aid Library	7,241	8,314	9,729	9,000	9,000	10,022	9,000
Library Grants	0	47,604	0	0	0	11,282	0
Recreation Grants	0	6,750	3,750	750	750	2,000	0
FEMA Revenue	0	0	8,892	0	0	0	0
On-Behalf of Pymts. - Fire	13,401	13,456	13,660	0	0	0	0
Fire Grants	44,655	0	326,317	379,207	379,207	354,772	379,207
Planning Grants	0	0	16,250	55,000	55,000	34,500	24,250
Police Grants	10,060	2,500	7,469	0	30,000	43,800	46,250
TOTAL RESTRICTED INTERGOVERNMENTAL	557,080	562,693	932,628	990,457	1,020,457	1,062,807	1,065,138
PERMITS AND FEES:							
Inspections	468,957	740,151	848,694	325,000	325,000	756,223	500,000
Planning	90,658	82,385	76,990	80,000	80,000	90,000	100,000
Homeowner Recovery Fee	2,800	2,860	2,780	2,500	2,500	3,600	3,500
Zoning Fees	17,750	17,900	17,300	20,000	20,000	18,000	20,000
Street Department	50,321	46,776	68,630	60,000	60,000	60,000	60,000
Fire	1,955	650	28	0	0	0	0
Public Works	71,417	48,816	89,381	55,000	55,000	75,000	60,000
Police Department	7,450	11,366	7,777	10,000	10,000	5,000	10,000
TOTAL PERMITS AND FEES	711,308	950,904	1,111,580	552,500	552,500	1,007,823	753,500

Town of Southern Pines
General Fund
Schedule of Revenues
2025-2026

	ACTUAL 2021-2022	ACTUAL 2022-2023	ACTUAL 2023-2024	BUDGET 2024-2025 as of 07/01/24	BUDGET 2024-2025 as of 03/28/25	EXPECTED REVENUES 2024-2025	BUDGET 2025-2026
SALES AND SERVICES:							
Library	42,230	48,760	54,170	50,000	50,000	60,000	60,000
Recreation Fees	170,234	241,308	311,935	195,000	195,000	300,000	280,000
Police Extra Duty	42,255	29,115	78,525	55,000	55,000	55,000	45,000
Fire Extra Duty	55,058	1,755	3,570	5,000	5,000	3,000	3,000
Rents	300	1,425	2,520	0	0	5,300	0
Facility Rental - Recreation	33,758	55,875	55,838	50,000	50,000	65,000	50,000
Court Facilities Fee	0	0	0	0	0	0	0
Disposal Fee/Recycling Fee	1,075,124	1,593,317	1,662,454	2,052,900	2,052,900	2,200,000	2,676,273
TOTAL SALES AND SERVICES	1,418,959	1,971,555	2,169,012	2,407,900	2,407,900	2,688,300	3,114,273
INVESTMENT EARNINGS:	27,348	696,618	982,683	400,000	400,000	650,000	500,000
OTHER:							
Surplus Property Sales	33,028	87,792	49,480	70,000	70,000	80,000	50,000
Lease Revenue	365,285	393,712	337,676	312,607	312,607	324,479	327,153
Miscellaneous Revenue	93,193	112,681	161,645	50,000	95,000	115,915	50,000
Demolition Liens	3,700	1,800	1,650	0	0	1,050	0
Fire Donations	2,500	245	275	108,000	108,000	2,500	2,500
Court Costs	6,011	2,239	1,737	2,500	2,500	2,500	2,500
Cemetery	1,250	3,625	4,675	1,000	1,000	1,750	1,000
Fire District Revenue - Escrow	132,081	0	0	0	0	86,384	60,148
Fire District Revenue	449,158	468,150	463,145	460,000	460,000	545,760	500,000
Donations	34,080	23,424	17,304	8,000	8,000	28,000	12,000
TOTAL OTHER REVENUE	1,120,286	1,093,668	1,037,587	1,012,107	1,057,107	1,188,338	1,005,301
OTHER FINANCING SOURCES							
Transfer - ARPA Revenue Rplcmnt	0	3,922,210	0	0	0	0	0
Financing Proceeds Leases/SBITA's	52,629	168,099	290,454	192,120	414,153	414,153	94,550
Financing Proceeds	0	0	0	400,000	0	0	0
TOTAL OTHER FINANCING SOURCES	52,629	4,090,309	290,454	592,120	414,153	414,153	94,550
TOTAL REVENUES AND OTHER FINANCING SOURCES	22,833,465	29,556,743	27,869,875	26,446,653	26,343,686	28,063,810	27,680,460
FUND BALANCE [(ADD TO)/USE OF]:	(1,396,830)	(5,609,829)	1,855,893	4,102,049	5,199,665	2,156,316	5,062,631
REVENUES AFTER ADDITIONS/ REDUCTIONS FROM FUND BALANCE	\$ 21,436,635	\$ 23,946,914	\$ 29,725,768	\$ 30,548,702	\$ 31,543,351	\$ 30,220,126	\$ 32,743,091

TOWN OF SOUTHERN PINES
GENERAL FUND
EXPENDITURE BY FUNCTION AND TRANSFERS
2025-2026

	ACTUAL 2021-2022	ACTUAL 2022-2023	ACTUAL 2023-2024	BUDGET 2024-2025 as of 07/01/24	BUDGET 2024-2025 as of 03/28/25	EXPECTED EXPENDITURES 2024-2025	BUDGET 2025-2026
Legislative	\$ 163,862	\$ 257,010	\$ 288,613	\$ 281,592	\$ 281,592	\$ 277,131	\$ 341,220
General Administration	823,487	850,923	1,011,665	1,335,868	1,335,868	1,270,596	1,524,971
Information Technology	928,672	1,142,374	1,412,770	1,900,048	2,081,391	1,949,803	1,747,671
Financial Services	758,022	821,491	826,444	1,019,932	1,019,932	1,000,755	1,088,236
Police Administration & Patrol	4,009,544	4,341,010	4,841,784	5,634,751	5,830,402	5,717,873	6,030,218
Police Communications	681,668	562,987	621,085	815,896	815,896	730,780	768,358
Investigations	665,930	799,726	771,026	1,087,217	1,087,217	938,123	1,097,960
Fire/Rescue	3,116,625	3,339,645	3,987,494	4,385,285	4,375,619	4,359,390	4,597,770
Planning	519,957	854,044	679,220	920,427	920,427	799,310	870,661
Inspections	406,750	476,888	519,679	649,927	916,227	887,542	673,300
Street Maintenance	1,950,644	1,322,343	1,346,874	1,981,449	1,981,449	1,815,051	1,863,117
Public Works/Sanitation	2,518,542	2,710,713	3,750,724	3,212,366	3,212,366	3,135,803	3,645,458
Fleet Maintenance	300,706	326,360	351,058	511,032	526,032	517,669	641,062
Recreation	1,448,426	1,374,429	1,441,092	1,670,602	1,760,602	1,655,920	2,832,547
Library	930,821	1,036,124	1,023,655	1,116,729	1,116,729	1,085,224	1,168,660
Building and Grounds	1,104,939	1,326,569	1,851,397	2,142,235	2,127,235	1,923,622	2,393,520
Special Appropriations:							
Sponsorships	1,500	1,500	1,500	1,500	1,500	1,500	1,500
Economic Development-Dues	26,250	26,250	27,600	30,500	30,500	30,500	30,500
MPO Dues	0	0	0	11,271	11,271	12,458	12,000
Shaw House	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Total Special Appropriations	28,750	28,750	30,100	44,271	44,271	45,458	45,000
Non-Departmental:							
W/S Indirect Costs	(1,184,485)	(1,200,526)	(1,369,487)	(1,520,805)	(1,520,805)	(1,520,805)	(1,831,889)
Installment Purchase-Fire Sub-Station	432,908	425,729	418,548	411,369	411,369	411,369	404,188
Installment Purchase Police Station	469,701	453,538	220,708	0	0	0	0
Installment Purchase Whitehall Tract	315,582	310,171	304,361	0	0	0	0
Installment Purchase Annex Upfit	71,563	70,497	69,430	68,364	68,364	68,364	67,298
Installment Lease/SBITA Payments	35,611	144,258	206,015	231,673	287,540	287,520	293,135
Installment Purchase Street Sweeper	0	0	0	74,846	0	0	0
Installment Purchase Fire Vehicle	136,926	136,926	136,926	136,926	136,926	136,926	0
Total Non-Departmental	277,806	340,593	(13,499)	(597,627)	(616,606)	(616,626)	(1,067,268)
Total Expenditures	20,635,151	21,911,979	24,741,181	28,112,000	28,816,649	27,493,424	30,262,461
Transfers:							
Transfer to Cap Proj-Paving	0	900,000	1,214,208	1,267,602	1,267,602	1,267,602	1,305,630
Transfer to Cap Proj-Storm Water	0	0	0	29,100	29,100	29,100	0
Transfer to Cap Proj-Fire Vehicles	0	0	2,577,365	0	0	0	0
Transfer to Cap Proj-General Capital Res	0	0	0	0	0	0	500,000
Transfer to Cap Proj-Recreation Improv	142,000	364,460	377,839	690,000	690,000	690,000	0
Transfer to Cap-Proj-Parking Lots	0	100,000	0	0	0	0	0
Transfer to Cap-Proj-Facility Modernizatic	0	260,475	203,500	0	0	0	95,000
Transfer to Cap-Proj-New Garage	0	0	0	0	0	0	300,000
Transfer to Cap-Steambank Stabilization	384,484	0	60,000	0	0	0	0
Transfer to Cap Proj-Reservoir Dam Impr	75,000	100,000	100,000	200,000	200,000	200,000	0
Transfer to Cap Proj-Bike Transport Path	0	0	181,675	0	290,000	290,000	0
Transfer to Cap Proj-Sidewalks	200,000	310,000	270,000	250,000	250,000	250,000	280,000
Total Transfers	801,484	2,034,935	4,984,587	2,436,702	2,726,702	2,726,702	2,480,630
Total Expenditures/Transfers	\$21,436,635	\$23,946,914	\$29,725,768	\$30,548,702	\$31,543,351	\$30,220,126	\$32,743,091

LEGISLATIVE

Fund: General

Function: General Government

Goal: To provide overall guidance for municipal operations.

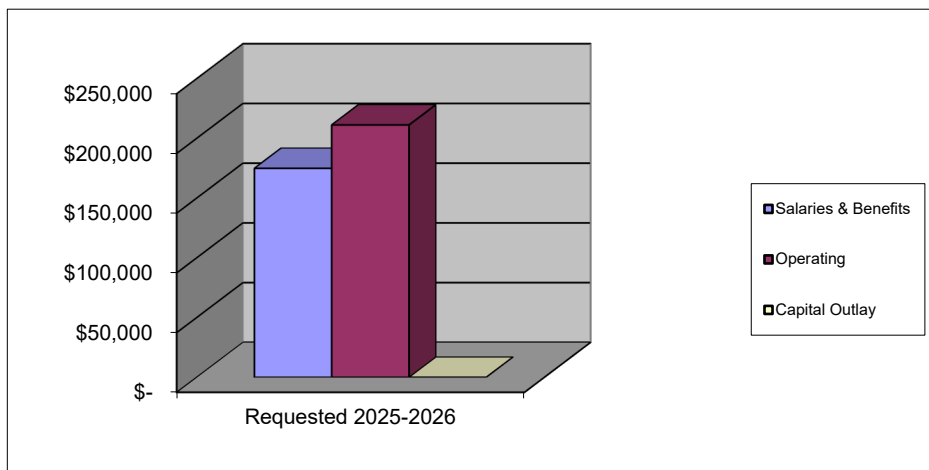
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 160,283	\$ 165,312	\$ 166,939	\$ 174,945
Operating	158,430	160,551	155,650	211,275
Capital Outlay	-	-	-	-
Total	\$ 318,713	\$ 325,863	\$ 322,589	\$ 386,220

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
General Revenues	\$ 318,713	\$ 325,863	\$ 322,589	\$ 386,220

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees-Part Time	1	1	1	1
Councilmembers	5	5	5	5

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

There are no capital outlay requests in this budget.



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Legislative	Function: General Government			Fund: 10	Department: 410	
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
104100200	SALARIES & WAGES	\$ 153,564	\$ 155,075	\$ 162,513	\$ -	\$ 162,513	5.8%
104100500	FICA EXPENSE	11,748	11,864	12,432	-	12,432	5.8%
	EMPLOYEE BENEFITS	165,312	166,939	174,945	-	174,945	
104101400	TRAINING & TRAVEL	26,500	15,500	20,000	-	20,000	(24.5%)
104103300	DEPARTMENTAL SUPPLIES	32,450	30,550	46,180	3,600	49,780	53.4%
104104500	CONTRACTUAL SERVICES	13,600	11,800	14,400	25,000	39,400	189.7%
104104510	INS-PROPERTY & GENERAL	10,000	10,060	10,865	-	10,865	8.7%
104104600	PROFESSIONAL SERVICES	5,000	13,250	15,000	-	15,000	200.0%
104105300	DUES & SUBSCRIPTIONS	28,730	29,032	31,230	-	31,230	8.7%
104106300	SPECIAL APPROPRIATIONS	44,271	45,458	45,000	-	45,000	1.6%
	OPERATING EXPENDITURES	160,551	155,650	182,675	28,600	211,275	
104107400	CAPITAL OUTLAY	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	<u>\$ 325,863</u>	<u>\$ 322,589</u>	<u>\$ 357,620</u>	<u>\$ 28,600</u>	<u>\$ 386,220</u>	

ADMINISTRATION

Fund: General

Function: General Government

To provide top level support to the Town Council and Town Manager, and serve as a support and liaison to the eight departments of the Town.

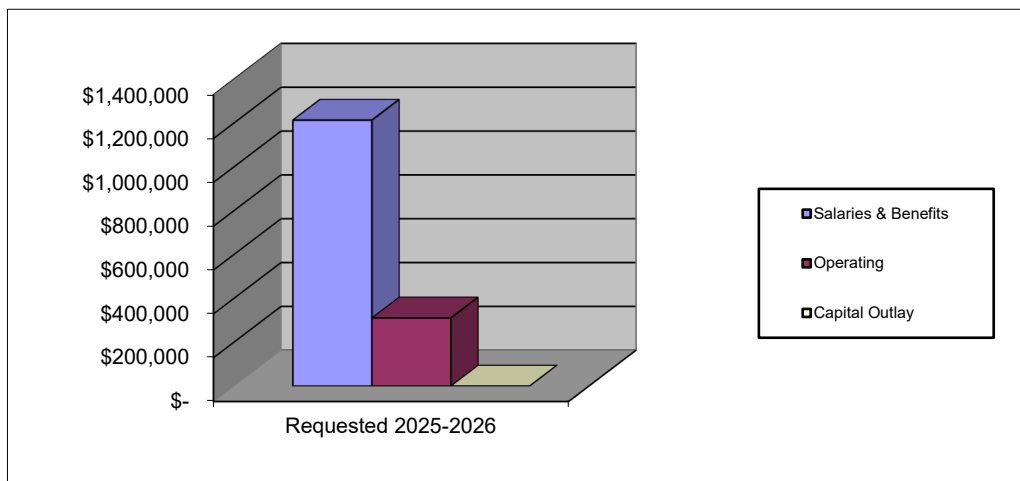
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 894,815	\$ 1,114,808	\$ 1,066,605	\$ 1,213,731
Operating	116,850	221,060	203,991	311,240
Capital Outlay	-	-	-	-
Total	\$ 1,011,665	\$ 1,335,868	\$ 1,270,596	\$ 1,524,971

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
General Revenues	\$ 1,011,665	\$ 1,335,868	\$ 1,270,596	\$ 1,524,971

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees	8.0	9.0	9.0	9.0
Budgeted Employees-Part Time	-	-	-	-

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

There are no capital outlay requests in this budget.



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Administration	Function: General Government			Fund: 10	Department: 420	
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
104200200	SALARIES & WAGES	\$ 807,214	\$ 782,415	\$ 870,860	\$ -	\$ 870,860	7.9%
104200500	FICA EXPENSE	61,752	59,875	66,621	-	66,621	7.9%
104200600	GROUP INSURANCE EXPENSE	75,375	58,645	86,355	-	86,355	14.6%
104200700	RETIREMENT EXPENSE	109,781	106,725	125,317	-	125,317	14.2%
104200800	DEFERRED COMPENSATION	60,686	58,945	64,578	-	64,578	6.4%
	EMPLOYEE BENEFITS	1,114,808	1,066,605	1,213,731	-	1,213,731	
104201000	DISASTER RELIEF EXPENSE	-	-	-	-	-	0.0%
104201100	POSTAGE	620	590	600	-	600	(3.2%)
104201200	PRINTING	125	130	125	-	125	0.0%
104201300	TELEPHONE	5,340	5,050	5,335	-	5,335	(0.1%)
104201400	TRAINING & TRAVEL	32,400	24,350	34,300	-	34,300	5.9%
104201401	TUITION REIMBURSEMENT	8,000	8,000	8,000	-	8,000	0.0%
104201800	UTILITIES	4,500	4,820	5,100	-	5,100	13.3%
104202600	ADVERTISING-HR	9,000	8,300	8,500	-	8,500	(5.6%)
104202610	ADVERTISING-LEGAL	16,000	16,000	16,000	-	16,000	0.0%
104203100	AUTO OPERATING	13,200	13,200	13,200	-	13,200	0.0%
104203300	DEPARTMENTAL SUPPLIES	19,700	17,694	22,950	-	22,950	16.5%
104204500	CONTRACTUAL SERVICES	48,500	41,875	53,000	-	53,000	9.3%
104204510	INS-PROPERTY & GENERAL	6,500	6,130	6,620	-	6,620	1.8%
104204600	PROFESSIONAL SERVICES	45,000	45,000	53,000	40,000	93,000	106.7%
104204800	COMMITTEE EXPENDITURES	3,600	2,900	3,300	30,550	33,850	840.3%
104204900	EAP EXPENDITURES	-	-	-	-	-	0.0%
104205000	EMPLOYEE RECOGNITION	-	-	-	-	-	0.0%
104205300	DUES & SUBSCRIPTIONS	8,575	9,952	10,660	-	10,660	24.3%
	OPERATING EXPENDITURES	221,060	203,991	240,690	70,550	311,240	
104207403	CAPITAL OTHER EQUIPMENT	-	-	-	-	-	
	TOTAL EXPENDITURES	<u>\$ 1,335,868</u>	<u>\$ 1,270,596</u>	<u>\$ 1,454,421</u>	<u>\$ 70,550</u>	<u>\$ 1,524,971</u>	

INFORMATION TECHNOLOGY

Fund: General

Function: General Government

Information Technology Goal: To provide technology support to internal Town departments and the delivery of Geographic Information Systems for the Town.

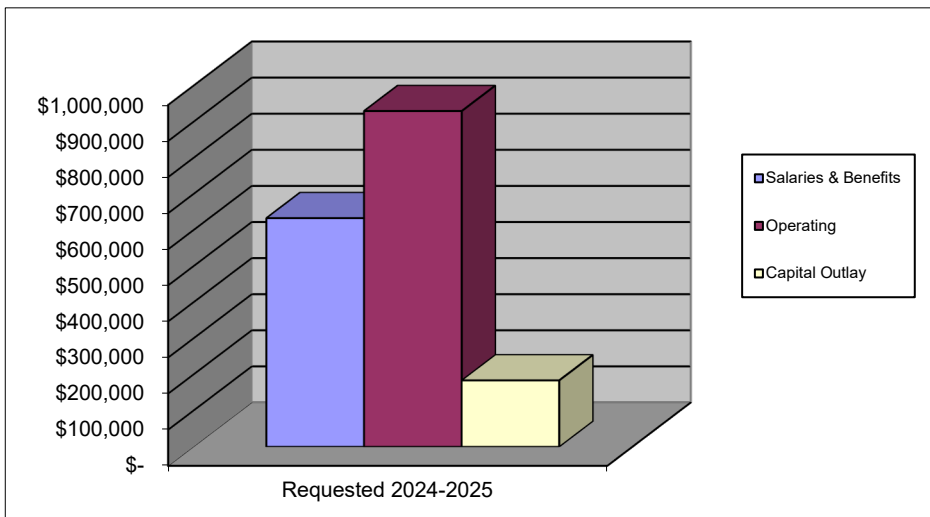
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 419,855	\$ 591,330	\$ 495,115	\$ 633,496
Operating	589,120	1,029,010	995,112	930,125
Capital Outlay	403,795	461,051	459,576	184,050
Total	\$ 1,412,770	\$ 2,081,391	\$ 1,949,803	\$ 1,747,671

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
General Revenues	\$ 1,412,770	\$ 2,081,391	\$ 1,949,803	\$ 1,747,671
Total	\$ 1,412,770	\$ 2,081,391	\$ 1,949,803	\$ 1,747,671

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees-Full Time	5.0	5.0	5.0	5.0

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

SAN recovery Replacement	\$ 89,500
Zen City (contract renewal)	42,000
Backup Appliance & Services Renewal	52,550



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Information Technology	Function: General Government			Fund: 10	Department: 430	
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
104300200	SALARIES & WAGES	\$ 435,214	\$ 368,610	\$ 460,895	\$ -	\$ 460,895	5.9%
104300500	FICA EXPENSE	33,293	28,200	35,258	-	35,258	5.9%
104300600	GROUP INSURANCE EXPENSE	41,875	30,755	47,975	-	47,975	14.6%
104300700	RETIREMENT EXPENSE	59,188	49,820	66,323	-	66,323	12.1%
104300800	DEFERRED COMPENSATION	21,760	17,730	23,045	-	23,045	5.9%
	EMPLOYEE BENEFITS	591,330	495,115	633,496	-	633,496	
104301100	POSTAGE	100	150	100	-	100	0.0%
104301300	TELEPHONE	74,050	65,650	74,050	-	74,050	0.0%
104301400	TRAINING & TRAVEL	16,980	11,380	16,480	-	16,480	(2.9%)
104301600	EQUIPMENT MAINTENANCE	500	500	500	-	500	0.0%
104301800	UTILITIES	-	-	-	-	-	0.0%
104302200	LEASED EQUIPMENT	24,466	-	-	-	-	0.0%
104303300	DEPARTMENTAL SUPPLIES	295,190	278,140	180,150	-	180,150	(39.0%)
104304500	CONTRACTUAL SERVICES	615,274	636,847	646,230	10,000	656,230	6.7%
104304510	INS-PROPERTY & GENERAL	2,200	2,195	2,365	-	2,365	7.5%
104305300	DUES & SUBSCRIPTIONS	250	250	250	-	250	0.0%
	OPERATING EXPENDITURES	1,029,010	995,112	920,125	10,000	930,125	
104307401	CAPITAL-SOFTWARE/COMP EQ	439,451	437,976	89,500	94,550	184,050	(58.1%)
104307403	CAPITAL-OTHER EQUIPMENT	21,600	21,600	-	-	-	0.0%
	CAPITAL OUTLAY	461,051	459,576	89,500	94,550	184,050	
	TOTAL EXPENDITURES	<u>\$ 2,081,391</u>	<u>\$ 1,949,803</u>	<u>\$ 1,643,121</u>	<u>\$ 104,550</u>	<u>\$ 1,747,671</u>	

FINANCIAL SERVICES

Fund: General

Function: General Government

Finance Division Goal: To support Town Citizens, Council and departments through accurate and timely financial reports, administration of the annual budget, financial management, and cash management.

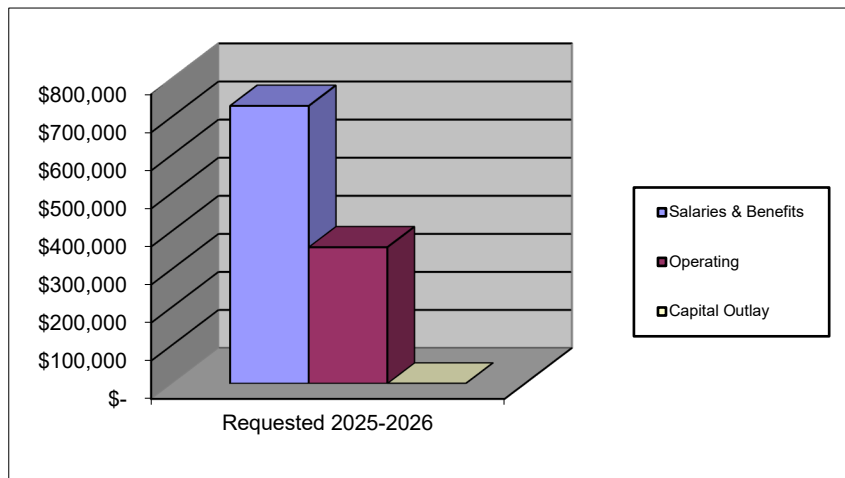
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 526,505	\$ 677,607	\$ 652,970	\$ 729,681
Operating	299,939	342,325	347,785	358,555
Capital Outlay	-	-	-	-
Total	\$ 826,444	\$ 1,019,932	\$ 1,000,755	\$ 1,088,236

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
General Revenues	\$ 826,444	\$ 1,019,932	\$ 1,000,755	\$ 1,088,236

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees	6.0	6.0	6.0	6.0
Budgeted Employees-Part Time	1.0	1.0	1.0	1.0

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

There are no capital outlay requests in this budget.



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Financial Services	Function: General Government			Fund: 10	Department: 440	
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
104400200	SALARIES & WAGES	\$ 496,921	\$ 486,100	\$ 533,633	\$ -	\$ 533,633	7.4%
104400500	FICA EXPENSE	38,014	37,190	40,823	-	40,823	7.4%
104400600	GROUP INSURANCE EXPENSE	50,250	39,070	57,570	-	57,570	14.6%
104400700	RETIREMENT EXPENSE	67,576	66,305	72,473	-	72,473	7.2%
104400800	DEFERRED COMPENSATION	24,846	24,305	25,182	-	25,182	1.4%
	EMPLOYEE BENEFITS	677,607	652,970	729,681	-	729,681	
104401100	POSTAGE	8,500	7,500	8,500	-	8,500	0.0%
104401200	PRINTING	5,000	4,000	5,500	-	5,500	10.0%
104401300	TELEPHONE	1,950	5,250	5,000	-	5,000	156.4%
104401400	TRAINING & TRAVEL	12,000	8,000	12,000	-	12,000	0.0%
104401600	EQUIPMENT MAINTENANCE	2,000	1,250	2,100	-	2,100	5.0%
104401800	UTILITIES	9,000	9,000	10,500	-	10,500	16.7%
104402200	LEASED EQUIPMENT	3,200	9,085	9,580	-	9,580	199.4%
104403300	DEPARTMENTAL SUPPLIES	31,150	30,250	33,600	-	33,600	7.9%
104404400	BANK SERVICE CHARGE	3,000	1,500	2,000	-	2,000	(33.3%)
104404500	CONTRACTUAL SERVICES	8,850	9,300	9,850	-	9,850	11.3%
104404505	COUNTY COLLECTION FEE	205,000	207,500	210,250	-	210,250	2.6%
104404510	INS-PROPERTY & GENERAL	3,750	3,750	4,050	-	4,050	8.0%
104404600	PROFESSIONAL SERVICES	42,750	45,000	38,750	-	38,750	(9.4%)
104404920	BAD DEBT EXPENSE	4,250	4,550	5,000	-	5,000	17.6%
104405300	DUES & SUBSCRIPTIONS	1,925	1,850	1,875	-	1,875	(2.6%)
	OPERATING EXPENDITURES	342,325	347,785	358,555	-	358,555	
104407401	CAPITAL-SOFTWARE/COMP EQ	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	<u>\$ 1,019,932</u>	<u>\$ 1,000,755</u>	<u>\$ 1,088,236</u>	<u>\$ -</u>	<u>\$ 1,088,236</u>	

POLICE-ADMINISTRATION/PATROL

Fund: General

Function: Public Safety

Patrol Division Goal: To provide protection of life and property to the citizens of Southern Pines and their guests.

Administration Division Goal: To ensure the collection and flow of documentation relating to police activities.

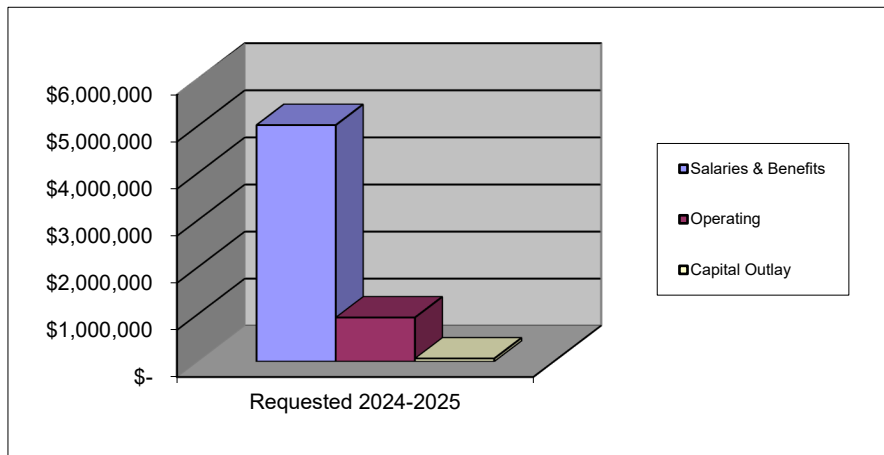
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 3,802,812	\$ 4,633,171	\$ 4,352,860	\$ 5,026,163
Operating	792,045	901,580	942,163	938,055
Capital Outlay	246,927	295,651	422,850	66,000
Total	\$ 4,841,784	\$ 5,830,402	\$ 5,717,873	\$ 6,030,218

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Fees	\$ 86,302	\$ 65,000	\$ 50,000	\$ 55,000
Grants	7,469	-	43,800	46,250
General Revenues	4,748,013	5,765,402	5,624,073	5,928,968
Total	\$ 4,841,784	\$ 5,830,402	\$ 5,717,873	\$ 6,030,218

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees	40.0	40.0	40.0	40.0
Budgeted Employees-Part Time	4.0	4.0	4.0	4.0

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

Vehicle Replacement \$ 66,000



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Police-Administration/Patrol	Function: Public Safety	Fund: 10	Department: 511			
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
105110200	SALARIES & WAGES	\$ 3,141,209	\$ 2,997,490	\$ 3,312,667	\$ -	\$ 3,312,667	5.5%
105110300	OVERTIME	137,000	135,000	137,000	-	137,000	0.0%
105110130	SEPARATION ALLOWANCE	40,720	40,720	121,617	-	121,617	198.7%
105110150	PD EXTRA DUTY FEE	45,000	45,000	45,000	-	45,000	0.0%
105110250	SRT/CNT ACTIVATION STIPEND	11,000	8,000	11,000	-	11,000	0.0%
105110500	FICA EXPENSE	255,067	246,750	277,487	-	277,487	8.8%
105110600	GROUP INSURANCE EXPENSE	335,000	241,680	383,800	-	383,800	14.6%
105110700	RETIREMENT EXPENSE	501,465	478,845	562,309	-	562,309	12.1%
105110800	DEFERRED COMPENSATION	166,710	159,375	175,283	-	175,283	5.1%
	EMPLOYEE BENEFITS	4,633,171	4,352,860	5,026,163	-	5,026,163	
105111100	POSTAGE	2,000	1,500	2,000	-	2,000	0.0%
105111400	TRAINING & TRAVEL	37,500	35,000	37,500	-	37,500	0.0%
105111600	EQUIPMENT MAINTENANCE	9,000	9,000	9,000	-	9,000	0.0%
105111700	AUTO REPAIR	50,000	52,000	50,000	-	50,000	0.0%
105111800	UTILITIES	83,000	80,000	83,000	-	83,000	0.0%
105112200	LEASED EQUIPMENT	3,600	3,600	3,600	-	3,600	0.0%
105113100	AUTO OPERATING	104,000	104,000	104,000	-	104,000	0.0%
105113300	DEPARTMENTAL SUPPLIES	237,905	246,050	236,355	-	236,355	(0.7%)
105113500	LAUNDRY & CLEANING	10,800	8,000	10,800	-	10,800	0.0%
105113600	UNIFORMS	50,000	45,000	50,000	-	50,000	0.0%
105114500	CONTRACTUAL SERVICES	73,775	68,713	71,900	-	71,900	(2.5%)
105114510	INS-PROPERTY & GENERAL	155,000	180,000	194,400	-	194,400	25.4%
105114600	PROFESSIONAL SERVICES	31,000	58,500	31,000	-	31,000	0.0%
105114800	GRANT EXPENDITURES	46,000	43,800	46,500	-	46,500	1.1%
105115300	DUES & SUBSCRIPTIONS	8,000	7,000	8,000	-	8,000	0.0%
	OPERATING EXPENDITURES	901,580	942,163	938,055	-	938,055	
105117401	CAPITAL-SOFTWARE/COMP EQ	-	-	-	-	-	0.0%
105117402	CAPITAL MOTOR VEHICLE	209,801	337,000	66,000	-	66,000	(68.5%)
105117403	CAPITAL - OTHER EQUIPMENT	85,850	85,850	-	-	-	0.0%
	CAPITAL OUTLAY	295,651	422,850	66,000	-	66,000	
	TOTAL EXPENDITURES	<u>\$ 5,830,402</u>	<u>\$ 5,717,873</u>	<u>\$ 6,030,218</u>	<u>\$ -</u>	<u>\$ 6,030,218</u>	

POLICE-COMMUNICATIONS

Fund: General

Function: Public Safety

Communications Division Goal: To monitor, receive and dispatch emergency and routine police calls for service.

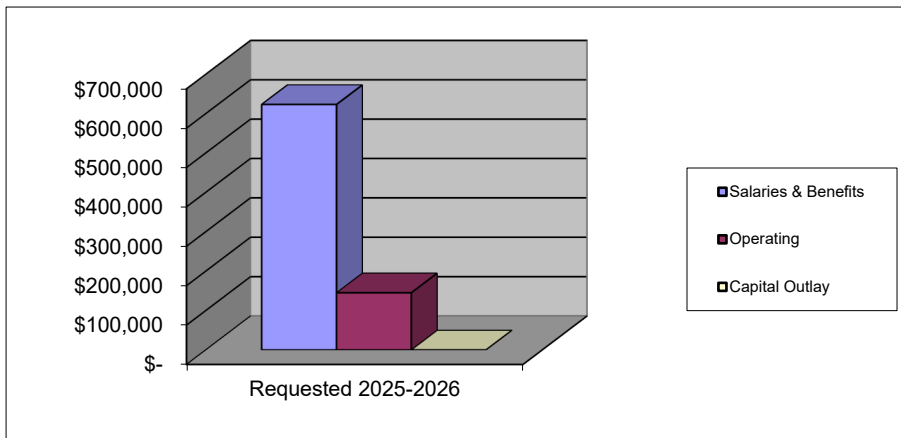
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 453,416	\$ 607,616	\$ 531,985	\$ 623,238
Operating	124,549	138,280	130,545	145,120
Capital Outlay	43,120	70,000	68,250	-
Total	\$ 621,085	\$ 815,896	\$ 730,780	\$ 768,358

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
General Revenues	\$ 621,085	\$ 815,896	\$ 730,780	\$ 768,358

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees - Full Time	7.0	7.0	7.0	7.0
Budgeted Employees - Part Time	-	-	-	-

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

There are no capital outlay requests in this budget.



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Police-Communications	Function: Public Safety	Fund: 10	Department: 514			
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
105140200	SALARIES & WAGES	\$ 403,707	\$ 348,770	\$ 405,715	\$ -	\$ 405,715	0.5%
105140300	OVERTIME	31,000	34,000	32,000	-	32,000	3.2%
105140500	FICA EXPENSE	33,255	29,515	33,485	-	33,485	0.7%
105140600	GROUP INSURANCE EXPENSE	58,625	48,215	67,165	-	67,165	14.6%
105140700	RETIREMENT EXPENSE	59,294	51,845	62,987	-	62,987	6.2%
105140800	DEFERRED COMPENSATION	21,735	19,640	21,886	-	21,886	0.7%
	EMPLOYEE BENEFITS	607,616	531,985	623,238	-	623,238	
105141300	TELEPHONE	39,000	41,000	42,000	-	42,000	7.7%
105141400	TRAINING & TRAVEL	8,000	5,500	8,000	-	8,000	0.0%
105141600	EQUIPMENT MAINTENANCE	40,000	35,000	38,000	-	38,000	(5.0%)
105142100	RENT	7,300	7,300	7,600	-	7,600	4.1%
105143300	DEPARTMENTAL SUPPLIES	21,000	20,000	21,000	-	21,000	0.0%
105143600	UNIFORMS	5,250	4,100	5,250	-	5,250	0.0%
105144500	CONTRACTUAL SERVICES	14,600	14,470	19,725	-	19,725	35.1%
105144510	INS-PROPERTY & GENERAL	2,150	2,375	2,565	-	2,565	19.3%
105145300	DUES & SUBSCRIPTIONS	980	800	980	-	980	0.0%
	OPERATING EXPENDITURES	138,280	130,545	145,120	-	145,120	
105147403	CAPITAL-OTHER EQUIPMENT	70,000	68,250	-	-	-	(100.0%)
	CAPITAL OUTLAY	70,000	68,250	-	-	-	
	TOTAL EXPENDITURES	<u>\$ 815,896</u>	<u>\$ 730,780</u>	<u>\$ 768,358</u>	<u>\$ -</u>	<u>\$ 768,358</u>	

POLICE-INVESTIGATIONS

Fund: General

Function: Public Safety

Investigations Division Goal: To investigate reported and non-reported criminal activity in the community.

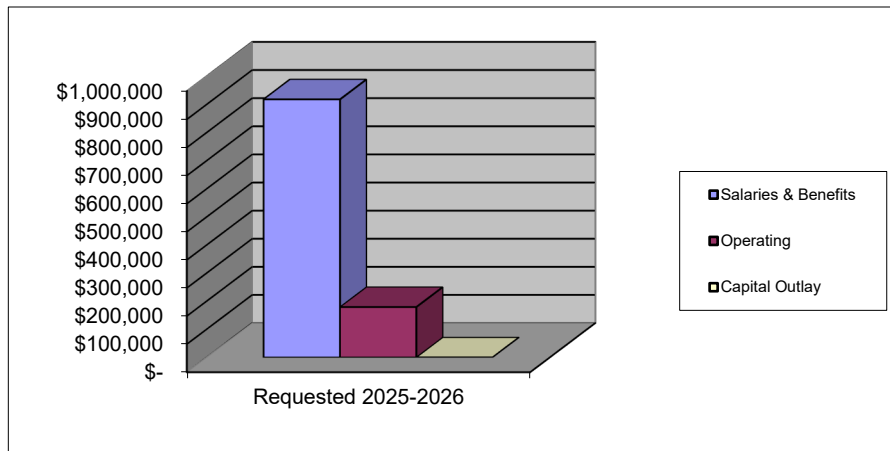
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 639,833	\$ 922,667	\$ 798,832	\$ 918,465
Operating	131,193	164,550	139,291	179,495
Capital Outlay	-	-	-	-
Total	\$ 771,026	\$ 1,087,217	\$ 938,123	\$ 1,097,960

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
General Revenues	\$ 771,026	\$ 1,087,217	\$ 938,123	\$ 1,097,960

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees	7.0	7.0	7.0	7.0
Budgeted Employees - Part Time	-	-	-	-

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

There are no capital outlay requests in this budget.



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Police-Investigations	Function: Public Safety	Fund: 10	Department: 515			
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
105150200	SALARIES & WAGES	\$ 590,934	\$ 507,295	\$ 546,210	\$ -	\$ 546,210	(7.6%)
105150300	OVERTIME	36,000	31,000	36,000	-	36,000	0.0%
105150130	SEPARATION ALLOWANCE	41,803	31,805	54,278	-	54,278	29.8%
105150150	PD EXTRA DUTY FEE	10,000	5,000	10,000	-	10,000	0.0%
105150250	SRT/CNT ACTIVATION STIPEND	7,000	5,000	7,000	-	7,000	0.0%
105150500	FICA EXPENSE	49,261	44,452	52,745	-	52,745	7.1%
105150600	GROUP INSURANCE EXPENSE	58,625	58,450	67,165	-	67,165	14.6%
105150700	RETIREMENT EXPENSE	96,848	86,430	110,593	-	110,593	14.2%
105150800	DEFERRED COMPENSATION	32,196	29,400	34,474	-	34,474	7.1%
	EMPLOYEE BENEFITS	922,667	798,832	918,465	-	918,465	
105151100	POSTAGE	750	500	750	-	750	0.0%
105151400	TRAINING & TRAVEL	13,000	11,000	13,000	-	13,000	0.0%
105151700	AUTO REPAIR	14,500	12,000	14,500	-	14,500	0.0%
105152200	LEASED EQUIPMENT	-	-	-	-	-	0.0%
105153100	AUTO OPERATING	24,000	19,000	24,000	-	24,000	0.0%
105153300	DEPARTMENTAL SUPPLIES	19,500	19,000	19,500	-	19,500	0.0%
105153600	UNIFORMS	15,000	13,000	15,000	-	15,000	0.0%
105153900	SPECIAL OPERATIONS	14,000	8,000	14,000	-	14,000	0.0%
105154500	CONTRACTUAL SERVICES	34,800	29,195	48,805	-	48,805	40.2%
105154510	INS-PROPERTY & GENERAL	28,000	26,796	28,940	-	28,940	3.4%
105155300	DUES & SUBSCRIPTIONS	1,000	800	1,000	-	1,000	0.0%
	OPERATING EXPENDITURES	164,550	139,291	179,495	-	179,495	
105157402	CAPITAL-MOTOR VEHICLE	-	-	-	-	-	0.0%
105157403	CAPITAL-OTHER EQUIPMENT	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	<u>\$ 1,087,217</u>	<u>\$ 938,123</u>	<u>\$ 1,097,960</u>	<u>\$ -</u>	<u>\$ 1,097,960</u>	

FIRE

Fund: General

Function: Public Safety

Fire Division Goal: To provide quality protection of life, property, and the environment of our community.

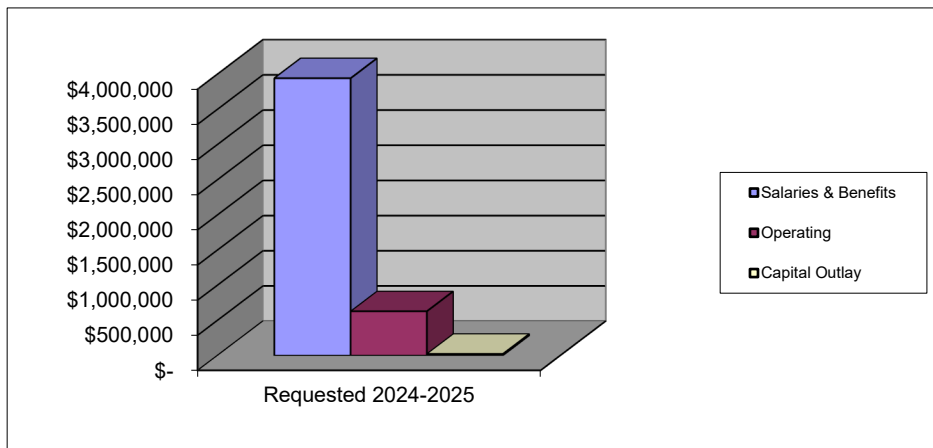
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 3,194,181	\$ 3,684,985	\$ 3,713,690	\$ 3,943,170
Operating	620,830	665,634	645,700	630,600
Capital Outlay	172,483	25,000	-	24,000
Total	\$ 3,987,494	\$ 4,375,619	\$ 4,359,390	\$ 4,597,770

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Fire District	\$ 463,145	\$ 460,000	\$ 632,144	\$ 560,148
Fire Grants	326,317	379,207	366,112	380,675
Donations	275	108,000	2,500	2,500
General Revenues	3,197,757	3,428,412	3,358,634	3,654,447
Total	\$ 3,987,494	\$ 4,375,619	\$ 4,359,390	\$ 4,597,770

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees-Full Time	39.0	39.0	39.0	39.0
Budgeted Employees-Part Time	17.0	17.0	17.0	17.0

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

Street Closure Barriers & Trailer \$ 24,000



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Fire	Function: Public Safety	Fund: 10	Department: 530			
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
105300200	SALARIES & WAGES	\$ 2,620,088	\$ 2,569,775	\$ 2,771,462	\$ -	\$ 2,771,462	5.8%
105300150	FIRE EXTRA DUTY FEE	5,000	3,000	3,000	-	3,000	(40.0%)
105300300	OVERTIME	35,000	145,000	50,000	-	50,000	42.9%
105300500	FICA EXPENSE	203,496	200,110	215,842	-	215,842	6.1%
105300600	GROUP INSURANCE EXPENSE	326,625	308,215	374,205	-	374,205	14.6%
105300700	RETIREMENT EXPENSE	361,772	356,800	392,338	-	392,338	8.4%
105300800	DEFERRED COMPENSATION	133,004	130,790	136,323	-	136,323	2.5%
	EMPLOYEE BENEFITS	3,684,985	3,713,690	3,943,170	-	3,943,170	
105301100	POSTAGE	300	150	250	-	250	(16.7%)
105301200	PRINTING	250	150	150	-	150	(40.0%)
105301300	TELEPHONE	13,000	13,500	14,000	-	14,000	7.7%
105301400	TRAINING & TRAVEL-OPERATE	30,000	25,500	30,000	-	30,000	0.0%
105301401	TRAINING & TRAVEL-INSPECT	5,000	4,100	5,000	-	5,000	0.0%
105301600	EQUIPMENT MAINTENANCE	15,000	15,000	17,000	-	17,000	13.3%
105301700	AUTO REPAIR	58,000	61,500	62,000	-	62,000	6.9%
105301800	UTILITIES	38,000	36,000	38,000	-	38,000	0.0%
105302200	LEASES/SBITAS	3,634	3,050	3,800	-	3,800	0.0%
105303100	AUTO OPERATING	72,000	55,500	62,000	-	62,000	0.0%
105303300	DEPARTMENTAL SUPPLIES	258,000	268,000	223,000	-	223,000	(13.6%)
105303500	LAUNDRY & CLEANING	700	700	700	-	700	0.0%
105303600	UNIFORMS	36,500	36,000	36,500	-	36,500	0.0%
105304500	CONTRACTUAL SERVICES	24,250	21,850	25,450	-	25,450	4.9%
105304510	INS-PROPERTY & GENERAL	100,000	94,200	101,750	-	101,750	1.8%
105305300	DUES & SUBSCRIPTIONS	7,000	6,500	7,000	-	7,000	0.0%
105305400	INSURANCE & BONDS	4,000	4,000	4,000	-	4,000	0.0%
	OPERATING EXPENDITURES	665,634	645,700	630,600	-	630,600	
105307402	CAPITAL-MOTOR VEHICLE	-	-	-	-	-	0.0%
105307403	CAPITAL-OTHER EQUIPMENT	25,000	-	-	24,000	24,000	(4.0%)
	CAPITAL OUTLAY	25,000	-	-	24,000	24,000	
	TOTAL EXPENDITURES	<u>\$ 4,375,619</u>	<u>\$ 4,359,390</u>	<u>\$ 4,573,770</u>	<u>\$ 24,000</u>	<u>\$ 4,597,770</u>	

PLANNING

Fund: General

Function: Economic & Physical
Development

Planning Division Goal: To provide overall coordination of the Town's physical and community development activities.

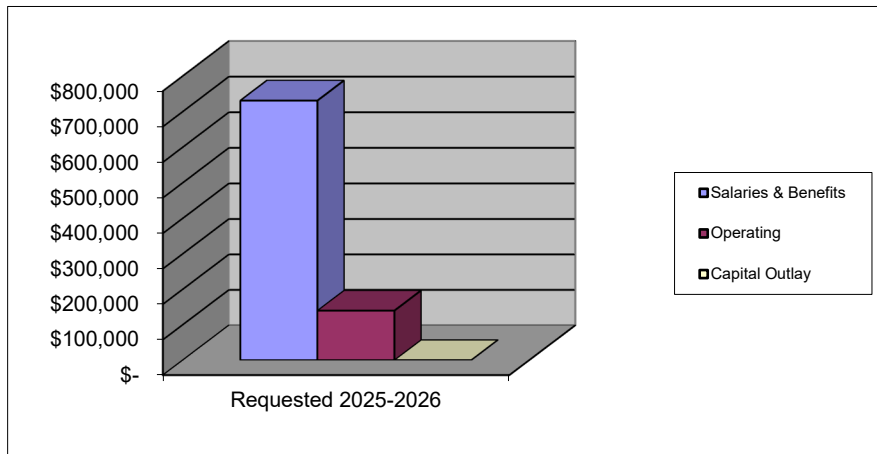
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 539,003	\$ 700,377	\$ 660,255	\$ 730,901
Operating	140,217	220,050	139,055	139,760
Capital Outlay	-	-	-	-
Total	\$ 679,220	\$ 920,427	\$ 799,310	\$ 870,661

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Fees	\$ 94,290	\$ 100,000	\$ 108,000	\$ 120,000
Grants	16,250	55,000	34,500	24,250
General Revenues	568,680	765,427	656,810	726,411
Total	\$ 679,220	\$ 920,427	\$ 799,310	\$ 870,661

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees	7.0	7.0	7.0	7.0

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

There are no capital outlay requests in this budget.



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Planning	Function: Economic & Physical Development			Fund: 10	Department: 540	
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
105400200	SALARIES & WAGES	\$ 508,319	\$ 485,255	\$ 522,461	\$ -	\$ 522,461	2.8%
105400500	FICA EXPENSE	38,886	37,125	39,969	-	39,969	2.8%
105400600	GROUP INSURANCE EXPENSE	58,625	47,420	67,165	-	67,165	14.6%
105400700	RETIREMENT EXPENSE	69,132	66,190	75,183	-	75,183	8.8%
105400800	DEFERRED COMPENSATION	25,415	24,265	26,123	-	26,123	2.8%
	EMPLOYEE BENEFITS	700,377	660,255	730,901	-	730,901	
105401100	POSTAGE	1,500	2,000	2,000	-	2,000	33.3%
105401200	PRINTING	490	750	750	-	750	53.1%
105401300	TELEPHONE	3,060	2,560	2,560	-	2,560	(16.3%)
105401400	TRAINING & TRAVEL	18,250	19,500	22,500	-	22,500	23.3%
105401600	EQUIPMENT MAINTENANCE	-	-	-	-	-	0.0%
105401700	AUTO REPAIR	1,000	500	1,000	-	1,000	0.0%
105401800	UTILITIES	1,800	2,000	2,200	-	2,200	22.2%
105403100	AUTO OPERATING	1,200	1,000	1,200	-	1,200	0.0%
105403300	DEPARTMENTAL SUPPLIES	8,250	6,500	7,500	-	7,500	(9.1%)
105404500	CONTRACTUAL SERVICES	12,000	6,000	10,000	-	10,000	(16.7%)
105404501	CONTRACTUAL SRVCS-GRANT	55,000	34,500	24,250	-	24,250	(55.9%)
105404510	INS-PROPERTY & GENERAL	12,500	11,475	12,500	-	12,500	0.0%
105404600	PROFESSIONAL SERVICES	100,000	50,000	50,000	-	50,000	(50.0%)
105404700	CARD PROCESSING FEE	250	270	300	-	300	20.0%
105405300	DUES & SUBSCRIPTIONS	4,750	2,000	3,000	-	3,000	(36.8%)
	OPERATING EXPENDITURES	220,050	139,055	139,760	-	139,760	
105407402	CAPITAL-MOTOR VEHICLE	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	<u>\$ 920,427</u>	<u>\$ 799,310</u>	<u>\$ 870,661</u>	<u>\$ -</u>	<u>\$ 870,661</u>	

INSPECTIONS

Fund: General

Function: Economic & Physical Development

Inspections Division Goal: To assist the residents and the builder/contractors by providing compliance of the building codes by performing necessary inspections on building & structures and enforcement of applicable codes.

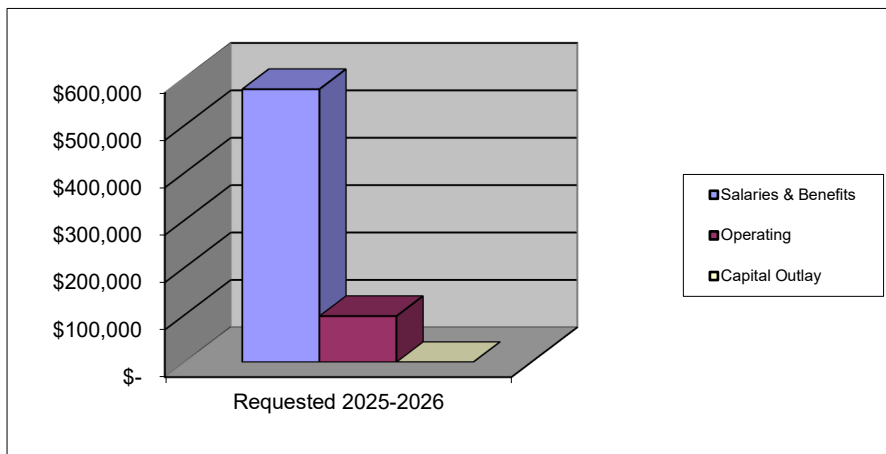
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 462,521	\$ 511,227	\$ 507,982	\$ 576,070
Operating	57,158	360,000	334,760	97,230
Capital Outlay	-	45,000	44,800	-
Total	\$ 519,679	\$ 916,227	\$ 887,542	\$ 673,300

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Fees	\$ 848,694	\$ 325,000	\$ 940,000	\$ 500,000
Homeowner Recovery	2,780	2,500	3,600	3,500
General Revenues	(331,795)	588,727	(56,058)	169,800
Total	\$ 519,679	\$ 916,227	\$ 887,542	\$ 673,300

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees	5.0	5.0	5.0	5.0
Budgeted Employees-Part Time	1.0	1.0	1.0	1.0

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

There are no capital outlay requests in this budget.



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Inspections	Function: Economic & Physical Development			Fund: 10	Department: 545	
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
105450200	SALARIES & WAGES	\$ 377,127	\$ 371,240	\$ 416,414	\$ -	\$ 416,414	10.4%
105450300	OVERTIME	-	3,000	5,000	-	5,000	0.0%
105450500	FICA EXPENSE	28,850	28,630	32,238	-	32,238	11.7%
105450600	GROUP INSURANCE EXPENSE	41,875	41,875	47,975	-	47,975	14.6%
105450700	RETIREMENT EXPENSE	46,339	46,275	55,247	-	55,247	19.2%
105450800	DEFERRED COMPENSATION	17,036	16,962	19,196	-	19,196	12.7%
	EMPLOYEE BENEFITS	511,227	507,982	576,070	-	576,070	
105451100	POSTAGE	100	10	50	-	50	(50.0%)
105451200	PRINTING	100	50	100	-	100	0.0%
105451300	TELEPHONE	6,000	3,500	6,000	-	6,000	0.0%
105451400	TRAINING & TRAVEL	9,000	5,600	10,000	-	10,000	11.1%
105451600	EQUIPMENT MAINTENANCE	-	200	300	-	300	0.0%
105451700	AUTO REPAIR	5,000	1,300	5,000	-	5,000	0.0%
105451800	UTILITIES	3,000	1,800	3,000	-	3,000	0.0%
105453100	AUTO OPERATING	9,000	6,600	9,000	-	9,000	0.0%
105453300	DEPARTMENTAL SUPPLIES	18,500	11,300	20,100	-	20,100	8.6%
105454500	CONTRACTUAL SERVICES	285,300	285,500	22,000	-	22,000	0.0%
105454510	INS-PROPERTY & GENERAL	16,500	16,000	17,280	-	17,280	4.7%
105454600	PROFESSIONAL SERVICES	-	-	-	-	-	0.0%
105454700	CARD PROCESSING FEE	2,500	500	1,000	-	1,000	(60.0%)
105455300	DUES & SUBSCRIPTIONS	2,000	400	400	-	400	(80.0%)
105456000	HOMEOWNER RECOVERY FD	3,000	2,000	3,000	-	3,000	0.0%
	OPERATING EXPENDITURES	360,000	334,760	97,230	-	97,230	
105457402	CAPITAL-MOTOR VEHICLE	45,000	44,800	-	-	-	(100.0%)
	CAPITAL OUTLAY	45,000	44,800	-	-	-	
	TOTAL EXPENDITURES	<u>\$ 916,227</u>	<u>\$ 887,542</u>	<u>\$ 673,300</u>	<u>\$ -</u>	<u>\$ 673,300</u>	

STREET

Fund: General

Function: Transportation

Street Division Goal: To keep all public transportation routes open and in a safe traveling condition.

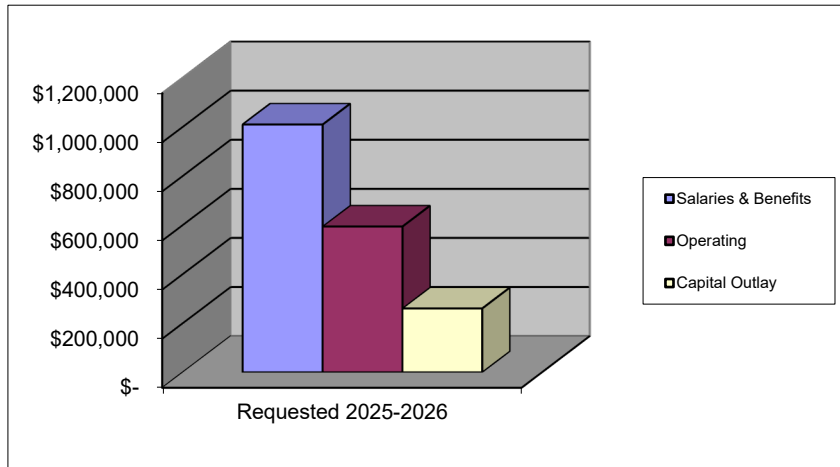
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 773,951	\$ 954,949	\$ 803,192	\$ 1,009,367
Operating	543,350	599,500	562,965	593,750
Capital Outlay	29,573	427,000	448,894	260,000
Total	\$ 1,346,874	\$ 1,981,449	\$ 1,815,051	\$ 1,863,117

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Powell Bill	\$ 546,561	\$ 546,500	\$ 606,431	\$ 606,431
Street Revenue	68,830	60,000	60,000	60,000
General Revenues	731,483	1,374,949	1,148,620	1,196,686
Total	\$ 1,346,874	\$ 1,981,449	\$ 1,815,051	\$ 1,863,117

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees	15.0	15.0	15.0	15.0

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

Flatbed Dump Truck Replacement	\$ 100,000
Street Closure Barriers (8)	125,000
Downtown Streetscapes	35,000



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Street	Function: Transportation	Fund: 10	Department: 560			
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
105600200	SALARIES & WAGES	\$ 643,505	\$ 563,750	\$ 666,235	\$ -	\$ 666,235	3.5%
105600300	OVERTIME	15,000	4,000	15,000	-	15,000	0.0%
105600500	FICA EXPENSE	50,377	43,435	52,115	-	52,115	3.4%
105600600	GROUP INSURANCE EXPENSE	125,625	86,175	143,925	-	143,925	14.6%
105600700	RETIREMENT EXPENSE	87,517	77,442	98,030	-	98,030	12.0%
105600800	DEFERRED COMPENSATION	32,925	28,390	34,062	-	34,062	3.5%
	EMPLOYEE BENEFITS	954,949	803,192	1,009,367	-	1,009,367	
105601300	TELEPHONE	6,000	3,900	6,000	-	6,000	0.0%
105601400	TRAINING & TRAVEL	15,000	10,000	15,000	-	15,000	0.0%
105601600	EQUIPMENT MAINTENANCE	50,000	49,890	50,000	-	50,000	0.0%
105601700	AUTO REPAIR	18,000	32,000	18,000	-	18,000	0.0%
105601800	UTILITIES	185,500	181,900	185,500	-	185,500	0.0%
105603100	AUTO OPERATING	43,500	33,700	43,500	-	43,500	0.0%
105603300	DEPARTMENTAL SUPPLIES	185,500	175,000	187,000	-	187,000	0.8%
105604500	CONTRACTUAL SERVICES	43,500	34,820	41,000	-	41,000	(5.7%)
105604510	INS-PROPERTY & GENERAL	50,000	41,005	45,000	-	45,000	(10.0%)
105604600	PROFESSIONAL SERVICES	2,000	-	2,000	-	2,000	0.0%
105605300	DUES & SUBSCRIPTIONS	500	750	750	-	750	50.0%
	OPERATING EXPENDITURES	599,500	562,965	593,750	-	593,750	
105607300	PAVING	-	-	-	-	-	0.0%
105607402	CAPITAL-MOTOR VEHICLE	400,000	385,035	-	100,000	100,000	0.0%
105607403	CAPITAL-OTHER EQUIPMENT	27,000	63,859	-	125,000	125,000	0.0%
105607405	CAPITAL-BLDGS & STRUCTURE	-	-	-	-	-	0.0%
105607500	CONSTRUCTION	-	-	-	35,000	35,000	0.0%
	CAPITAL OUTLAY	427,000	448,894	-	260,000	260,000	
	TOTAL EXPENDITURES	<u>\$ 1,981,449</u>	<u>\$ 1,815,051</u>	<u>\$ 1,603,117</u>	<u>\$ 260,000</u>	<u>\$ 1,863,117</u>	

PUBLIC WORKS/ENVIRONMENTAL SERVICES

Fund: General

Function: General Government

Public Works Division Goal: To provide administration and technical functions for the Public Services Division.

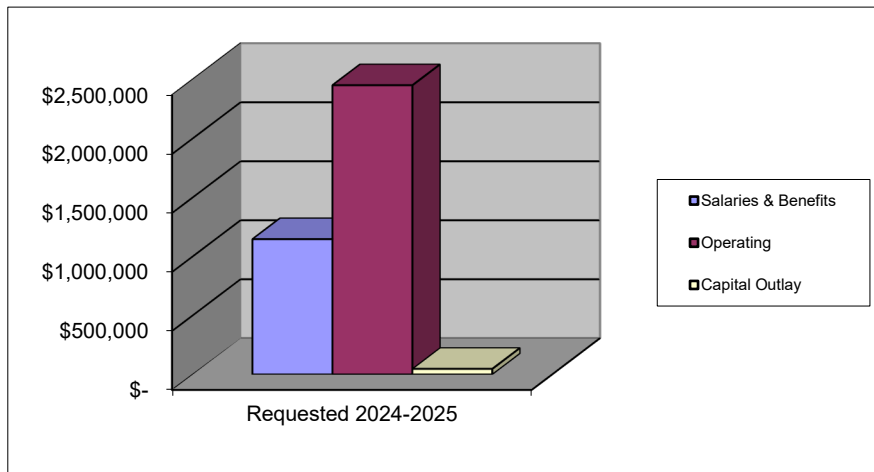
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 695,394	\$ 966,458	\$ 944,897	\$ 1,146,978
Operating	2,363,499	2,207,158	2,152,156	2,451,480
Capital Outlay	691,831	38,750	38,750	47,000
Total	\$ 3,750,724	\$ 3,212,366	\$ 3,135,803	\$ 3,645,458

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Fees	\$ 89,380	\$ 55,000	\$ 75,000	\$ 60,000
Disposal Fees	1,662,454	2,052,900	2,200,000	2,446,000
General Revenues	1,998,890	1,104,466	860,803	1,139,458
Total	\$ 3,750,724	\$ 3,212,366	\$ 3,135,803	\$ 3,645,458

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees	4.0	12.0	12.0	12.0

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

New Vehicle Environmental Services \$ 47,000



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Public Works/Environ. Services	Function: General Government			Fund: 10	Department: 565	
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
105650200	SALARIES & WAGES	\$ 685,021	\$ 633,345	\$ 747,215	\$ -	\$ 747,215	9.1%
105650300	OVERTIME	6,000	63,600	65,000	-	65,000	983.3%
105650500	FICA EXPENSE	52,404	53,316	62,135	-	62,135	18.6%
105650600	GROUP INSURANCE EXPENSE	96,312	64,725	115,140	-	115,140	19.5%
105650700	RETIREMENT EXPENSE	92,470	95,063	116,878	-	116,878	26.4%
105650800	DEFERRED COMPENSATION	34,251	34,848	40,610	-	40,610	18.6%
	EMPLOYEE BENEFITS	966,458	944,897	1,146,978	-	1,146,978	
105651100	POSTAGE	300	300	300	-	300	0.0%
105651200	PRINTING	500	500	500	-	500	0.0%
105651300	TELEPHONE	9,440	8,622	9,100	-	9,100	(3.6%)
105651400	TRAINING & TRAVEL	13,750	15,500	18,000	-	18,000	30.9%
105651700	AUTO REPAIR	32,600	22,500	32,000	-	32,000	(1.8%)
105651800	UTILITIES	1,500	2,700	3,100	-	3,100	106.7%
105653100	AUTO OPERATING	46,800	30,300	46,000	-	46,000	(1.7%)
105653300	DEPARTMENTAL SUPPLIES	50,000	68,291	65,000	-	65,000	30.0%
105654500	CONTRACTUAL SERVICES	2,010,588	1,966,404	2,231,000	-	2,231,000	11.0%
105654510	INS-PROPERTY & GENERAL	20,000	22,545	24,800	-	24,800	24.0%
105654600	PROFESSIONAL SERVICES	20,000	13,000	20,000	-	20,000	0.0%
105655300	DUES & SUBSCRIPTIONS	1,680	1,494	1,680	-	1,680	0.0%
	OPERATING EXPENDITURES	2,207,158	2,152,156	2,451,480	-	2,451,480	
105657401	CAPITAL-SOFTWARE/COMP EQ	-	-	-	-	-	0.0%
105657402	CAPITAL-MOTOR VEHICLE	-	-	-	47,000	47,000	0.0%
105657403	CAPITAL-OTHER EQUIPMENT	38,750	38,750	-	-	-	(100.0%)
	CAPITAL OUTLAY	38,750	38,750	-	47,000	47,000	
	TOTAL EXPENDITURES	<u>\$ 3,212,366</u>	<u>\$ 3,135,803</u>	<u>\$ 3,598,458</u>	<u>\$ 47,000</u>	<u>\$ 3,645,458</u>	

FLEET MAINTENANCE

Fund: General

Function: General Government

Fleet Maintenance Division Goal: To provide regular an preventive maintenance services for all Town vehicles and equipment.

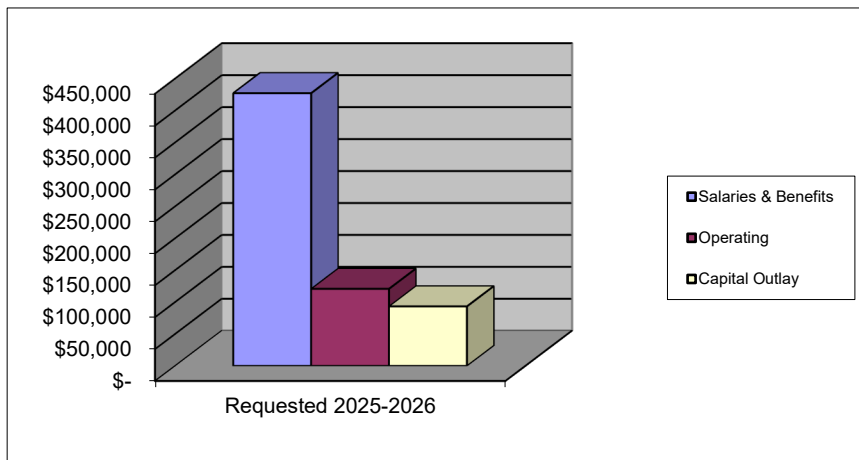
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 282,073	\$ 386,022	\$ 380,295	\$ 427,076
Operating	68,985	140,010	137,374	120,745
Capital Outlay	-	-	-	93,241
Total	\$ 351,058	\$ 526,032	\$ 517,669	\$ 641,062

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
General Revenues	\$ 351,058	\$ 526,032	\$ 517,669	\$ 641,062

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees-Full Time	4.0	5.0	5.0	5.0
Budgeted Employees-Part Time	-	-	-	-

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

Replacement Lifts (6) \$ 93,241



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Fleet Maintenance	Function: General Government	Fund: 10	Department: 580			
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
105800200	SALARIES & WAGES	\$ 271,783	\$ 269,370	\$ 296,910	\$ -	\$ 296,910	9.2%
105800300	OVERTIME	1,000	900	1,500	-	1,500	50.0%
105800500	FICA EXPENSE	20,792	20,675	22,829	-	22,829	9.8%
105800600	GROUP INSURANCE EXPENSE	41,875	38,970	47,975	-	47,975	14.6%
105800700	RETIREMENT EXPENSE	36,977	36,865	42,942	-	42,942	16.1%
105800800	DEFERRED COMPENSATION	13,595	13,515	14,920	-	14,920	9.7%
	EMPLOYEE BENEFITS	386,022	380,295	427,076	-	427,076	
105801300	TELEPHONE	1,200	800	1,200	-	1,200	0.0%
105801400	TRAINING & TRAVEL	7,700	8,000	7,700	7,300	15,000	94.8%
105801600	EQUIPMENT MAINTENANCE	5,500	2,500	5,500	-	5,500	0.0%
105801700	AUTO REPAIR	2,000	875	2,000	-	2,000	0.0%
105801800	UTILITIES	6,940	6,100	6,900	-	6,900	(0.6%)
105803100	AUTO OPERATING	4,000	1,800	4,000	-	4,000	0.0%
105803300	DEPARTMENTAL SUPPLIES	60,000	53,900	48,650	-	48,650	(18.9%)
105804500	CONTRACTUAL SERVICES	44,570	54,249	27,660	-	27,660	-37.9%
105804510	INS-PROPERTY & GENERAL	7,500	8,550	9,235	-	9,235	23.1%
105805300	DUES & SUBSCRIPTIONS	600	600	600	-	600	0.0%
	OPERATING EXPENDITURES	140,010	137,374	113,445	7,300	120,745	
105807401	CAPITAL-SOFTWARE/COMP EQ	-	-	-	-	-	0.0%
105807402	CAPITAL-MOTOR VEHICLE	-	-	-	-	-	0.0%
105807403	CAPITAL-OTHER EQUIPMENT	-	-	-	93,241	93,241	0.0%
	CAPITAL OUTLAY	-	-	-	93,241	93,241	
	TOTAL EXPENDITURES	<u>\$ 526,032</u>	<u>\$ 517,669</u>	<u>\$ 540,521</u>	<u>\$ 100,541</u>	<u>\$ 641,062</u>	

RECREATION & GROUNDS

Fund: General

Function: Cultural & Recreation

Recreation & Grounds Division Goal: To serve, educate and enhance life for the citizens of Southern Pines.

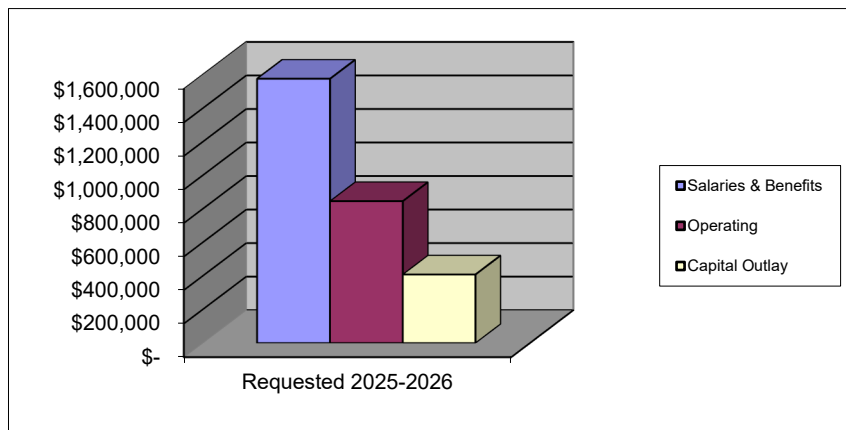
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 925,605	\$ 1,227,019	\$ 1,164,400	\$ 1,576,937
Operating	515,487	483,583	491,520	846,610
Capital Outlay	-	50,000	-	409,000
Total	\$ 1,441,092	\$ 1,760,602	\$ 1,655,920	\$ 2,832,547

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Fees	\$ 311,935	\$ 195,000	\$ 300,000	\$ 280,000
Facility Rental Fees	55,838	50,000	65,000	50,000
Grants	3,750	750	2,000	-
General Revenues	1,069,569	1,514,852	1,288,920	2,502,547
Total	\$ 1,441,092	\$ 1,760,602	\$ 1,655,920	\$ 2,832,547

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees-Full Time	14.0	14.0	16.0	18.0
Budgeted Employees-Part Time	30.5	32.5	32.5	32.5

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

Replacement Lighting - Tennis Courts	\$ 215,000
ATV Replacement	25,000
Pool Park Irrigation Replacement	68,000
Downtown Park Irrigation Replacement	50,000
Lighting - Skatepark & Reservoir Park	51,000



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year	Department:	Function:		Fund:	Department:		
2025-2026	Recreation & Grounds	Cultural & Recreation		10	620		
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
106200200	SALARIES & WAGES	\$ 914,186	\$ 863,165	\$ 1,136,903	\$ -	\$ 1,136,903	24.4%
106200300	OVERTIME	1,500	1,500	4,000	-	4,000	166.7%
106200500	FICA EXPENSE	70,748	66,150	87,279	-	87,279	23.4%
106200600	GROUP INSURANCE EXPENSE	117,250	109,970	172,710	-	172,710	47.3%
106200700	RETIREMENT EXPENSE	90,180	90,455	130,649	-	130,649	44.9%
106200800	DEFERRED COMPENSATION	33,155	33,160	45,396	-	45,396	36.9%
	EMPLOYEE BENEFITS	1,227,019	1,164,400	1,576,937	-	1,576,937	
106201100	POSTAGE	150	150	150	-	150	0.0%
106201200	PRINTING	2,800	2,800	2,800	-	2,800	0.0%
106201300	TELEPHONE	5,835	5,835	11,835	-	11,835	102.8%
106201400	TRAINING & TRAVEL	9,900	7,500	9,900	-	9,900	0.0%
106201450	TRAINING & TRAVEL	-	-	3,000	-	3,000	0.0%
106201500	BUILDING & GROUNDS	1,000	1,000	1,000	-	1,000	0.0%
106201600	EQUIPMENT MAINTENANCE	400	400	400	-	400	0.0%
106201650	EQUIPMENT MAINTENANCE	-	-	10,000	-	10,000	0.0%
106201700	AUTO REPAIR	4,000	4,000	14,000	-	14,000	250.0%
106201800	UTILITIES	52,300	55,000	52,300	2,700	55,000	5.2%
106203100	AUTO OPERATING	12,500	12,500	32,500	-	32,500	160.0%
106203150	AUTO OPERATING	-	-	-	-	-	0.0%
106203300	DEPARTMENTAL SUPPLIES	115,370	115,370	140,370	-	140,370	21.7%
106203350	DEPARTMENTAL SUPPLIES	-	-	130,800	-	130,800	0.0%
106203500	LAUNDRY & CLEANING	100	100	100	-	100	0.0%
106204500	CONTRACTUAL SERVICES	203,223	211,500	112,510	-	112,510	(44.6%)
106204550	CONTRACTUAL SERVICES	-	-	174,000	21,500	195,500	0.0%
106204501	CONTRACTUAL SERV-GRANT	750	750	-	-	-	(100.0%)
106204510	INS-PROPERTY & GENERAL	40,000	39,360	45,000	-	45,000	12.5%
106204600	PROFESSIONAL SERVICES	-	-	-	-	-	0.0%
106204700	CARD PROCESSING FEE	6,000	6,000	6,000	-	6,000	0.0%
106205200	CHEMICALS	-	-	45,000	-	45,000	0.0%
106205300	DUES & SUBSCRIPTIONS	4,255	4,255	5,000	745	5,745	35.0%
106207300	RESERVOIR PARK EXPENSE	25,000	25,000	25,000	-	25,000	0.0%
	OPERATING EXPENDITURES	483,583	491,520	821,665	24,945	846,610	
106207403	CAPITAL-EQUIPMENT	50,000	-	-	25,000	25,000	(50.0%)
106207405	CAPITAL-BLDGS/STRUCTURES	-	-	-	384,000	384,000	0.0%
	CAPITAL OUTLAY	50,000	-	-	409,000	409,000	
	TOTAL EXPENDITURES	\$ 1,760,602	\$ 1,655,920	\$ 2,398,602	\$ 433,945	\$ 2,832,547	

LIBRARY

Fund: General

Function: Cultural & Recreation

Library Division Goal: To provide citizens with materials of interest, educational support, reference services, access to information, and opportunities for cultural awareness.

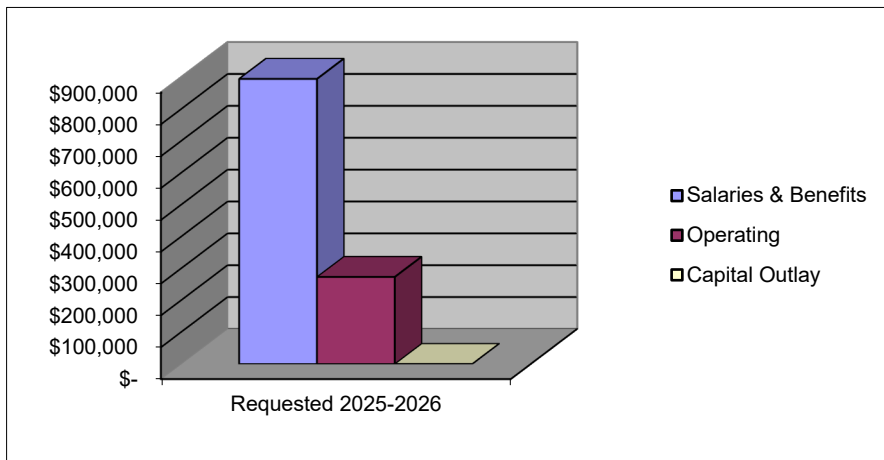
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 738,055	\$ 834,214	\$ 799,110	\$ 895,085
Operating	285,600	282,515	286,114	273,575
Capital Outlay	-	-	-	-
Total	\$ 1,023,655	\$ 1,116,729	\$ 1,085,224	\$ 1,168,660

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
State Aid	\$ 9,729	\$ 9,000	\$ 10,022	\$ 9,000
Grants	-	-	11,282	-
Fees	54,170	50,000	60,000	60,000
General Revenues	959,756	1,057,729	1,003,920	1,099,660
Total	\$ 1,023,655	\$ 1,116,729	\$ 1,085,224	\$ 1,168,660

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees-Full Time	9.0	9.0	9.0	9.0
Budgeted Employees-Part Time	4.0	4.0	4.0	4.0

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

There are no capital outlay requests in this budget.



2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Library	Function: Cultural & Recreation			Fund: 10	Department: 630	
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
106300200	SALARIES & WAGES	\$ 613,896	\$ 596,840	\$ 649,626	\$ -	\$ 649,626	5.8%
106300500	FICA EXPENSE	46,964	45,660	49,696	-	49,696	5.8%
106300600	GROUP INSURANCE EXPENSE	75,375	44,955	86,355	-	86,355	14.6%
106300700	RETIREMENT EXPENSE	73,834	81,810	81,195	-	81,195	10.0%
106300800	DEFERRED COMPENSATION	24,145	29,845	28,213	-	28,213	16.8%
	EMPLOYEE BENEFITS	834,214	799,110	895,085	-	895,085	
106301100	POSTAGE	3,000	3,000	3,000	-	3,000	0.0%
106301200	PRINTING	-	-	-	-	-	0.0%
106301300	TELEPHONE	100	30	100	-	100	0.0%
106301400	TRAINING & TRAVEL	8,000	8,000	8,000	-	8,000	0.0%
106301600	EQUIPMENT MAINTENANCE	500	-	500	-	500	0.0%
106301800	UTILITIES	53,000	45,000	45,000	-	45,000	(15.1%)
106302200	LEASED EQUIPMENT	600	583	600	-	600	0.0%
106303300	DEPARTMENTAL SUPPLIES	28,500	27,800	26,800	-	26,800	(6.0%)
106303400	MATERIALS & LIBRARY BOOKS	110,000	110,000	110,000	-	110,000	0.0%
106303401	STATE AID MATERIALS	9,000	10,022	9,000	-	9,000	0.0%
106303403	DONATION EXPENSES	3,000	3,000	2,000	-	2,000	(33.3%)
106303500	PERIODICALS	7,800	7,800	7,800	-	7,800	0.0%
106303600	AUDIO-VISUAL	1,500	1,800	1,800	-	1,800	20.0%
106304500	CONTRACTUAL SERVICES	49,500	50,847	51,700	-	51,700	4.4%
106304501	CONTRACTUAL SRVCS - GRANT	-	11,282	-	-	-	0.0%
106304510	INS-PROPERTY & GENERAL	4,515	3,450	3,775	-	3,775	(16.4%)
106305300	DUES & SUBSCRIPTIONS	3,500	3,500	3,500	-	3,500	0.0%
	OPERATING EXPENDITURES	282,515	286,114	273,575	-	273,575	
106307401	CAPITAL-SOFTWARE/COMP EQ	-	-	-	-	-	0.0%
106307403	CAPITAL-OTHER EQUIPMENT	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	<u>\$ 1,116,729</u>	<u>\$ 1,085,224</u>	<u>\$ 1,168,660</u>	<u>\$ -</u>	<u>\$ 1,168,660</u>	

FACILITY MAINTENANCE

Fund: General

Function: General Government

Facility Maintenance Division Goal: To provide manpower, supplies, expertise, equipment, and management for the maintenance of Town owned buildings and properties.

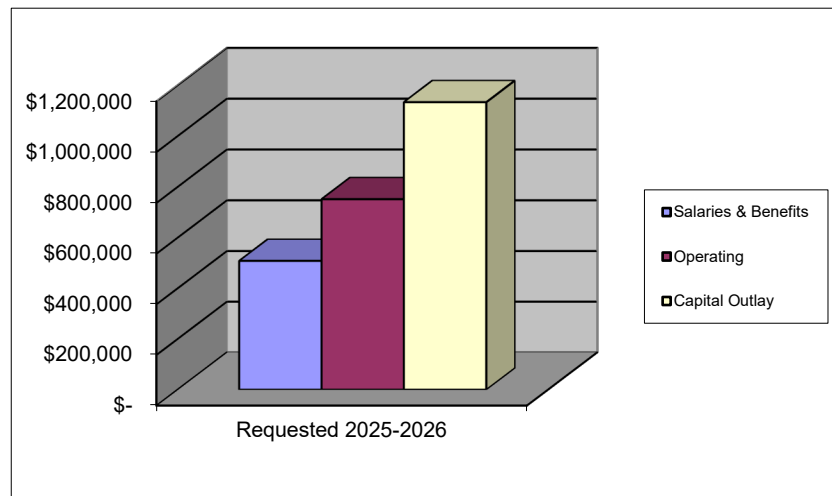
Object of Expenditures	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Salaries & Benefits	\$ 632,301	\$ 782,933	\$ 647,655	\$ 508,421
Operating	1,060,537	1,143,302	1,057,333	751,668
Capital Outlay	158,559	201,000	218,634	1,133,431
Total	\$ 1,851,397	\$ 2,127,235	\$ 1,923,622	\$ 2,393,520

Revenues by Type	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
General Revenues	\$ 1,851,397	\$ 2,127,235	\$ 1,923,622	\$ 2,393,520

	Actual FY 2023-24	Budget FY 2024-25	Expected FY 2024-25	Requested FY 2025-26
Budgeted Employees-Full Time	11.0	11.0	9.0	7.0

2025-2026 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

See Capital Improvement Summary



25 - 26 CAPITAL REQUESTS & NEW POSITIONS		
CONSOLIDATED SUMMARY		03.14.2025
	Totals	
Facility Maintenance		
305 Trackside modifications	30,534	
Optimist fence replacement	116,550	
PD Hot Water Heater Replacement	26,911	
ADA Ramp - Admin	78,782	
Rec Center environmental controls replacement	82,500	
PD Evidence Room	34,473	
PD Painting	56,070	
Truck Replacement #986	60,000	Vehicle
Van Replacement #982	50,000	Vehicle
Finance Bldg window replacement	52,438	
FS 81 painting	67,250	
HVAC Replacement - Admin	22,833	
Carpet Replacement - FS 81	26,365	
PD CRAC Units	193,000	Other Equip
Exterior painting of all park buildings	58,225	
FS 81 kitchen upgrade	30,000	
Finance carpet replacement	95,000	
Finance paint	31,500	
Library Updates	21,000	
Facility Maintenance - Total	1,133,431	

2025-2026 ANNUAL BUDGET
DETAILED ACTIVITY SPENDING REQUEST

Fiscal Year 2025-2026	Department: Facility Maintenance	Function: General Government		Fund: 10	Department: 640		
Object Code	Object Title	2024-2025 Budget as of 03/28/25	2024-2025 Expected	2025-2026 Continuation	2025-2026 New Budget Requests	2025-2026 Total Request	% Increase (Decrease)
106400200	SALARIES & WAGES	\$ 539,173	\$ 446,470	\$ 339,336	\$ -	\$ 339,336	(37.1%)
106400300	OVERTIME	8,000	5,720	8,000	-	8,000	0.0%
106400500	FICA EXPENSE	41,860	34,595	26,571	-	26,571	(36.5%)
106400600	GROUP INSURANCE EXPENSE	92,125	76,580	67,165	-	67,165	(27.1%)
106400700	RETIREMENT EXPENSE	74,416	61,680	49,982	-	49,982	(32.8%)
106400800	DEFERRED COMPENSATION	27,359	22,610	17,367	-	17,367	(36.5%)
	EMPLOYEE BENEFITS	782,933	647,655	508,421	-	508,421	
106401300	TELEPHONE	11,000	9,650	7,500	-	7,500	(31.8%)
106401400	TRAINING & TRAVEL	5,000	3,000	3,000	-	3,000	(40.0%)
106401450	TRAINING & TRAVEL	5,000	3,000	-	-	-	0.0%
106401500	BUILDING & GROUNDS	149,500	144,000	149,000	-	149,000	(0.3%)
106401600	EQUIPMENT MAINTENANCE	2,000	2,000	2,000	-	2,000	0.0%
106401650	EQUIPMENT MAINTENANCE	20,000	10,000	-	-	-	0.0%
106401700	AUTO REPAIR	14,500	25,000	15,000	-	15,000	3.4%
106401800	UTILITIES	119,000	111,000	119,000	-	119,000	0.0%
106402100	RENT	3,000	2,800	3,000	-	3,000	0.0%
106402200	LEASES/SBITA's	-	-	-	-	-	0.0%
106403100	AUTO OPERATING	15,000	23,000	7,500	-	7,500	(50.0%)
106403150	AUTO OPERATING	21,000	-	-	-	-	0.0%
106403300	DEPARTMENTAL SUPPLIES	69,000	68,400	74,000	-	74,000	7.2%
106403350	DEPARTMENTAL SUPPLIES	149,500	136,304	-	-	-	0.0%
106404500	CONTRACTUAL SERVICES	190,902	178,039	141,904	89,959	231,863	21.5%
106404550	CONTRACTUAL SERVICES	180,600	167,300	-	-	-	0.0%
106404510	INS-PROPERTY & GENERAL	45,000	50,050	54,055	-	54,055	20.1%
106404600	PROFESSIONAL SERVICES	40,000	27,000	37,000	-	37,000	(7.5%)
106405200	CHEMICALS	50,000	45,000	-	-	-	(100.0%)
106405300	DUES & SUBSCRIPTIONS	1,500	750	750	-	750	(50.0%)
106405700	APPEARANCE COMMISSION	51,800	51,040	48,000	-	48,000	(7.3%)
	OPERATING EXPENDITURES	1,143,302	1,057,333	661,709	89,959	751,668	
106407402	CAPITAL-MOTOR VEHICLE	-	22,899	-	110,000	110,000	0.0%
106407403	CAPITAL-OTHER EQUIPMENT	66,000	61,409	-	193,000	193,000	192.4%
106407405	CAPITAL-BLDGS/STRUCTURES	135,000	134,326	-	830,431	830,431	515.1%
	CAPITAL OUTLAY	201,000	218,634	-	1,133,431	1,133,431	
	TOTAL EXPENDITURES	\$ 2,127,235	\$ 1,923,622	\$ 1,170,130	\$ 1,223,390	\$ 2,393,520	

FY 25-26 Budget

Draft

**General Fund Expenditures:
Big Picture Overview**

April 2, 2025



**Southern
Pines**

NORTH CAROLINA

Draft FY 25-26 GENERAL FUND

With a fiscal year of July 1 through June 30, the “heavy lift” of budgeting takes place in the spring months. For the Town’s finance team and senior leaders, however, activities take place all year long:

1st quarter of fiscal year

- Authorize purchase orders for upcoming year
- Close out final transactions from previous year
- Prepare for year-end audit
- Begin to monitor early revenues

2nd quarter of fiscal year

- Complete year-end audit for prior year
- Continue monitoring revenues
- Advance projects & expenditures
- Analyze needs & citizen requests.
- Research cost estimates for upcoming budget.



expenditures

3rd quarter of fiscal year

- Continue monitoring current year’s revenues.
- Forecast revenues for upcoming year.
- Confirm needs & cost estimates. Submit department requests for upcoming budget.
- Meet with individual departments to clarify requests, review options & alternatives, and refine cost estimates and revenue forecasts.
- Hold budget retreat with senior leadership team. Discuss competing interests and develop alternatives. Confirm priorities and fiscally responsible funding recommendations.
- Prepare Town Manager’s recommended budget.

4th quarter of fiscal year

- Hold budget retreat with Council. Review manager’s recommended budget, confirming priorities and funding recommendations.
- Staff refines budget based on Council direction at retreat.
- Publish draft budget for public review & hold 2 public hearings.
- Adopt budget.
- Finalize all current year projects & expenditures.
- Close out current fiscal year.



By being creative, innovative, and adaptable, we can find the best path forward. It’s the

*Southern
Pines Way*

EXPENDITURES OVERVIEW: THE 94% VIEW

The expenditures detailed over the next three pages total **\$30,898,400**, which is **94%** of the \$32,743,091 expenditures in the Town Manager’s recommended budget. What is represented here?

- Expenditures that hit all or most departments, i.e. salaries, utilities, property & vehicle insurance, auto operating and repair expenses, and similar.
- Proposed capital project transfers, debt service payments, leases, SBITAs, and other non-departmental expenditures, like the water-sewer indirect costs.
- Single items that meet the Town’s \$20,000 capital asset threshold.
- Items in multiple departments or line items that collectively add up to \$20,000 or more. for improved transparency and ease of reviewing the budget.
- What’s requested, but not specifically listed below and makes up “the 6%”? Some examples include: Sandhills MPO dues, seniors activities, community & special events, downtown holiday decorations & set-up, routine office supplies, and similar.

Employee Wages, FICA, Retirement	Operating	\$16,728,846
Solid Waste Contract	Operating	\$1,997,204
Group Insurance	Operating	\$1,717,505
Street Resurfacing	Capital Project	\$1,305,630
Facilities Capital Requests	Operating	\$992,897
Department Specialized Supplies	Operating	\$666,455
IT Support Contracts	Operating	\$664,370
Utilities	Operating	\$553,200
Insurance - Property, Vehicles, etc.	Operating	\$538,400
General Capital Reserve Transfer	Capital Transfer	\$500,000
Installment Payment: Fire Station #82	Debt Service	\$404,188
Replacement Vehicles	Capital Purchase	\$348,000
Contracted & Professional Services	Operating	\$306,680
Auto Operating	Operating	\$300,900
New Garage - Design/Engineering	Capital Project	\$300,000
Uniforms/PPE	Operating	\$293,350
Leases & SBITAs	Non-Department	\$293,135

**The Town Council & Attorney along with part-time employees don't receive employee benefits like retirement and group insurance.*

Overtime	Operating	\$288,500
Sidewalk Projects	Capital Transfer	\$280,000
Hazardous Materials & Debris Disposal	Operating	\$265,629
Training & Travel	Operating	\$262,680
Equipment Replacements	Operating	\$228,741
IT Hardware (for all departments)	Operating	\$217,400
Downtown Park Tennis Court Lights	Capital Project	\$215,000
Moore Co. Service Fee - Property Tax Collections	Operating	\$210,250
Software/Hardware Capital Requests	Capital Project	\$184,050
Auto Repairs	Operating	\$181,500
Police Separation Allowances	Operating	\$175,895
Phone Service	Operating	\$175,580
Facilities: building & safety repairs	Operating	\$171,000
Street Closures/Comms Project	Capital Project	\$149,000
Service Contracts, Inspections, etc.	Operating	\$143,806
Janitorial supplies, contracted cleaning	Operating	\$138,600
Equipment Maintenance	Operating	\$135,000
Youth Camps & After School Programs	Operating	\$110,541
Library Books	Operating	\$110,000
Facility Modernization	Capital Transfers	\$95,000
Pool & Splash Pad Operations	Operating	\$81,334
Professional Dues, Certifications, Licenses	Operating	\$77,520
Hazardous Tree Removals (ROWs & Public Places)	Operating	\$75,000
Pool Park Irrigation Replacement	Capital Project	\$68,000
Debt Service: Community Development	Debt Service	\$67,298
Athletics - Youth & Adults	Operating	\$65,510
Recreation Instructors & Programs	Operating	\$60,600

Public Safety Extra Duty Fees	Operating	\$58,000
Park benches, signs, trash cans, etc.	Operating	\$50,570
Downtown Park Irrigation Replacement	Capital Project	\$50,000
Service & Retirement Awards	Operating	\$43,750
Compensation & Benefits Study	Operating	\$40,000
Records Digitization	Operating	\$35,000
E. New Hampshire ROW Project	Capital Project	\$35,000
Postage & Printing	Operating	\$32,975
SoPines Sustainovates!	Operating	\$30,550
Moore Co. Economic Dev. Partnership	Operating	\$30,500
Appearance Commission Projects	Operating	\$30,000
Skatepark Lighting	Capital Project	\$30,000
Staff Training - Contract Instructors	Operating	\$28,000
Municipal Election Expenses	Operating	\$25,000
West Southern Pines URC Grant	Operating	\$24,250
Background & Drug Screens	Operating	\$21,500
Reservoir Park Parking Lot Lighting	Capital Project	\$21,000

ALL OTHER EXPENDITURES COMBINED = 6% OF TOTAL



FY 25-26 *Budget*

General Fund Capital Requests
March 28, 2025



**Southern
Pines**

NORTH CAROLINA

Memo

To: Town Council & Town Manager Reagan Parsons, ICMA-CM
From: Jessica Roth, ICMA-CM: Assistant Town Manager
Date: March 28, 2025
Re: FY 25-26 General Fund Capital Requests for Consideration

Overview

Southern Pines' capital assets are the physical foundation of our service delivery. Like any growing community, we have the complex task of meeting the increasing demand for services and facilities, while also managing the constraints of limited financial resources. It is essential that the Town has a comprehensive approach to plan for future assets, while also maintaining and replacing those currently in service. This document identifies the projects and assets recommended by our departments to accomplish these goals in the upcoming year and, in some cases, beyond.

The Town uses \$20,000 for our capitalization threshold, which is the minimum cost at which a purchase is classified as a capital asset rather than an operating expense. This helps focus decision-making on significant, long-term investments, which are then tracked and depreciated over time.

This document summarizes the General Fund capital requests that have been recommended by staff. There are a small number of projects which are recommended, but have not been included in the initial draft budget forwarded to Council for the retreat. They are included here so that Council can further evaluate and prioritize all of the requests at the retreat.

Recommended projects fall across a number of service delivery areas including facilities, parks & recreation, public safety, transportation, IT, and vehicle/equipment replacements.

Facilities Condition Assessment

In 2019, the Town engaged Creech & Associates to assess the condition of 15 buildings totaling over 153,000 square feet.; this was replicated in 2021 for the three structures at Whitehall. The 2019 assessment noted that while all buildings were maintained well, their ages had led to some deficiencies. The assessment rated each building and identified a number of facility preservation needs. The rating table is shown below and further broken down for each facility in this document. Where needs have been addressed over the past 6 years, we expect the condition has improved. For outstanding needs, we anticipate the condition has likely deteriorated over this period.

Comprehensive Plan Consistency

The Comprehensive Plan notes, "A statement of Comprehensive Plan consistency for capital projects considered for the town's Capital Improvements Plan (CIP) would reinforce a direct connection between land use and development (i.e., demand for services) and the infrastructure needed to support it (i.e., services supplied). Preparing this information during updates to the CIP document should inform the prioritization process for Town Council." Look for this green "checkmark" graphic, indicating the request is consistent with or advances the 2040 Comprehensive Plan.



Transportation

Transportation is one of 12 Guiding Principles in the 2040 Comprehensive Plan: *“Provide a safe, reliable transportation system that balances all modes of travel; including walking, biking, public transit, rail, and cars. Consider land use and infrastructure investments together, promoting a network of complete, connected, and walkable streets that emphasize the quality and character of both the street design and surrounding development pattern. Safeguard the town’s transportation connections to important destinations outside of Southern Pines and work with partners in the greater region to build an efficient and multimodal regional transportation system.”*

Prioritize “pavement preservation” through annual resurfacing program

The Town maintains around 85 miles of roadways. While annual needs and costs vary, the Town plans based on resurfacing high-volume collector and arterial streets every 15 years and low-volume residential streets every 22.5 years.

The Town surveys the condition of every roadway every four years. This helps prioritize upcoming projects based on the greatest needs.

The Town’s goal is to resurface roads when they are in “fair” condition, but before they deteriorate to “poor” so it’s still considered a “pavement preservation” project. Waiting until the roadways require rehabilitation or reconstruction increases the costs by as much as 1400%.

The FY 26 budget requests \$1.3 million toward street resurfacing projects, which we anticipate will cover around 4.3 miles.

Complete Bennett St. Sidewalks

The Town has been installing sidewalk segments along S. Bennett St. to connect downtown to Morganton Rd. Another \$200,000 has been requested in FY 26. We anticipate this will be the final segment to complete this project – **S Bennett St. from W Wisconsin Ave. and tying into the existing sidewalk next to the baseball field and new skatepark.**

The Bennett St. sidewalk project helps advance **Comprehensive Plan Policy 8.1** which encourages increased pedestrian and bicyclist access and a network of connected sidewalks.



E. New Hampshire Ave. ROW Improvement

Staff recommends **\$35k to install a hardscape surface along E. New Hampshire Ave.** near NE Broad St. Grass maintenance in the downtown area is not only inefficient, but is also creates incidents when small pebbles or debris hit the adjacent parked cars. This project will also complete the hardscape installation in this block, which helps to advance Comprehensive Plan Policy 3.13 which recommends installing hardscape and street furniture in the public realm that’s consistent with the character district or streetscape.



Pedestrian Safety Barriers

Staff requests \$125k to purchase a system of **FEMA-recommended safety barriers designed to stop vehicles from breaching pedestrian areas.** These steel barriers protect against accidental or intentional vehicle entry, offering a crucial safety upgrade for public gatherings and can be quickly deployed.

The 2040 Comprehensive Plan identifies “a primary goal” of creating “highly sociable places for the community...places that are safe, clean, energized, accessible, and with enough capacity to accommodate formal or informal events at the location.” Our community treasures traditions like First Friday, the Christmas Tree Lighting, First Eve, SpringFest, and AutumnFest, and expects to feel safe and secure to enjoy them fully.





Flatbed Dump Truck

Staff requests **\$100k to replace an existing 2015 Ford F450 service truck with a new flatbed dump truck.** Shown at left, this “work horse” of the department is critical for service delivery in the streets division. It’s driven every day and used for every task, from pavement management and sign maintenance to stormwater work, after-hours emergencies, and snow & ice management. The garage has identified about \$28k in repairs, which is not cost-effective given the age and value of the truck.

Recommended but no funding identified

Tandem Dump Trucks: \$400k – Staff recommends purchasing two 18-yard tandem dump trucks in FY 26 to replace our current 2010 models. While the current trucks are anticipated to remain in service until FY 29–30, expediting the purchase has two key benefits:

- Avoids an anticipated 30–50% cost increase tied to 2027 EPA emissions regulations.
- Secures more efficient equipment now. The new trucks will hold more than twice the capacity of our current 8-yard models, which will reduce trips and vehicle mileage, and improve staff productivity.



Since the existing trucks are still in good condition, we expect strong interest and resale value at surplus auction, which will help offset the purchase cost. Municipalities with a smaller geographic area or that don’t use equipment like this at the daily frequency we do are particularly interested in surplus vehicles & equipment from their larger counterparts.



Downtown Park Parking Lot Rehabilitation: \$125k – The parking lot in Downtown Park is in critical need of rehabilitation due to extensive damage from tree roots that have uplifted the asphalt. The uneven surface creates significant trip hazards for pedestrians and poses accessibility and liability concerns. The project scope includes replacing the damaged concrete entrance, removing old asphalt and tree roots, installing a new stone base, new curb and gutter, and repaving the entire lot for a smooth, safer surface.



Of Note...

Staff has identified approximately \$42,500 in available FY 25 funding and ordered two high-visibility, solar-powered message boards to improve communication with residents and businesses. These portable boards will be shared among departments and used to notify the public of road closures, utility work, and similar.

Parks & Recreation Facilities

Ensure existing facilities are appropriately maintained & preserved.

In early 2024, the Town completed a **needs assessment of parks and recreation facilities**. Like the 2019 building study, this helps to identify needed repairs and maintenance schedules. The recommended projects also advance the **Comprehensive Plan Guiding Principle on Parks, Recreation, and Open Space**, *"Promote and expand opportunities where people can be more involved in an active community lifestyle represented in part by the presence of high-quality parks and recreation facilities..."*



FY 26 projects from this assessment include **\$120k to replace end-of-life irrigation systems at Downtown Park and Pool Park**. The current system at Downtown Park only covers about 70% of the turf; with increased activity from the Farmers Market and other events, the turf continues to decline each year. Both parks have low quality turf, which contributes to a hardened ground surface hardens, making them unsafe, especially for play.

\$215k is requested to replace the obsolete tennis court lighting at Downtown Park with new LED fixtures. Replacement parts are no longer available and it also fails to fully illuminate the courts, creating safety risks during evening play. The Town relies on the lights for evening tennis lessons, which served nearly 250 participants in 2024 and generated over \$8k in fees. The lights are also open for free public use.

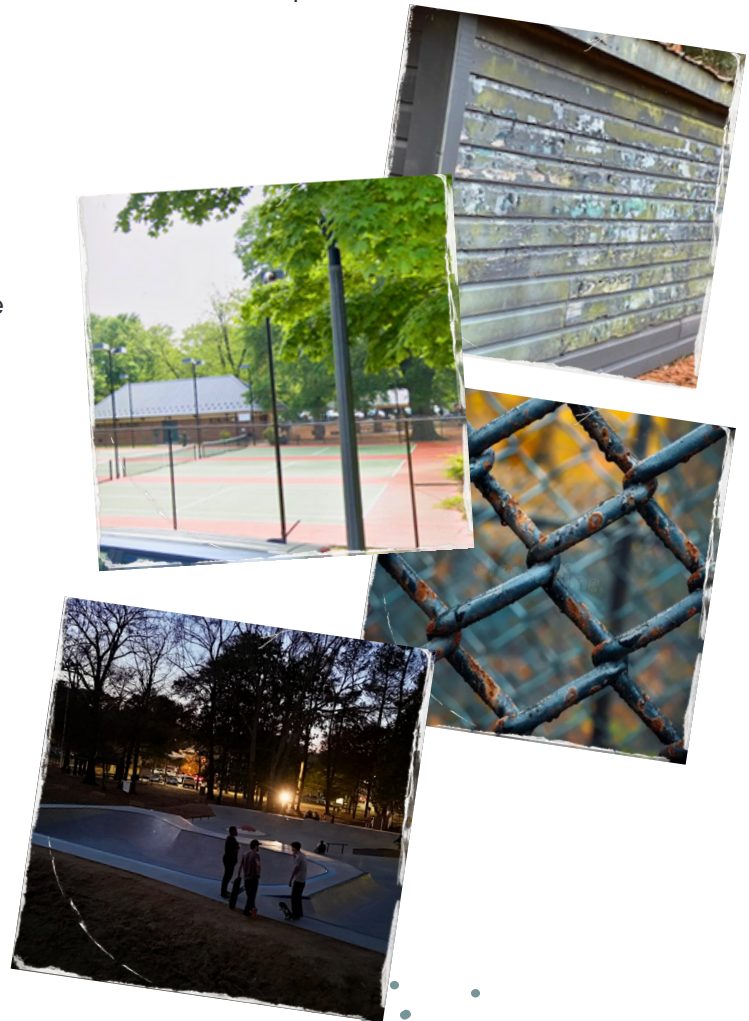
Two solar lighting installations are requested at a total of \$51k for the new Skatepark and Reservoir Park.

- While other areas of Memorial Park are lit, the skatepark is not. **Skaters for Moore has committed \$10k** to the total \$30k cost, so the Town's portion will be \$20k or two-thirds.
- Staff recommends lighting the Reservoir Park parking lot, at an estimated total of \$21k. This will improve safety & security for evening users.

The solar installations will minimize ongoing costs and was almost identical to an electric installation, achieving a long-term cost benefit. The solar product we recommend rates highly with other municipalities we contacted, including one in Texas with a skatepark.

The requested budget includes approximately **\$120k to replace the rusted, deteriorating fencing at the Morganton Road baseball/softball field**, which no longer meets current Town codes. Youth athletes frequently come into contact with this fencing during outfield plays, raising safety and liability concerns. The turnkey project includes removal and disposal of the old fence and installation of new 6-foot, 8-gauge black-coated chain-link fence. Originally quoted in 2021, the cost has since increased by 25% and will continue growing higher.

As identified in the assessment, the requested budget includes **\$58k to repair and repaint the exteriors of all ancillary park structures** - convenience stations, storage buildings, and concessions. Trim and other wooden surfaces are rotting and need carpentry repairs, power washing, and fresh caulk and paint.





Parks & Grounds Equipment

The Parks & Grounds team uses ATVs to access and maintain trails and remote areas of the parks. **\$25k is requested to replace a 2008 John Deere Gator 939** with a Polaris xp1000. The Gator continues to decline, with 18 repair tickets totaling \$2,800 and approximately 12 weeks of down time. The Polaris is a road-legal vehicle, which improves efficiency since staff can drive it independently to the sites, rather than loading a Gator on a trailer with tow vehicle.

Recommended but no funding identified

Staff recommends a **restroom facility at Martin Dog Park**—the only Town park without on-site restrooms or handwashing stations. Given this is a dog park, proper hygiene is especially important for public health and user comfort.



To address this need in a cost-effective and resourceful way, staff proposes a mobile, ADA-compliant unit that connects directly to existing water and sewer lines. Secured on a concrete pad, the unit is significantly less expensive than traditional construction and offers added value since it can be relocated for use during emergencies or natural disasters. The estimated cost is approximately \$147k to purchase the unit and prepare the site.



Looking forward...

State regulations require improvements and updates to the **Reservoir Park dam**. Initial phases are underway for this multi-year plan. We don't forecast a FY 26 allocation, but **\$800k+ is anticipated in FY 27**.

Vehicle Replacements

Each year, our mechanics evaluate the various vehicles and equipment to recommend replacements based on age, condition, anticipated repair costs, and the likelihood of being out-of-service. Based on these factors, staff recommends replacing the following vehicles in FY 26.

For ease of review, this is a full list of all vehicles recommended for FY 26. Some were highlighted in other sections to discuss the way in which they are used for service delivery. Each purchase is coded to the primary department/division, so inclusion here is not a duplication of the previously mentioned items.

- 1 streets division dump truck: \$100k
- 1 police patrol vehicle: \$66k
- 1 facilities pickup truck: \$60k
- 1 facilities transit van: \$50k
- 1 environmental services pickup truck: \$47k
- 1 parks & grounds ATV: \$25k

- *Two 18-yard tandem dump trucks: \$400k (recommended, but no funding identified at this time)*

The two facilities vehicles (pictured) have been both been in service for well over a decade (15 years for the van). They are at the point where needed repairs needed are not worth their value. The 2010 van has had over 47 work orders and was out of service a total of 2 months over the past year, including one \$6k transmission repair.

The proposed environmental services truck will replace a light duty pickup truck that has been in service for almost 25 years. Total repairs have exceeded its present value and this division needs a more reliable, better-suited vehicle for its daily work. The current truck doesn't have the cab or bed space for providing cart deliveries and small hand collections of debris.

All vehicles taken out of service are declared surplus and listed for auction, usually on govdeals.com, to help offset replacement costs.

Street Closure Barricades Trailer

This is a trailer that is staged at the Fire department in partnership with the Streets division. It is stocked with **barricades, cones, and similar that are utilized to close streets in emergencies or planned events.** In many cases, this keeps the Streets team from having to come out after hours or being pulled off a different assignment since the Fire department can close the street(s) without their assistance.

The current trailer is at end of life. Staff recommends replacing and upgrading it at a total cost of \$24k with a larger trailer that has greater capacity, making each trip more efficient and covering more areas.

This part of the larger project between Streets, Fire, and Utilities to implement digital message signs and hardened barricades for better communication and event/emergency management (more fully described in the transportation section).





IT Infrastructure & Software Contracts

The IT department requests **\$89,500 to replace our Disaster Recovery Storage Area Network (SAN)** that is at the end of its seven-year life; we have already extended the warranty to the maximum allowed. Vendor support and current technology is critical for this infrastructure as it provides disaster recovery for Town data, enterprise servers, and application services ensuring business continuity for all departments.

IT also requests **\$52,500 to renew the Backup Subscription Services contract for an additional year.** This equipment and software provides the routine, reliable backup for all Town data, using a combination of hybrid onsite and cloud storage solutions. This contract is an existing Subscription Based IT Agreement (SBITA) and expires in February 2026.

The final notable expenditure is **\$42,500 for the 3-year contract renewal with ZenCity, the software vendor that powers Engage Southern Pines.** This is our online platform for public input and engagement, offering residents a convenient way to share feedback, follow projects, and participate in surveys and discussions. It's designed for those who want to stay involved but can't always attend meetings and has been used throughout the past 15 months for projects like Knoll Road, the Comprehensive Plan implementation work, and others. This is not a new service, but the renewal is a SBITA.

The Comprehensive Plan references the importance of ongoing public input and participation to the plan, noting, ***“Community engagement during implementation activities will be critical to ensure shared successes and intended outcomes.”*** Engage Southern Pines was used extensively for the character districts input and adoption and will be valuable for the work on attainable housing.



sopinesnc.info/engage



Facilities

Ensure existing buildings are appropriately maintained & upgraded as needed.

The Town completed a facilities condition assessment in 2019 to identify **repairs & upgrades to our various buildings**. We have been consistently implementing those recommendations and the recommended FY 26 budget includes projects to meet these goals. The rating matrix is shown below and reflected on the following pages for each facility.

Administration Building: This building was originally constructed in 1940 and needs some renovations and modernizations for accessibility. Recommended FY 26 projects include **\$215k for a new roof, ADA-compliant ramp, new windows, and new HVAC system**.

Finance Building & Fire Station #81: Staff has identified **necessary interior repairs & work** to address areas that are in poor condition.

Garage: Introduced at last year’s retreat, the garage no longer adequately serves our fleet, which has grown over the years in both volume and size of the equipment and vehicles. Just under **\$400k has been proposed toward design/engineering a new building on the Community Development campus and the purchase of new lifts required for larger equipment**.

Library: FY 26 work identified includes **\$29k to replace carpet in high traffic areas and construct additional storage** for furniture and other equipment that must be stored on-site.

Police Station: The proposed budget includes just over **\$310k to expand the evidence room, complete some interior painting, and replace end-of-life mechanical and plumbing systems**.

Pool Park: The recommended budget includes \$68k for the irrigation system (discussed in recreation needs). Reconstruction of the Bath House is also a need, but funding has not been identified in the FY 26 budget. The total anticipated cost is \$400k.

Recreation Center: The proposed budget includes **\$82,500 to replace the obsolete environmental controls** for the mechanical system.

Other Facilities: There will be work performed at the other buildings and facilities to ensure necessary maintenance and preservation. These needs aren’t currently anticipated to meet the threshold for a capital project (\$20k+), so they aren’t individually identified here. We have also included details on future needs for budget years beyond FY 26.

Whitehall Carriage House renovation

We are close to substantial completion on the building renovations of the **Whitehall Carriage House for a small events and programs facility**. We will soon let bids for the code-required site work, which includes a new entrance road from Elizabeth Rounds Park and small parking lot to serve the Carriage House. After bids are reviewed, we can determine whether the capital funds on-hand will be sufficient for the site work or if an additional allocation will be needed.



POOR	Must be addressed immediately to avoid further damage
FAIR	Must be addressed as part of next planned renovation work.
GOOD	Satisfactory condition for some use with limited life span
VERY GOOD	Acceptable for standard use in renovation
EXCELLENT	Acceptable for use with the majority of life span available



POOR ADA accessibility Roof & gutters	FAIR Doors Fire & Life Safety Mechanical systems Windows	GOOD Electrical systems Exterior façade Interior conditions Structural systems	VERY GOOD Plumbing systems
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SYSTEM	FY 25-26 REQUESTED PROJECTS: \$214,475	FY 27 AND BEYOND
ADA	ADA ramp: \$78,782	TBD
Exterior	Roof replacement: \$95,000 Window replacements: \$17,860	Entryway work: TBD
Mechanical	HVAC systems: \$22,833	TBD
Plumbing	--	Water heater: \$1,800

Project Details

- **ADA Ramp:** There are steps to every exterior entrance of this building, making it inaccessible to those with disabilities, using strollers, or similar. We have a contractor estimate of just under \$79k to install a ramp.
- **Roof Replacement:** The 2019 assessment rates the roof in poor condition and we are experiencing leaks. This project will remove all slate from the roof, install underlayment with Ice Guard and then reinstall slate.
- **Window Replacements:** This building still has the original windows from 1940, which creates energy inefficiencies and other challenges. They were rated fair in the 2019 assessment, but have deteriorated since then as they continue to age.
- **HVAC Replacement:** The mechanical systems were also rated fair in the 2019 assessment and had identified 2025 as the likely end of life, which is confirmed by their current condition.



POOR Roof & gutters	FAIR ADA Accessibility Electrical systems Exterior façade Interior conditions	GOOD Doors & Windows Fire & Life Safety Mechanical systems Plumbing systems Structural systems
-------------------------------	--	--

SYSTEM	FY 25-26 REQUESTED PROJECTS: \$178,938	FY 27 AND BEYOND
Exterior	Window replacements: \$52,438	Landscape replacement: \$35,000+ Roof repairs: \$15,000
Interior	Painting: \$31,500 Flooring replacement: \$95,000	Break room renovation: \$25,000 Replace data wiring: TBD
Mechanical	--	HVAC package units: \$20,000

Project Details

Window Replacements: The lobby Windows have excessive rot and decay. The windows in the offices are not air-tight and some allow rain to enter the building.

Interior Work: This building has not been updated since the library moved out 30 years ago. The 2019 assessment rated them in "fair" condition and they have continued to decline to the present poor condition. The carpeting has excessive wear, staining, and several separations that create trip hazards.



FAIR Mechanical systems Plumbing systems	GOOD ADA & Accessibility Doors & Windows Exterior façade Fire & Life Safety Interior conditions Roof & gutters	VERY GOOD Electrical systems Structural systems
---	---	--

SYSTEM	FY 25-26 REQUESTED PROJECTS: \$129,392	FY 27 AND BEYOND
Electrical	--	Generator: \$100,000 Panelboard replacement: \$56,000
Exterior	--	Irrigation repairs & plant replacements: \$3,500
Interior	Painting & rust remediation: \$67,250 Kitchen update: \$30,000 Replace flooring & carpet: \$26,365 Raise walls in EMS area: \$5,777*	Ceiling coatings & tiles: \$54,200 Replace data wiring: TBD Locution notification system: TBD
Mechanical	--	HVAC replacements: \$13,000

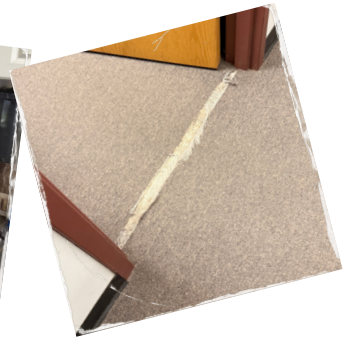
Project Details

Station #81 has not been significantly renovated since the original construction in 2001. FY 26 needs total \$130k for interior repairs & updates, including:

Painting & Rust Remediation: The station #81 bay is experiencing rust conditions in the ceiling, which needs remediation. This project will also include repainting of the interior walls, doors, and frames, which has not been done since the building opened.

Interior Work: This building has not been updated since it's original construction. With 24/7 use, many areas have excessive wear and tear. Recommended updates include some new flooring and replacing the kitchen cabinets and countertops, island, and commercial sink & faucet.

EMS walls: When the EMS room was created, the walls did not extend to the full ceiling, allowing noise to escape to/from the room. This can be challenging overnight since they do not necessarily respond to the same calls that our firefighters do. This project will fully enclose their room. Note, this project doesn't meet the threshold for a capital project (\$20k+), but is included since it addresses an outstanding deficiency.



<p>FAIR Electrical systems Plumbing systems</p>	<p>GOOD ADA & Accessibility Doors Exterior façade Fire & Life Safety Interior conditions Roof & gutters Structural systems</p>	<p>VERY GOOD Mechanical systems</p>
--	---	--

SYSTEM	FY 25-26 REQUESTED PROJECTS: \$393,241	FY 27 AND BEYOND
Exterior	Replace lifts: \$93,241	--
Mechanical	--	Air handler & condensing unit: \$10,000
Other	Design/engineering toward new garage construction: \$300k	--

Project Details

New Lifts: The 6 heavy duty lifts at the garage have been rated in poor condition during their annual inspection and are at end-of-life. These are critical to the continuity of existing services as they are used to work on the heavy-duty equipment and vehicles, including fire trucks, environmental services trucks, street sweeper, jet vac truck, and other things. These lifts are required even with the proposed new garage since they are at end of life now. They are portable and can continue to be used, even with a new building with indoor hoists.

New Garage: The current garage is inadequate to service the Town’s oversized fleet vehicles, including heavy duty equipment, fire trucks, street sweeper, environmental services trucks, jet vac trucks, and similar. These trucks do not fit inside the garage and must be worked on outside the bays, which can block other vehicles from entering or leaving the garage for service.

A two bay garage is no longer sufficient for efficiently maintaining the volume of fleet vehicles. This leads to delays in repairing vehicles, either keeping them out of service or outsourcing the work, usually at a higher cost. Staff recommends a newly constructed garage building at the rear of the Public Works yard. The new garage would address the following needs:

- Indoor hoists for heavy equipment work
- A designated work/welding station
- 5 pull through bays
- A breakroom area for the mechanics
- A larger mezzanine for inventory storage



<p>FAIR Mechanical systems Roof & gutters Windows</p>	<p>GOOD ADA Accessibility Doors Electrical systems Exterior facade Interior conditions</p>	<p>VERY GOOD Fire & Life safety Plumbing systems Structural systems</p>
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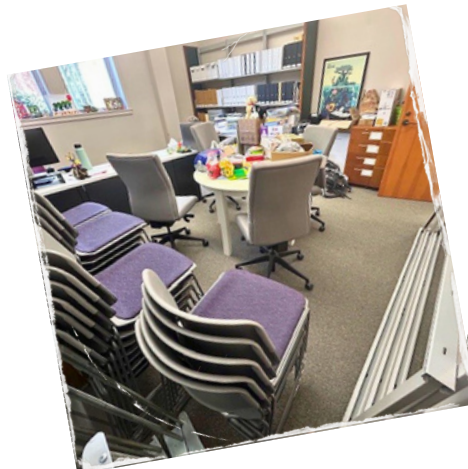
SYSTEM	FY 25-26 REQUESTED PROJECTS: \$29,000	FY 27 AND BEYOND
Exterior	--	Replace roof membrane: TBD Misc. exterior painting: TBD Landscaping & irrigation: \$6,000
Interior	Replace high traffic carpet: \$21,000 Storage & space needs: \$5,500*	Misc. interior painting: TBD IT network closet: TBD AV equipment replacement: TBD
Mechanical	--	Replace air handler: \$90,000 Replace condenser: \$90,000 Replace boiler: \$25,000 System controls: \$2,500
Plumbing	Fireplace repair: \$2,500*	Water Heater: \$1,800

Project Details

Carpet Replacement: Around 75,000 people visit the library each year, which creates ongoing wear-and-tear on the building. Some high-traffic areas have had carpet patches replaced, but the carpet is at end-of-life and it is time to fully replace it at the the entry, around the bathrooms, around the computer desks, and in the front programs room.

Storage & Space Needs: The library is out of on-site storage and employees are currently storing furniture and other large items in their offices. Staff has worked with our facilities team to develop a reasonable and cost-effective plan to create storage for items like chairs, sound equipment, and other supplies that ideally need to be kept on-site.

**Note, project doesn't meet the threshold for a capital project (\$20k+), but is included since it addresses an outstanding deficiency.*



FAIR Mechanical systems	GOOD Door & Windows Fire & Life Safety Roof & Gutters	VERY GOOD ADA & Accessibility Exterior façade Interior conditions	EXCELLENT Electrical systems Plumbing systems Structural systems
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SYSTEM	FY 25-26 REQUESTED PROJECTS: \$310,454	FY 27 AND BEYOND
Exterior	--	Landscape replacements: \$4,000
Interior	Misc. interior painting: \$56,070 Evidence storage expansion: \$34,473	Office addition: \$15,000 AV equipment replacement: \$16,000+
Mechanical	CRAC Units: \$193k	1st floor chiller: \$85,000 1st floor condensing units: \$80,000 1st floor boiler: \$30,000
Plumbing	Water heater replacement: \$26,911	Recirculating pump: \$1,500

Project Details

Evidence Storage Expansion: A notable constraint in the current station is that the Property & Evidence storage is well beyond capacity. This has recently been exacerbated when the Moore County Clerk’s Office moved to a new courthouse, returning evidence to the local departments, which impacts adjudicated cases and all future cases. This project will convert an existing and largely unused corridor to secure evidence storage. It requires some exterior work, including the removal of some doors and windows and then bricking them in.

CRAC Units: The CRAC (Computer Room Air Conditioning) units are at end-of-life as they’re charged with R22 Freon which is no longer produced. These are specialized units that monitor and maintain the temperature, air distribution, and humidity in the data/server room, serving the entire town.

Interior Painting: The interior of the 24/7 police station has not been painted since the building opened and is showing notable wear. Repainting helps to preserve the facility and present a professional, well-maintained environment for both staff and the public. This quote has come in well under what was initially anticipated for this project.

Water Heater & Circulation Pump: This need was identified in the 2019 assessment and replace an 80-gallon commercial grade water heater and circulation pump.



POOR Exterior façade	FAIR Fire & Life Safety Interior conditions Roof & Gutters	GOOD ADA & Accessibility Door & Windows Plumbing systems Structural systems	VERY GOOD Electrical systems Mechanical systems
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SYSTEM	FY 25-26 REQUESTED PROJECTS: \$68,000	FY 27 AND BEYOND
Bath House & Surrounding	Bath House reconstruction: \$400k (recommended but not currently funded) Irrigation System: \$68,000	Electronic access control: \$15k+ Landscape replacements: \$6,500 Security system upgrades: \$5k+
Pool	Note: since this report was published last summer, the skimmer update (estimated at \$10k) is underway. This was necessary to comply with codes and pass inspection for the 2025 summer season. It is part of the FY 24-25 budget.	Fence repairs: \$5k

Project Details

Irrigation System: The irrigation system serving the park, including the multi-purpose fields, is over 20 years old and at end of life. Consistent irrigation is necessary to improve overall quality of the turf and provide a safer surface for those using the fields.



Bath House: Pool Park has undergone significant improvements in recent years, including the new pool deck, interior resurfacing and repainting, new playground surface, and the DreamCourt addition. Another notable project is reconstruction of the 60-year-old Bath House to be modern and code-compliant. The new building will be ADA-accessible and climate-controlled to better serve all members of the community and allow for use beyond the summer season. This ensures the Town’s pool remains a vital, affordable outdoor recreation option, complementing future facilities like the YMCA.



FAIR Electrical systems	GOOD Door & Windows Exterior façade Mechanical systems Plumbing systems Roof & Gutters	VERY GOOD ADA & Accessibility Fire & Life Safety Interior conditions Structural systems
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SYSTEM	FY 25-26 REQUESTED PROJECTS: \$82,500	FY 27 AND BEYOND
Electrical	--	5 panelboard replacements: \$45,500
Interior	--	Electronic access control: TBD
Mechanical	Replacement of environmental controls: \$82,500	Air handler & condensing unit: \$60,000
Plumbing	--	2 water heaters: \$4,000

Project Details

Environmental Controls: This was identified in the 2019 assessment as a short- to mid-term need. The current environmental controls for the mechanical system are obsolete and the software is no longer supported.



<p>POOR Electrical systems</p>	<p>FAIR ADA Accessibility Mechanical systems Roof & gutters Structural systems</p>	<p>GOOD Doors & Windows Exterior façade Fire & Life Safety Interior conditions Plumbing systems</p>
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SYSTEM	FY 25-26 REQUESTED PROJECTS: NONE	FY 27 AND BEYOND
Interior	--	Floors: Fitness & Card Rooms: \$4,500 AV equipment replacement: \$20k+ Access control replacement: TBD IT network closet: TBD



<p>POOR ADA accessibility Exterior façade</p>	<p>FAIR Fire & Life Safety Interior conditions Mechanical systems Roof & gutters</p>	<p>GOOD Doors Windows</p>	<p>VERY GOOD Electrical systems Plumbing systems Structural systems</p>
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SYSTEM	FY 25-26 REQUESTED PROJECTS: NONE	FY 27 AND BEYOND
Electrical	--	Replace electric panel boards: \$36,500
Exterior	--	Sunroom exterior siding: \$10,000
Mechanical	--	Replace basement air handler: \$10,000
Plumbing	--	Misc. upgrades/replacements: \$25,000



Train House (Campbell House Grounds)

The Train House was not included in the 2019 assessment completed by Creech.

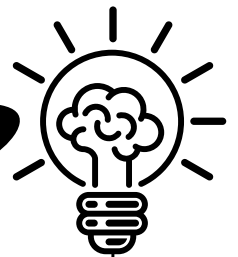
SYSTEM	FY 25-26 REQUESTED PROJECTS: \$20,000	FY 27 AND BEYOND
Exterior	ADA ramp & hand rails: \$20,000 <i>Note: since this report was completed last summer, electronic access control has been added to this facility. This was included in the FY 24-25 budget.</i>	Misc. repairs to accessory structures: \$5,000 Replace siding: \$4,000 Replace/repair garage doors: \$1,500

The Train House is located on the Campbell House grounds. The 2,000 square-foot building can seat up to 70 people and is scheduled frequently by the Town for recreation programming. During the summer, it is used for day camps and in the other months, it is used for programs like dance classes and martial arts.

The Train House is also a popular facility for private rentals, with many users hosting parties and showers and houses of worship holding services. Facility rentals generate around \$13k in annual revenues.



DID YOU KNOW?



The Train House, along with other Town facilities, is used for our day camps. We offer over 50 camps each year with more than 1,500 youth participants.

INTERESTING FACT

POOR Exterior façade	FAIR Doors Windows Interior conditions Mechanical systems Roof & gutters	GOOD ADA & Accessibility Fire & Life Safety Structural systems	VERY GOOD Electrical systems Plumbing systems
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SYSTEM	FY 25-25 REQUESTED PROJECTS: NONE	FY 27 AND BEYOND
Electrical	--	Replace electric panel boards: \$32,500
Exterior	--	TBD
Fire & Life Safety	--	Sprinkler hydraulics: \$10,000



<p>FAIR</p> <p>ADA & Accessibility Electrical systems Exterior façade Roof & gutters Windows</p>	<p>GOOD</p> <p>Doors Fire & Life Safety Interior conditions Plumbing systems Structural systems</p>	<p>VERY GOOD</p> <p>Mechanical systems</p>
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SYSTEM	FY 25-26 REQUESTED PROJECTS: \$14,050	FY 27 AND BEYOND
Exterior	--	Landscape replacement: \$20,000
Interior	Create additional office: \$14,050	Restroom sinks/counters + hot water access: \$2,000+
Mechanical	--	Air handler & condensing unit: \$100,000 HVAC exterior screening: \$2,500
Plumbing	--	Water heater: \$2,000

Project Details

Additional Office: This building was formerly used for Engineering & Utilities. When they moved over to the Community Development building, some minor updates were completed so IT could move in. This is a second-phase of that work to address office needs for the number of IT staff.



<p>FAIR Exterior façade</p>	<p>GOOD Door & Windows Interior conditions Mechanical systems Plumbing systems Roof & Gutters Structural systems</p>	<p>VERY GOOD ADA & Accessibility Electrical systems Fire & Life Safety</p>
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SYSTEM	FY 25-26 REQUESTED PROJECTS: NONE	FY 27 AND BEYOND
Electrical	--	Panelboard replacements: \$33,400
Interior	--	Electronic access control: TBD



FY 25-26 Budget

Future Staffing Outlook
April 2, 2025



Southern Pines

NORTH CAROLINA

Future Staffing Outlook

At the last budget retreat, Council asked staff to provide information to identify short- and mid-term needs around staffing. This helps to proactively assess resources in order to maintain (and enhance where desired) the quality of services provided to our community.

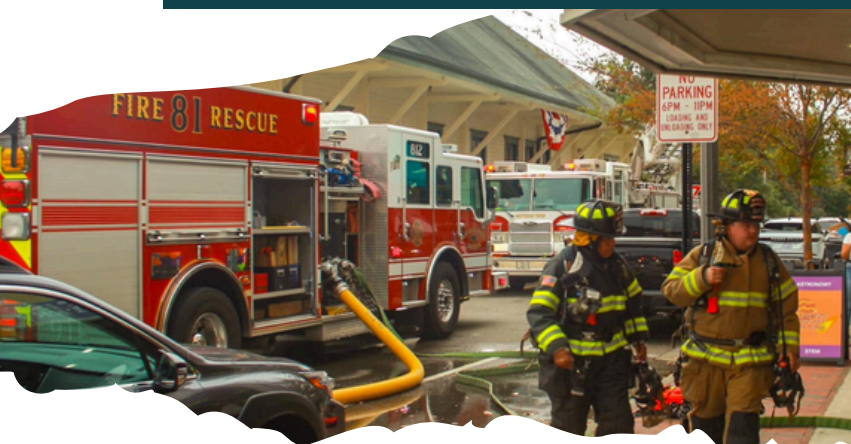
Department heads and other leaders have provided key quantitative and qualitative information for this report. These insights will help inform strategic planning, succession initiatives, and resource allocation to ensure continued operational excellence.

Employees are the backbone of service delivery for all local governments. Tools, technology, and equipment enhance efficiency and improve working conditions. Much of our work—like policing, firefighting, stormwater management, planning, building inspections, road maintenance, recreation programming, and library services—must be carried out by people, in person, and often in real time.



We are always evaluating current and likely staffing challenges around anticipated retirements, increasing service demands, and skill gaps. Our leaders focus on all of the following throughout the year and not just for budget development.

- **Anticipate Workforce Changes:** Identify employees eligible for retirement or planning to leave within the next 5 years, along with critical skills and knowledge that may be lost.
- **Evaluate Service Demands:** Assess likely changes in service requirements due to factors such as population growth, technological advancements, and new facilities or programs.
- **Identify Efficiency Gaps:** Uncover current or potential inefficiencies that could be mitigated through staffing adjustments or restructuring.
- **Ensure Compliance:** Recognize upcoming regulatory or legal changes that may necessitate additional or restructured staffing.
- **Strategize for Vacancies:** Review current vacancies and develop long-term strategies to ensure service continuity and address recruitment challenges.
- **Plan for Training and Succession:** Determine opportunities for internal training, cross-training, and succession planning.
- **Analyze Cost-Benefit:** Consider staffing changes that could lead to cost savings, revenue generation, risk reduction, or improved efficiency.



To provide superior service, we need to be prepared, well-trained, proactive, efficient, and work together towards success. It's the

*Southern
Pines Way*

Anticipated Retirements & Transitions

State law addresses retirement benefits for North Carolina local government employees and the contributions that employers and employees must make. Our employees are part of the Local Governmental Employees' Retirement System (LGERS) and are eligible for retirement at certain age and service thresholds. General employees can retire with full benefits at:

Age 65 with 5 service years | 60 with 25 service years | Any age with 30 service years

Law enforcement officers (LEOs) qualify for full benefits at age 55 with 5 years of LEO service, or any age with 30 years of total service. These thresholds reflect the physically demanding and essential nature of many local government roles, particularly in public safety.

We have identified employees eligible for retirement within the next five years and those who may transition out for other reasons. Being a military community, many employees have a connection with active servicemembers that may lead to relocation or other transitions outside the Town's control. The following table identifies what we know as of April 2025.

Department or Division	Anticipated Impacts	FY 26	FY 27	FY 28	FY 29	FY 30
Administration	2 eligible at end of timeline; medium-high certainty + high impact. 1 eligible now; plans unknown	Unlikely	Unlikely	Unlikely	Potential	Likely
Finance & Utility Billing	3-6 anticipated retirements; exact years currently unknown	TBD	TBD	TBD	TBD	TBD
Fire	7-10 employees eligible, many in senior positions; exact years or plans unknown	TBD	TBD	TBD	TBD	TBD
Garage	1 eligible now & likely before 2030. High impact.	TBD	TBD	TBD	TBD	TBD

Department or Division	Anticipated Impacts	FY 26	FY 27	FY 28	FY 29	FY 30
Inspections	1 eligible now. Plans unknown but impact will be high.	TBD	TBD	TBD	TBD	TBD
IT	1 eligible in 2030 but does not anticipate retiring then.	Unlikely	Unlikely	Unlikely	Unlikely	Unlikely
Library	1 military related relocation. High impact & certainty.	Unlikely	Unlikely	High Impact	High Impact	TBD
Parks & Rec/Grounds	No eligible employees. 1 potential military relocation in 2028.	Unlikely	Unlikely	Potential	Unlikely	Unlikely
Planning	2 employees become eligible & expect to retire	Unlikely	Unlikely	Likely	Unlikely	Likely
Police	4+ retirements in mid to senior leadership	High Impact	High Impact	TBD	TBD	TBD
Public Works Admin. & Env. Services	3 eligible - 1 in leadership. Certainty unknown; high impact.	Unlikely	Unlikely	Likely	Potential	Potential
Streets & ROW	No eligible employees or likely transitions.	Unlikely	Unlikely	Unlikely	Unlikely	Unlikely
Utilities	No eligible employees or likely transitions.	Unlikely	Unlikely	Unlikely	Unlikely	Unlikely

Looking Ahead: What Our Leaders See

We asked our leaders for their "boots on the ground" perspective of what they expect over the next five years—including changes in service delivery, opportunities to improve efficiency, anticipated regulatory or compliance challenges, and other key factors they're monitoring in order to ensure we serve the community effectively. Here's what they'd like you to know...

Administrative Services Director Bruce Rosenberger

Demand is rapidly increasing and will continue to grow in direct correlation to staffing growth, government regulation, complexities in benefits, retirement systems, insurance requirements, and any expansion of Town provided services, facilities and programs. As all Town employees grow in their professional abilities and continue to gain skills and knowledge, we will have to be able to offer competitive compensation to ensure they remain satisfied and feel that their skills are recognized in order to avoid losing them. The better we train, educate, and train employees, the more marketable and sought after they become.



Finance Director Tess Brubaker-Speis

The increasing frequency and complexity of GASB requirements and other regulatory compliance in local government finance have impacted our department considerably. This work takes employees with more skills and experience and has increased our workload as well as operating expenses related to the audit and financial tracking. We're aware of a pending GASB statement for implementation by year-end as well as another large one in the near future. Like other internal services teams, we must adapt to changes in other departments as well as growth in our utility billing customers.



Fire Chief Mike Cameron

Our service demands continue to grow each year and, so far, tend to outpace our population growth and I expect that to continue in the future. We're currently full-staffed, but have been short-staffed about 9 of the past 12 months. A particular challenge is maintaining enough qualified Driver/Operators—essential personnel required to safely operate fire apparatus. We can't operate our shifts without a certain number of firefighters and without key positions in order to ensure effective and safe emergency response.



Assistant Public Works Director Cory Albers

Public Works touches every part of the Town—from fixing roads and managing stormwater to collecting yard debris, and cleaning and maintaining Town facilities. As development and population grow, so do the demands on our team. We’re seeing more roads, sidewalks, signs, solid waste customers, and calls from citizens—all of which require timely attention. We’ve done well adjusting by shifting roles and using staff where they’re strongest, but staffing shortages take a toll. It’s also harder to hire for our jobs than it used to be. Many people want remote or flexible work, and that just isn’t possible when the work is hands-on and in the field.



Chief Building Inspector John Bullock

In North Carolina, building inspectors are certified at three levels based on the size, occupancy, and complexity of the buildings they inspect. Level I inspectors can handle homes and small commercial buildings up to 20,000 square feet. Larger or more complex buildings require Level II or III certification. In a growing town like Southern Pines, it’s essential to have inspectors with higher-level certifications across multiple trades—and enough staff to keep up with inspection demands and meet state-mandated deadlines.



IT Director Nedra Norton

Continuity of service is critical—our systems have to run 24/7/365, especially for Police and Fire, where losing access to CAD isn’t an option. The number of software platforms and subscriptions we support continues to grow, and employees rely on them more than ever. Even those who didn’t traditionally use technology—like our teams in the field—now depend on it daily. Work orders are generated on tablets, our crews rely on GIS data, and we monitor our environmental services routes in real time. We’re seeing increased requirements from federal and state regulations and cybersecurity threats. As the Town grows in population, staffing, and services, IT and GIS demands also increase and our team must proactively work to keep everything running smoothly and reliably.



Library Director Amanda Brown

The library is always evolving to meet our community’s changing needs. As our population grows and our demographics change, more people are using the library—for programs, tech help, study space, and as a safe place, including those experiencing homelessness or mental health challenges. We welcome everyone, but that also means adapting how we operate so all patrons feel safe and supported. Expectations have changed—we offer more and more diverse programs than ever before. At the same time, we’re experiencing things like book bans and First Amendment auditors. As a public space, our staff must stay trained and informed so we can serve everyone fairly, safely, and responsibly.



Parks & Recreation Director Greg Thompson

We've seen a clear increase in demand for parks and recreation services as the community grows. New properties like Whitehall and new amenities like the Skate Park have brought more people into our system. We're facing expectations for continued successful programming and events as well as offering new opportunities. Outdoor recreation is a big focus—we're seeing more interest in trails, nature programs, and unique outdoor experiences we haven't offered before. Meeting these needs means making sure we have the right resources to keep up with growth, maintain our spaces, and continue delivering high-quality programs. That also includes our parks and grounds team, who are responsible for maintaining trails, athletic fields, parks, and public spaces to a standard the community expects and deserves.



Fleet Superintendent Wendell Jones

Our garage supports all departments—we maintain everything from lawnmowers and leaf blowers to fire trucks, backhoes, and the new environmental services trucks and street sweeper. With vehicle technology evolving rapidly and more complex systems becoming standard, the demands on our team have evolved significantly. Increased regulatory requirements and specialized equipment mean we're constantly learning and adapting. What used to be a routine repair now often involves diagnostics and compliance checks. We work to be proactive and adaptable, ready to maintain any specialized vehicle or equipment that's added to meet service demands.



Streets Superintendent Archie Daniel

The Streets and Right of Way (ROW) division provides essential services that directly support the Town's safety, appearance, and infrastructure—stormwater management, signage, sidewalks, litter control, and roadside mowing. As Southern Pines grows, so do demands on our team, driven by development, expanding infrastructure, and evolving regulations.

Our ROW work is managed by a dedicated team of five who carry out all of our mowing work, trimming, litter collection, and maintaining signage and sidewalks. We not only mow and collect litter on our Town streets, but we also do this on a 21-day rotation for NCDOT roadways. Removing ROW hazards and sight obstructions is a high priority, which includes trimming bushes and trees and removing logs from the power company. This is a significant workload for our small team and it can be a struggle to maintain both the safety and beautification of the Town.

We are seeing regulatory and technological changes that will require more specialized skills in areas like environmental assessment, public engagement, and technology integration. Without proactive planning, we risk delays, inefficiencies, or compliance challenges.

We're working on these challenges by redefining roles, promoting from within, cross-training staff, outsourcing where needed, and using technology to streamline operations. Long-term, investing in talent, competitive pay, and a strong team culture will help us stay efficient, responsive, and proactive.



Town Engineer James Michel

Since 2013, the Town’s utility system has grown by 38% in customers and over 12% in water and sewer line length. By 2030, we expect to serve over 13,600 customers and maintain nearly 460 miles of mains.

This growth makes it increasingly difficult to keep up with preventative maintenance—especially with staffing shortages. Even at full strength, meeting maintenance needs and new regulatory mandates is a challenge. Nearly three-quarters of our time right now is spent on reactive repairs and replacements. Ideally, this should be far closer to 50%, providing more time and resources for preventive maintenance and proactive inspections like CCTV line checks. When we fall behind on preventive work, problems escalate, and the cost of emergency repairs or replacements rises sharply. Investing in prevention saves money over time, extends the life of our infrastructure, and puts the Town in a stronger, more resilient position long-term.



Planning Director BJ Grieve

Southern Pines is a great place to live, work and play! Steady growth is driven by military connections, retirees, and expansion of the Triangle. Without much room to grow out, a lot of our work is shifting towards redevelopment and infill projects. These types of projects require more sophisticated planning to be woven into our urban fabric in ways that protect the character of the community we love. Subdividing raw land is (relatively) easy. Building a bigger building with a more intensive mix of land uses in the middle of a developed area (that people may prefer to leave as-is) and making it “fit” so the community can be proud of it? That takes the best small-town planning team in the state.



Police Chief Nick Polidori

Our service demands go far beyond our residential population. With Sandhills Community College, big retailers like Target and BJ’s, growing medical offices, and major events like the U.S. Open, we serve a much larger daytime and visitor population. Southern Pines is a regional destination, and that puts added pressure on our officers. At the same time, crime is evolving—especially online crimes against children—and we have to stay ahead. As calls increase, we need the capacity to maintain high service levels across all police divisions.



Where to Next? Our Leaders' Recommendations

Invest in Succession Development

- Most leaders don't have internal candidates ready to fill key roles, putting the Town at risk for gaps in certifications, regulatory knowledge, and leadership.
- Promoting or transferring internal staff allows for faster onboarding, stronger cultural fit, and better retention.
- Internal candidates already understand Town systems, policies, and expectations, which reduces training time and service disruptions.
- External hiring is often slower, more expensive, and comes with a higher risk of turnover.
- By identifying and preparing high-potential employees early—through training, mentorship, and clear career paths—we can build a stronger talent pipeline and fill roles more efficiently and cost-effectively.
- To support innovation and adaptability across all departments, staff has proposed the launch of *SoPines Sustainovates!* in FY 26. It has many goals, but one is to help employees grow by expanding their thinking, building new skills, and taking ownership of meaningful projects—laying the groundwork for future leaders and strengthening our internal talent pipeline. More details are in the included memo.

We have dedicated, skilled, and educated employees and we all contribute to our team's success. We are committed to supporting each other as we strive to reach our full potential. It's the

Southern Pines Way



Address Structural Staffing & Service Delivery Needs

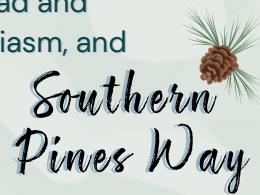
- Many departments report challenges not just with staffing levels, but also with how roles and responsibilities are structured.
- In some cases, tasks are concentrated on too few people or spread inefficiently across teams.
- We need a strategic approach to evaluating how services are delivered. This includes adjusting job duties, creating support roles, or shifting supervisory structures to improve workflow and reduce burnout.
- We need to be willing to re-examine what we do. If a service is no longer meeting needs or can't be delivered well with current resources, we may need to scale back or discontinue it.
- Exploring partnerships with other municipalities—or contracting services out when it's viable and cost-effective—can help us maintain service quality without overextending our staff.



Support Recruitment & Retention

- Departments are struggling to fill and keep employees, especially in physically demanding jobs or those exposed to potentially unsafe conditions. Burnout and limited advancement opportunities also contribute to turnover and staffing gaps.
- To attract and retain high-performing employees, we must ensure our pay aligns with the market, offer desirable benefits, and strengthen organizational culture.
- We need to be creative in identifying growth opportunities for current staff. That may include reassigning roles, offering new projects, or providing chances to build new skills and expand their expertise.
- Sometimes this means thinking outside the box so staff may grow while meeting operational needs.
- Building talent and leadership pipelines through internships, apprenticeships, and internal mentoring will help us prepare for future workforce needs.
- Staff recommends a compensation and benefits study for FY 26 to support retention and recruitment. More details are included in the attached memo.

We empower our employees to do their best and find new ways to lead and contribute their skills, enthusiasm, and ideas. It's the



Plan & Adapt for Growth & Change

- Population growth (and changing demographics), development, expanding infrastructure, and evolving public expectations are impacting service demands in every department.
- New facilities, regulations, and technology will continue to shift how services are delivered.
- Strategic planning must link staffing levels and service delivery to long-range growth and capital investments.
- Regulations and public needs will evolve, and our workforce strategy must be flexible so we can adapt to those changes.
- *SoPines Sustainovates!* will provide one-time "micro grants" or time allowances for pilot projects championed by staff and approved by leadership. By encouraging initiative and creative problem-solving, this will help us plan, flex, and adapt toward long-term service sustainability.



Leaders' Recommendation: Compensation Study



To: Reagan Parsons, Jessica Roth, Mike Cameron
From: Bruce Rosenberger, Director of Administrative Services
Date: 03/31/25
Subject: Proposed compensation study

I wanted to provide some further information in support of my request for a total compensation study for fiscal year 2025-26.

We all recognize that compensation studies are a tool useful toward offering competitive pay and benefits, attracting and retaining talent, budgeting appropriately, remaining in legal compliance, providing a preferred place to work for our employees, making data-driven decisions, strategically planning for the future, and identifying developing trends. All of this is done with the goal of building trust, growing satisfaction, and motivating exceptional performance with our employees. The goal is to reduce turnover and continue delivery of outstanding service, products, and the high standards the Town has become known for.

It is important to understand that I am not proposing a basic salary study like what is typically thought of when conducting these projects. Typically, a "comp study" consists of looking at established entry level pay, current actual pay, and sometimes an additional data point or two about probationary increases and timing of same. I am anticipating a full and total compensation study to include these data points plus as many additional employee pay and benefits practices as possible. Items may include;

- all benefits offerings and what premiums are covered by the employer
- pay practices such as percentage increases provided at promotions or conclusion of probationary period or how often may promotions be given?
- Is there a merit program in place and how does it work? Is there also a "COLA" program in place and how are the increases determined?
- Are there any additional "bonus" programs, longevity programs, service awards, market adjustment considerations, mid-year increase or promotion opportunities, tuition reimbursement plans, retirement contributions to 401k/457b plans, FSA, Dependent Care savings accounts, other pre-tax savings opportunities, employee appreciation activities or rewards, wellness incentives, etc., etc., etc.?



By way of background, many, many municipalities and counties conduct salary studies regularly and often as frequently as annually or bi-annually. Pinehurst as an example, conducts a salary study every year, and they focus on one third of their positions each year. By doing this, every position is evaluated at least every three years.

With my 35+ years of administering comp & benefits across varied employment sectors, I have felt comfortable evaluating our comp & benefits offerings in-house. I feel we have remained competitive and have been able to make necessary adjustments when needed.

I am also a believer, however that occasional "outside" expertise is prudent for a few reasons. First, it ensures that we don't become too comfortable with our own process and start falling behind due to having "blinders on." It can confirm (or refute) that our methodology and analysis are sound. Second, a third-party expert can often add credibility to the data. It can often be better received as accurate and reasonable to staff when it is someone other than HR doing the collection, analysis, and presenting recommendations for action. And third, experts are able to devote the significant and focused time required to a comprehensive study like this and may also have access to additional data that I may not.

A word of caution. if we do take on this project, it is critically important that we are willing to not only share the information we gather, but to also be committed to acting on the findings in a manner that supports our desire to be considered a high integrity, very competitive employer in both the area of municipal government as well as geographically. In my opinion, one of the worst things we could do to our employees would be to undertake this exercise and then NOT be willing or committed to making adjustments that the data shows are reasonable. I feel the demoralizing affect of doing nothing could cause more damage to morale and trust than not doing a study at all.

I appreciate the consideration given to this project. As you all know it is becoming more and more difficult to recruit, motivate, and retain great talent. This is an important undertaking to ensure we can continue to not only retain our great workforce, but also attract and hire the same type of high-level staff that we already have.

Leaders' Recommendation: SoPines Sustainovates!



To: Reagan Parsons, Mike Cameron
 From: Jessica Roth, Assistant Town Manager
 Date: February 14, 2025
 Subject: Proposed new initiative: SoPines Sustainovates!

Overview: Building a culture of sustainable innovation, one idea at a time, one employee (or team) at a time. SoPines Sustainovates! creates an intentional, safe environment so employees have time, permission, and encouragement to use their creativity and passion to test their ideas for the good of our team and community. It advances various tenets of our internal culture—the Southern Pines Way—but particularly: *“We empower our employees to do their best and find new ways to lead and contribute their skills, enthusiasm, and ideas.”*

The Concept: What gets funded, gets prioritized. I recommend a single line item for one-time allocations to pilot projects. Suggested location is the administration department budget, with oversight from the Assistant Town Managers. This also recognizes the reality that not all good ideas emerge alongside the budget calendar.

Pilots will be limited in scope and scale so ideas can be tested and lessons learned. Not all pilots will require funding; some just need the time, space, and encouragement for employees to work through them. Funding allocations will be overseen like any line item/purchase, with clear and reasonable fiscal controls and accountability. The Assistant Town Managers will authorize purchasing through the Town’s normal purchasing procedures.

This fund isn’t an alternative to the budget approval process and won’t fund new employees or wholesale organizational change. It’s also not an ongoing commitment to the approved pilots; these are one-time “micro grants.” If the pilot is successful and warrants further implementation, the sponsoring department can then request any additional resources through the traditional budget process.

FY 26 Requested Funding: \$30,550, which is 0.1% of the adopted FY 24–25 budget. This is large enough that it tells employees we are committed to innovation, but not so large that it creates the potential for misuse or a lack of urgency.

Examples follow of two initiatives that were organically piloted and successfully implemented. These emerged mid-year and hadn’t been specifically budgeted, which can be a barrier if the “bottom line” is especially close. This is where SoPines Sustainovates! will help and reduce roadblocks to improvement.

Trail Maintenance Efficiency Improvements: Parks & Grounds

The (previous) concern: Increasing labor hours and materials expenses on trail maintenance. In 2022, this totaled 469 hours between daily blowing and storm repairs; the team often spent 12–16 hours after a single rain event getting them cleaned up. By blowing the trails daily to keep them “pristine,” we were removing material that would ultimately need to be replenished and contributing to erosion issues.

The Pilot: Superintendent Graham Purcell requested three things from me:

1. Approval to purchase 300 tons of material to restore trails with frequent maintenance issues.
2. Approval to purchase a John Deere Gator “power rake.” Less than \$1,500, the rake eliminates daily blowing by leveling and grading the trail as needed.
3. An understanding that by stopping our daily blowing, we might receive complaints from trail users. We agreed to revisit if this proved to be a notable concern.

The Result: Pilot success, now memorialized through a change in operations.

- By spending some money to restore those 4.5 trails, we significantly reduced erosion. Post-storm work now takes about 4 hours, saving 8–12 hours/event.
- The power rake is used routinely. Over the past 12 months, we’ve spent about 255 hours on upkeep, compared to 469 hours in 2022.
- Public complaints: ZERO. In fact, we’ve heard from many regular users that our trails are in the best shape they’ve ever been!

Site Inspection Improvements: Engineering, Planning, and Public Works

The (previous) concern: Development inspections were very tedious and time consuming among 3 departments: engineering, planning, and public works.

- Each department used separate checklists, maps, and numbering systems, leading to confusion for both staff and customers.
- Large sites often required 5+ hours in the field and nearly as much time back in the office to create useful and professional reports. Re-inspections often involved multiple employees and duplicated efforts.

The Pilot: Tony Dinardo in Engineering pioneered the use of FieldWire, a cloud-based platform for staff to quickly locate, photograph, and document punch list items during site inspections. Gene Ruiz in Planning quickly adapted the technology for Planning’s inspections of parking, trees, lighting and other UDO design requirements.

The Result: Pilot success, now implemented in 3 departments.

- Departments work from a shared checklist, adding comments to one punch list.
- Field staff can upload plans, take measurements, document findings, and track photos—all in real time on a mobile device. The entire inspection and reporting process now typically takes 2–3 hours. The shared punch list makes re-inspections far faster and can be streamlined to a single inspector.
- Customers receive a concise report generated quickly by the FieldWire platform, with clearly numbered items on a site plan, outlining explanations & responsibilities. This reduces confusion and improves project closeout.
- The result is a more efficient workflow, better internal coordination, and a much smoother experience for developers, contractors and staff.

TOWN OF SOUTHERN PINES 2025-2030 CAPITAL IMPROVEMENT PROGRAM (CIP)

CATEGORY	FUNDED	FOR EVALUATION & POTENTIAL FUNDING					TOTAL CAPITAL PROJECTION
	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	
Town Facilities	\$ 145,000	\$ 5,755,000	\$ 2,100,000	\$ 230,000	\$ 130,000	\$ 590,000	\$ 8,950,000
Parks & Public Spaces	\$ 1,275,000	\$ 2,615,000	\$ 650,000	\$ 175,000	\$ 545,000	\$ 425,000	\$ 5,685,000
Fleet & Public Works	\$ 643,500	\$ 545,000	\$ 325,000	\$ 310,000	\$ 100,000	\$ 335,000	\$ 2,258,500
Public Safety	\$ 396,000	\$ 587,500	\$ 487,000	\$ 825,000	\$ 560,000	\$ 1,967,000	\$ 4,822,500
Transportation	\$ 10,467,602	\$ 1,675,000	\$ 1,737,500	\$ 1,790,000	\$ 3,983,000	\$ 1,811,000	\$ 21,464,102
Utilities	\$ 11,859,476	\$ 12,780,500	\$ 4,237,000	\$ 1,220,315	\$ 6,696,454	\$ 3,093,928	\$ 39,887,673
	\$ 24,786,578	\$ 23,958,000	\$ 9,536,500	\$ 4,550,315	\$ 12,014,454	\$ 8,221,928	\$ 83,067,775

POTENTIAL FUNDING SOURCES	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	TOTAL
General Fund/Local Funds	\$ 3,726,602	\$ 5,107,500	\$ 2,979,500	\$ 3,330,000	\$ 5,268,000	\$ 5,128,000	\$ 25,539,602
Utility Fund	\$ 4,383,481	\$ 8,335,500	\$ 4,237,000	\$ 1,220,315	\$ 6,726,454	\$ 3,093,928	\$ 27,996,678
General Fund: loan or other debt	\$ 7,200,000	\$ 5,350,000	\$ 2,000,000	\$ -	\$ -	\$ -	\$ 14,550,000
Utility Fund: loan or other debt	\$ 2,509,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,509,000
General Fund: grant or other external source	\$ 1,967,500	\$ 665,000	\$ 320,000	\$ -	\$ 20,000	\$ -	\$ 2,972,500
Utility Fund: grant or other external source	\$ 4,999,995	\$ 4,500,000	\$ -	\$ -	\$ -	\$ -	\$ 9,499,995
	\$ 24,786,578	\$ 23,958,000	\$ 9,536,500	\$ 4,550,315	\$ 12,014,454	\$ 8,221,928	\$ 83,067,775

FACILITIES	FUNDED	FOR EVALUATION & POTENTIAL FUNDING					TOTAL CAPITAL PROJECTION
	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	
Administration Building Renovation	\$ -	\$ 500,000	\$ 500,000	\$ -	\$ -	\$ -	\$ 1,000,000
Professional services - building renovations	\$ -	\$ 300,000	\$ -	\$ -	\$ -	\$ -	\$ 300,000
Finance Building Renovation	\$ -	\$ 1,500,000	\$ 1,500,000	\$ -	\$ -	\$ -	\$ 3,000,000
Fire Station #81 Renovation	\$ -	TBD	\$ -	\$ -	\$ -	\$ -	\$ -
Fleet Garage	\$ -	\$ 3,000,000	\$ -	\$ -	\$ -	\$ -	\$ 3,000,000
Police Station: interior renovations & maintenance	\$ 20,000	\$ 135,000	\$ -	\$ -	\$ -	\$ 390,000	\$ 545,000
Water Treatment Plant: roof replacment	\$ -	\$ 55,000	\$ -	\$ -	\$ -	\$ -	\$ 55,000
Administration Building - HVAC replacment	\$ -	\$ 25,000	\$ -	\$ -	\$ -	\$ -	\$ 25,000
Library: interior maintenance	\$ -	\$ 125,000	\$ 25,000	\$ 25,000	\$ -	\$ 125,000	\$ 300,000
Library: exterior updates	\$ -	\$ 40,000	\$ -	\$ -	\$ -	\$ -	\$ 40,000
IT Building: HVAC	\$ -	\$ -	\$ -	\$ 130,000	\$ -	\$ -	\$ 130,000
Rec Center: HVAC	\$ -	\$ -	\$ -	\$ -	\$ 55,000	\$ -	\$ 55,000
Town Facilities - Maintenance & Upgrades	\$ 125,000	\$ 75,000	\$ 75,000	\$ 75,000	\$ 75,000	\$ 75,000	\$ 500,000
	\$ 145,000	\$ 5,755,000	\$ 2,100,000	\$ 230,000	\$ 130,000	\$ 590,000	\$ 8,950,000

POTENTIAL FUNDING SOURCES	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	TOTAL
General Fund	\$ 145,000	\$ 660,000	\$ 100,000	\$ 230,000	\$ 130,000	\$ 590,000	\$ 1,855,000
Utility Fund	\$ -	\$ 55,000	\$ -	\$ -	\$ -	\$ -	\$ 55,000
Loan or other debt	\$ -	\$ 5,000,000	\$ 2,000,000	\$ -	\$ -	\$ -	\$ 7,000,000
Grant or other external source	\$ -	\$ 40,000	\$ -	\$ -	\$ -	\$ -	\$ 40,000
	\$ 145,000	\$ 5,755,000	\$ 2,100,000	\$ 230,000	\$ 130,000	\$ 590,000	\$ 8,950,000

PARKS & GREENWAYS	FUNDED	FOR EVALUATION & POTENTIAL FUNDING					TOTAL CAPITAL PROJECTION
	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	
Armory Field maintenance/upgrades	\$ -	\$ -	\$ -	\$ -	\$ 155,000	\$ -	\$ 155,000
Downtown Park parking lot resurfacing	\$ -	\$ 125,000	\$ -	\$ -	\$ -	\$ -	\$ 125,000
Martin Park restroom facility	\$ -	\$ 190,000	\$ -	\$ -	\$ -	\$ -	\$ 190,000
Martin Park site furnishings	\$ -	\$ 100,000	\$ -	\$ -	\$ -	\$ -	\$ 100,000
Memorial Park: ADA Access & Park Amenities	\$ -	\$ 425,000	\$ -	\$ -	\$ -	\$ -	\$ 425,000
Memorial Park: ballfield improvements	\$ -	\$ -	\$ 600,000	\$ -	\$ -	\$ -	\$ 600,000
Morganton Rd. fence replacement at Optimist Field	\$ -	\$ 125,000	\$ -	\$ -	\$ -	\$ -	\$ 125,000
Morganton Rd. Soccer Fields Irrigation Replacement	\$ 150,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 150,000
Parks Security & Camera Project	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 150,000
Parks, Trails, and Public Spaces Wayfinding Signage	\$ 25,000	\$ 25,000	\$ 25,000	\$ -	\$ -	\$ -	\$ 75,000
Pool Park Bathhouse	\$ -	\$ 350,000	\$ -	\$ -	\$ -	\$ -	\$ 350,000
Pool Park enhancements	\$ -	\$ -	\$ -	\$ -	\$ 365,000	\$ -	\$ 365,000
Reservoir Park Dam Improvements	\$ 200,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 200,000
Reservoir Park shelter renovations	\$ -	\$ -	\$ -	\$ 150,000	\$ -	\$ -	\$ 150,000
Sandhurst Park: ADA access & amenities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400,000	\$ 400,000
Whitehall Master Plan Implementation	\$ 875,000	\$ 1,250,000	\$ -	\$ -	\$ -	\$ -	\$ 2,125,000
	\$ 1,275,000	\$ 2,615,000	\$ 650,000	\$ 175,000	\$ 545,000	\$ 425,000	\$ 5,685,000

POTENTIAL FUNDING SOURCES	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	TOTAL
General Fund/local funds	\$ 1,085,000	\$ 1,640,000	\$ 350,000	\$ 175,000	\$ 545,000	\$ 425,000	\$ 4,220,000
Loan or other debt	\$ -	\$ 350,000	\$ -	\$ -	\$ -	\$ -	\$ 350,000
Grant or other external source	\$ 190,000	\$ 625,000	\$ 300,000	\$ -	\$ -	\$ -	\$ 1,115,000
	\$ 1,275,000	\$ 2,615,000	\$ 650,000	\$ 175,000	\$ 545,000	\$ 425,000	\$ 5,685,000

	FUNDED	FOR EVALUATION & POTENTIAL FUNDING					TOTAL CAPITAL PROJECTION
	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	
PUBLIC WORKS							
Environmental Services - 1/2 ton pickup replacements	\$ -	\$ 50,000	\$ 50,000	\$ -	\$ -	\$ -	\$ 400,000
Environmental Services - 3rd Knuckle Boom Truck	\$ -		\$ 230,000	\$ -	\$ -	\$ -	\$ 335,000
Facilities - 1/2 ton pickup replacements	\$ -	\$ 100,000	\$ -	\$ -	\$ -	\$ -	\$ 120,000
Facilities - Cargo Van	\$ -	\$ 45,000	\$ 45,000	\$ -	\$ -	\$ -	\$ 165,000
Fleet Maintenance - 1/2 ton pickup replacement	\$ -	\$ 50,000	\$ -	\$ -	\$ -	\$ -	\$ 230,000
Fleet Maintenance -six Big truck lifts	\$ -	\$ -	\$ -	\$ -	\$ 100,000		\$ 100,000
Inspections light duty pickup truck replacement	\$ 45,000	\$ 90,000	\$ -	\$ -	\$ -	\$ -	\$ 90,000
Parks & Grounds - 3/4 ton pickup replacement	\$ -	\$ 65,000	\$ -	\$ -	\$ -	\$ -	\$ 50,000
Parks & Grounds - 1/2 ton pickup replacement		\$ -	\$ -	\$ 50,000	\$ -	\$ -	\$ 135,000
Parks & Grounds backhoe replacement	\$ 66,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100,000
Parks & Grounds mower replacements	\$ 28,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 65,000
Parks & Grounds trailer replacement	\$ -	\$ 25,000	\$ -	\$ -	\$ -	\$ -	\$ 100,000
Public Works Laydown Yard Relocation	\$ 77,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 66,000
Public Works Materials Buggy	\$ 27,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50,000
Street & ROW Asphalt Roller	\$ -	\$ -	\$ -	\$ 95,000	\$ -	\$ -	\$ 77,500
Street & ROW Backhoe	\$ -		\$ -	\$ 165,000	\$ -	\$ -	\$ 27,000
Streets & ROW - Flatbed	\$ -	\$ 120,000	\$ -	\$ -	\$ -	\$ -	\$ 28,000
Streets & ROW - Sweeper	\$ 400,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 95,000
Streets & ROW Dump Trucks (2)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 335,000	\$ 25,000
	\$ 643,500	\$ 545,000	\$ 325,000	\$ 310,000	\$ 100,000	\$ 335,000	\$ 2,258,500
POTENTIAL FUNDING SOURCES	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	TOTAL
General Fund	\$ 210,500	\$ 545,000	\$ 325,000	\$ 310,000	\$ 70,000	\$ 335,000	\$ 1,795,500
Utility Fund	\$ 33,000	\$ -	\$ -	\$ -	\$ 30,000	\$ -	\$ 63,000
Loan or other debt	\$ 400,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400,000
Grant or other external source	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ 643,500	\$ 545,000	\$ 325,000	\$ 310,000	\$ 100,000	\$ 335,000	\$ 2,258,500

PUBLIC SAFETY	FUNDED	FOR EVALUATION & POTENTIAL FUNDING					TOTAL CAPITAL PROJECTION
	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	
Fire Brush Truck	\$ -	\$ 210,000	\$ -	\$ -	\$ -	\$ -	\$ 210,000
Fire Tanker Truck - Replacement of 816	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 345,000	\$ 345,000
Fire Engine Truck - Replacement of 812	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000,000	\$ 1,000,000
Fire Fleet Vehicles	\$ -	\$ 65,000	\$ -	\$ 65,000	\$ 65,000	\$ 65,000	\$ 260,000
Fire Portable Radios	\$ 65,000		\$ 10,000	\$ -	\$ 10,000	\$ -	\$ 85,000
Fire SCBA	\$ -	\$ 42,000	\$ 42,000	\$ 45,000	\$ 45,000	\$ 47,000	\$ 221,000
Fire Turnout Gear	\$ 65,500	\$ 65,500	\$ 70,000	\$ 70,000	\$ 70,000	\$ 70,000	\$ 411,000
Fire Mobile Radio Equipment	\$ 40,500		\$ 10,000	\$ -	\$ 10,000	\$ -	\$ 60,500
Fire Heavy Rescue Air Bag Replacement	\$ 25,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25,000
Police Camera System - Station & Interview Room	\$ -		\$ -	\$ -	\$ -	\$ 105,000	\$ 105,000
Police Communications - VIPER Radio Consolettes	\$ 70,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 70,000
Police Fleet Vehicles	\$ 130,000	\$ 205,000	\$ 355,000	\$ 645,000	\$ 360,000	\$ 145,000	\$ 1,840,000
Eventide Recording Equipment Replacement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 40,000	\$ 40,000
Police Communications & Console Equipment Replacement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 150,000	\$ 150,000
	\$ 396,000	\$ 587,500	\$ 487,000	\$ 825,000	\$ 560,000	\$ 1,967,000	\$ 4,822,500

POTENTIAL FUNDING SOURCES	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	TOTAL
General Fund/local funds	\$ 290,500	\$ 587,500	\$ 467,000	\$ 825,000	\$ 540,000	\$ 1,967,000	\$ 4,677,000
Loan or other debt	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Grant or other external source	\$ 105,500	\$ -	\$ 20,000	\$ -	\$ 20,000	\$ -	\$ 145,500
	\$ 396,000	\$ 587,500	\$ 487,000	\$ 825,000	\$ 560,000	\$ 1,967,000	\$ 4,822,500

	FUNDED		FOR EVALUATION & POTENTIAL FUNDING				
TRANSPORTATION	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	TOTAL CAPITAL PROJECTION
Downtown Hardscaping	\$ -	\$ 35,000	\$ 37,500	\$ 40,000	\$ 43,000	\$ 46,000	\$ 201,500
Knoll Rd. Multi-Modal Project	\$ 2,090,000	\$ -	\$ -	\$ -	\$ 2,090,000	\$ -	\$ 4,180,000
Morganton Park South Parkway	\$ 6,800,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,800,000
Street Storm Water Projects	\$ 60,000	\$ 90,000	\$ 50,000	\$ -	\$ -	\$ -	\$ 200,000
Street Storm Water CCTV(TBD)		(TBD)					\$ -
Street Resurfacing	\$ 1,267,602	\$ 1,350,000	\$ 1,450,000	\$ 1,550,000	\$ 1,650,000	\$ 1,765,000	\$ 9,032,602
Sidewalk Construction	\$ 250,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ -	\$ 1,050,000
	\$ 10,467,602	\$ 1,675,000	\$ 1,737,500	\$ 1,790,000	\$ 3,983,000	\$ 1,811,000	\$ 21,464,102

POTENTIAL FUNDING SOURCES	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	TOTAL
General Fund/local funds	\$ 1,995,602	\$ 1,675,000	\$ 1,737,500	\$ 1,790,000	\$ 3,983,000	\$ 1,811,000	\$ 12,992,102
Loan or other debt	\$ 6,800,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,800,000
Grant or other external source	\$ 1,672,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,672,000
	\$ 10,467,602	\$ 1,675,000	\$ 1,737,500	\$ 1,790,000	\$ 3,983,000	\$ 1,811,000	\$ 21,464,102

UTILITIES - THROUGH ENTERPRISE FUND	FUNDED	FOR EVALUATION & POTENTIAL FUNDING						TOTAL CAPITAL
	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	FUTURE YEARS	PROJECTION
Utilities ATV	\$ 37,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 37,000
Sewer CCTV Camera Replacement and Van	\$ 354,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 354,300
Crane Truck Replacement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 185,000	\$ 75,000
Equipment Replacements	\$ -	\$ -	\$ -	\$ 70,000	\$ -	\$ 75,000	\$ 240,000	\$ 222,500
Jet Trailer Replacements	\$ -	\$ 75,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 495,000
Light Duty Truck Replacements	\$ -	\$ 120,000	\$ -	\$ -	\$ 50,000	\$ -	\$ 52,500	\$ 40,000
Service Truck Replacements	\$ -	\$ 115,000	\$ 120,000	\$ -	\$ 260,000	\$ -	\$ -	\$ 1,480,000
Transit Van Replacement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 40,000	\$ 385,000
Vac Truck Replacements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,480,000	\$ 185,000
Gravity Sewer System - Annual Rehabilitation (Wastewater Project #8)	\$ 5,116,376	\$ 350,000	\$ 360,500	\$ 371,315	\$ 382,454	\$ 393,928	\$ 2,154,161	\$ 9,128,734
Longleaf Dam Sewer Relocation (Wastewater Project #7)	\$ 450,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 450,000
Midland Rd. Water Line Replacement (Water Project #2)	\$ -	\$ -	\$ -	\$ 331,000	\$ 2,205,000	\$ -	\$ -	\$ 2,536,000
North Pressure Zone (Water Project #4)	\$ 500,000	\$ 3,467,500	\$ 3,051,500	\$ -	\$ -	\$ -	\$ -	\$ 7,019,000
Pinebluff Parallel Transmission Main (Water Project #8)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,123,000	\$ 30,123,000
Sewer Lift Station Emergency Backups (Wastewater Project #5)	\$ -	\$ 220,000	\$ 205,000	\$ -	\$ -	\$ -	\$ -	\$ 425,000
US-1 Booster Pump Station Addition (Water Project #5)	\$ -	\$ 731,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 731,000
US-1 Parallel Transmission Main (Water Project #6)	\$ -	\$ -	\$ -	\$ 448,000	\$ 3,299,000	\$ -	\$ -	\$ 3,747,000
US-1 Water Line Relocation & Upsize (Water Project #3)	\$ 1,990,000	\$ -	\$ 500,000	\$ -	\$ -	\$ -	\$ -	\$ 2,490,000
US-15-501 Water Line Replacement & Upsize (Water Project #7)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,511,000	\$ 1,511,000
Warrior Woods Pump Station Upgrade Phases IB, II, III (Wastewater Projects #1-3)	\$ 2,509,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,241,300	\$ 8,750,300
Water Treatment Plant Capacity Expansion Study/Permit (WTP Project #6)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 150,000	\$ 150,000
Water Treatment Plant Raw Water Main Replacement (WTP Project #5)	\$ -	\$ -	\$ -	\$ -	\$ 500,000	\$ 2,625,000	\$ 2,625,000	\$ 5,750,000
Water Treatment Plant Modifications (WTP Projects #1-4)	\$ 902,800	\$ 7,702,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,604,800
	\$ 11,859,476	\$ 12,780,500	\$ 4,237,000	\$ 1,220,315	\$ 6,696,454	\$ 3,093,928	\$ 44,801,961	\$ 84,689,634

POTENTIAL FUNDING SOURCES	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	FY 29-30	FUTURE	TOTAL
Utility Fund	\$ 4,350,481	\$ 8,280,500	\$ 4,237,000	\$ 1,220,315	\$ 6,696,454	\$ 3,093,928	\$ 44,801,961	\$ 72,680,639
Loan or other debt	\$ 2,509,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,509,000
Grant or other external source	\$ 4,999,995	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,999,995
Defense Community Infrastructure Program for WTP	\$ -	\$ 4,500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,500,000
	\$ 11,859,476	\$ 12,780,500	\$ 4,237,000	\$ 1,220,315	\$ 6,696,454	\$ 3,093,928	\$ 44,801,961	\$ 84,689,634