



AGENDA

Wednesday, April 10, 2024: 9:00 AM

Town Council Budget Retreat

Southern Pines Fire Station #2: 7831 Hwy 22, Carthage

1. CALL TO ORDER

2. MUNICIPAL SERVICE DISTRICT

a. MSD Discussion

A quick overview of current values within the Morganton Park South Service District, an installment loan covering the Reimbursement Agreement for Parkway construction, and discussion around the establishment of a MSD tax rate for 2024-2025.

3. GENERAL OVERVIEW - PERSONNEL AND COMMUNITY DATA

a. Community Data & Personnel

Discussion regarding market competition, trends, increasing expenses, and overall approach to personnel in the draft budget. Additional positions included, and those requested but currently not funded, will be presented along with comparative data related to other municipalities.

4. ENTERPRISE BUDGET - WATER AND SEWER FUNDS

a. Water and Sewer Line-Item Budgets

Budget PDF

5. GENERAL FUND REVENUES

a. General Fund Line-Item Budget

b. Solid Waste Fees

6. OPERATING EXPENSES

a. Line-Item Notes

7. CAPITAL, CPF TRANSFERS, AND DEBT SERVICE

8. BOTTOM LINE, ADDITIONAL CONSIDERATIONS, AND OPTIONS

9. ADJOURNMENT

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>



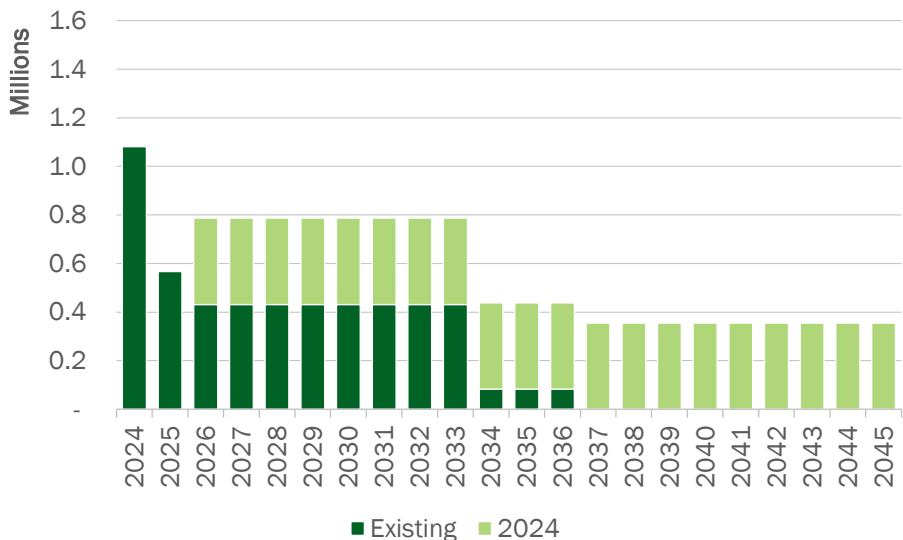
Parkway Reimbursement Financing Assumptions

Truist 20-Year Option 2 (7-year Par Call)

Proposed Debt Service



Proposed Principal



Assumptions

■ Financing Assumptions:	
— Amount	\$6,959,000
— Amortization:	Level Principal
— Term:	20 Years
— Interest Rate:	4.85%
— Closing:	FY 2024
— First Interest:	FY 2025
— First Principal:	FY 2026
■ Debt Issued:	\$6,959,000
■ Debt Service:	\$10,439,510



Preliminary Cash Flow Analysis | Truist 20-Year Option 2

Full Development (96 Acres)

Cash Flow Analysis

- A cash flow analysis of the potential MSD tax revenue compared to estimated debt service is shown in the accompanying chart.
 - For Purposes of this analysis the debt service shown is based on the financing amount of \$7,100,000.
- This analysis demonstrates the projected and required MSD tax rate necessary to cash flow the annual debt service payments associated with the Town's financing.
- Under State Statute, the combined Town and MSD property tax rate is capped at \$1.50.
 - Based on the Town's FY 2024 property tax rate of \$0.29, the maximum MSD Tax rate is \$1.21.

Preliminary Cash Flow Analysis									
A	B	C	D	E	F	G	H	I	J
Fiscal Year	MSD Incremental AV ¹	MSD Revaluation AV Growth ²	MSD Cumulative AV ¹	MSD Tax Rate	MSD Tax Revenue	Estimated Debt Service	Annual Surplus/ (Deficit)	Cumulative Surplus/ (Deficit)	Required MSD Tax Rate
2023	-	-	17,200,000	40.0¢	68,800	-	68,800	68,800	0.0¢
2024	-	15,441,456	32,641,456	60.0¢	195,849	-	195,849	264,649	0.0¢
2025	-	-	32,641,456	60.0¢	195,849	(240,008)	(44,159)	220,489	73.5¢
2026	29,050,000	-	61,691,456	74.0¢	456,583	(677,073)	(220,489)	-	109.8¢
2027	29,050,000	-	90,741,456	72.8¢	660,195	(660,195)	-	-	72.8¢
2028	35,679,774	-	126,421,230	50.9¢	643,317	(643,317)	-	-	50.9¢
2029	23,499,774	-	149,921,004	41.8¢	626,439	(626,439)	-	-	41.8¢
2030	-	-	149,921,004	40.7¢	609,561	(609,561)	-	-	40.7¢
2031	-	-	149,921,004	39.5¢	592,683	(592,683)	-	-	39.5¢
2032	-	-	149,921,004	38.4¢	575,805	(575,805)	-	-	38.4¢
2033	-	-	149,921,004	37.3¢	558,927	(558,927)	-	-	37.3¢
2034	-	-	149,921,004	36.2¢	542,049	(542,049)	-	-	36.2¢
2035	-	-	149,921,004	35.0¢	525,171	(525,171)	-	-	35.0¢
2036	-	-	149,921,004	33.9¢	508,293	(508,293)	-	-	33.9¢
2037	-	-	149,921,004	32.8¢	491,415	(491,415)	-	-	32.8¢
2038	-	-	149,921,004	31.7¢	474,537	(474,537)	-	-	31.7¢
2039	-	-	149,921,004	30.5¢	457,659	(457,659)	-	-	30.5¢
2040	-	-	149,921,004	29.4¢	440,781	(440,781)	-	-	29.4¢
2041	-	-	149,921,004	28.3¢	423,903	(423,903)	-	-	28.3¢
2042	-	-	149,921,004	27.1¢	407,025	(407,025)	-	-	27.1¢
2043	-	-	149,921,004	26.0¢	390,147	(390,147)	-	-	26.0¢
2044	-	-	149,921,004	24.9¢	373,269	(373,269)	-	-	24.9¢
2045	-	-	149,921,004	23.7¢	355,415	(355,415)	-	-	23.7¢
2046	-	-	149,921,004	0.0¢	-	-	-	-	0.0¢
2047	-	-	149,921,004	0.0¢	-	-	-	-	0.0¢

Assessed Value Sensitivity		
2024 Reval Impact New Value	No	89.78%
Midland/Zimmer Development		
% Change In Value		0%
Delay in Value (years)		0
Van Camp Development		
% Change In Value		0%
Delay in Value (years)		0

Bond Amortization Assumptions		MSD Tax Rate
Fiscal Year of Issuance	2024	FY 24 -25 60.0¢
Issuance Date	Jun 1	Method Solved
Interest Rate	5.00%	Fixed Tax Rate:
Term (years)	20	FY26-27 0.0¢
Amortization Structure	Level Principal	FY28 and Later 0.0¢
Interest Only Periods (years)	0	Max Tax Rate 121.0¢
Bond Issuance Target Amount	6,800,000	Min Tax Rate 0.0¢

¹ Assessed value based upon development projections provided by Midland and guidance provided by Moore County on the full proposed development and allocated based on the size (acreage) for each project.

² Revaluation Growth for FY 2024 provided by the Town/Moore County.



Preliminary Cash Flow Analysis | Truist 20-Year Option 2

Sensitivity Case 1: Midland Development Only (44 Acres)

Cash Flow Analysis

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2046	-	-	90,741,456	0.0¢	-	-	-	-	0.0¢
2047	-	-	90,741,456	0.0¢	-	-	-	-	0.0¢

Assessed Value Sensitivity		
2024 Reval Impact New Value	No	89.78%
Midland/Zimmer Development		
% Change In Value		0%
Delay in Value (years)		0
Van Camp Development		
% Change In Value		-100%
Delay in Value (years)		0

Bond Amortization Assumptions		MSD Tax Rate
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FY 24-25 BUDGET

Market Analysis

Each year, Southern Pines participates in the NC League of Municipalities salary survey. By comparing our employees' salaries with industry standards and local market rates, we can make informed decisions about compensation packages.

This annual market survey helps ensure we offer fair and competitive wages that align with current market trends. This is important in attracting top talent, reducing turnover, and maintaining a motivated and engaged workforce.

Our analysis informs needed market adjustments, which are calculated into proposed salaries for the upcoming fiscal year.



From the overall survey, we define our "local market." For this year's survey, that is 48 other NC municipalities with the following characteristics:

Population of 10,000 to 40,000

All participating Moore Co. municipalities, regardless of population:
Aberdeen, Pinehurst, Whispering Pines

We exclude municipalities with unique market conditions like coastal communities and Buncombe Co.



We have dedicated, skilled, and educated employees & 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



Aberdeen	Lincolnton
Albemarle	Lumberton
Archdale	Matthews
Asheboro	Mint Hill
Boone	Monroe
Carrboro	Morganton
Clayton	Morrisville
Cornelius	New Bern
Eden	Newton
Elon	Pinehurst
Fuquay-Varina	Pineville
Goldsboro	Reidsville
Graham	Roanoke Rapids
Harrisburg	Salisbury
Henderson	Sanford
Hendersonville	Shelby
Kernersville	Smithfield
Kings Mountain	Southern Pines
Kinston	Spring Lake
Knightdale	Stallings
Laurinburg	Statesville
Leland	Tarboro
Lenoir	Waxhaw
Lexington	Wendell
	Whispering Pines

MARKET POPULATION

POPULATION SIZE

Smallest municipality

Whispering Pines - 5,189

Largest municipality

Fuquay-Varina - 36,017

Median population: 18,500



37th percentile

Population = 15,961

2,539 less than median

ECONOMIC CHARACTERISTICS

 Southern Pines	Median Home Value	Total Retail Sales Per Capita	Median Household Income	Per Capita Income	% of Population Living in Poverty
Median of Market	\$202,500	\$25,349	\$52,951	\$29,622	17%
Southern Pines	\$378,000	\$33,176	\$81,867	\$50,199	10%
Southern Pines Percentile	84	71	76	92	27
Southern Pines Difference	+ \$175,500	+ \$7,827	+ \$28,916	+ \$20,577	7 points lower



Despite having a slightly smaller population, Southern Pines is stronger in every single economic indicator than our market.

Our per capita income of \$50k is at the 92nd percentile. Only 3 other cities have a higher per capita income than Southern Pines: Cornelius, Morrisville, and Pinehurst.

Our median household income of \$82k is almost \$30k higher than the market median.

The percentage of our population living in poverty is almost half the market median.
10 cities in our market have 25% or more of their population living in poverty.

The median home value in Southern Pines is \$175k higher than the market's median - almost double. Only 6 cities have a higher median home value.

Our retail sales per capita is \$33k - almost \$8k higher than the market's median. 8 cities in our market don't even generate one-third of the amount that Southern Pines does.



Southern Pines

KEY TAKEAWAYS

Strong performance in individual or household income suggest that Southern Pines citizens earn more money and/or have more disposable income than most of our market. These are favorable indicators that, as a whole, **our residents should generally be able to pay the full cost of services**, without subsidies from the Town.

Our median home value is at the 86th percentile, so **our revenue-generating capacity from property taxes is considerably higher** than our market.

Our retail sales per capita is higher than three-quarters of our market. **Our sales tax revenues should outperform the market** by relatively high margin.

Southern Pines is strong in the Moore County market, trailing just behind Pinehurst, but stronger than Aberdeen and Whispering Pines.

SOUTHERN PINES COMPARED TO THE MARKET



Southern Pines

14th percentile

2023 tax rate = \$0.29

\$0.19 lower than market median

41% less than market median

\$0.16 lower than NC median

37% less than market median

MARKET PROPERTY TAX RATES

PROPERTY TAX RATES OF MARKET

Lowest rate

Cornelius = \$0.17

Highest rate

Kinston = \$0.77

Median rate = \$0.48

Median rate of all

NC cities = \$0.45





HOW MUCH
HOUSE
CAN I AFFORD

TOSP EMPLOYEES & THE SOUTHERN PINES MARKET

KEY TAKEAWAYS

Our lower-paid employees have difficulty living in Southern Pines or Moore County unless they have another source of income or are a dual-income household. Many of our employees do work second jobs.

Many employees drive long distances from other counties, some with one-way commutes of 70+ miles. These long commutes can cause:

- stress & fatigue
- high transportation costs
- physical & mental health problems
- impact on work-life alignment

The median rent in Southern Pines is about \$250 more than our market. **The higher cost of living in Southern Pines and Moore County impacts our ability to attract talent, especially if relocation is required.**

Our local cost of living is something to be mindful of with our total compensation. It underscores the importance of cost-of-living-adjustments to employee pay.

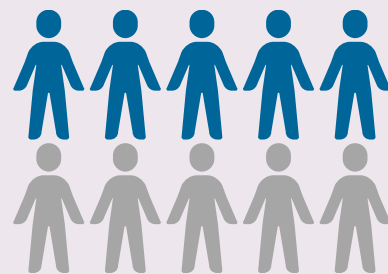
Our employees struggle to live in both Southern Pines and Moore County

Rent is generally considered affordable if it is **30% or less of a household's gross income.**

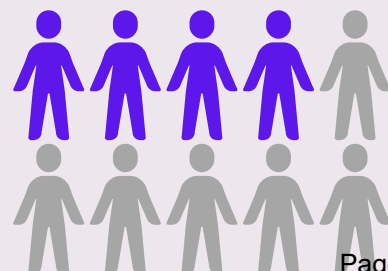


The median rent for Moore County is just under \$1,100, so a renter would need an annual income of around \$43K.

Slightly over half of the Town's employees are paid enough to afford this.



Median rent in Southern Pines is \$1,200 per month, requiring annual income of \$48K. Only **4 out of 10 of our employees can afford to rent in Southern Pines.**



FY 24-25 BUDGET *Position Requests*

210 positions authorized
FY 23-24 new positions:

Environmental Services Division (7)
SAFER firefighters (6)
Engineering Tech (1)
Communications Specialist (1)
Recreation Specialist (1)
PT Accounting Tech (1)
PT Attorney (1)



212 positions proposed
FY 24-25 recommended
new positions:

HR Manager (1)
Mechanic (1)
Police Detective (1)



We take pride in working for the Town of
Southern Pines and serving our citizens.
It is an honor to help make our
community a better place. It's the

Human Resources Manager

The recommended budget includes a new position in the Administration department for a Human Resources (HR) Manager. This position will help oversee employee-related matters, streamline operations, enhance compliance, and support the Town's continued success.

PROPOSED FY 24-25 IMPACT



**\$110,843 MARGINAL COST
FOR NEW HR POSITION**



ADDING 1 HR MANAGER

Status Quo

Over the past decade, the number of authorized positions has increased by 23%, to a current total of 209 FTEs (full-time equivalents). Despite this growth, our HR and purchasing division has maintained a constant staffing level of 4 employees, resulting in stretched resources and potential gaps. This new position will be critical to effectively manage our employee headcount and the associated increase in workload and interactions.

During the same time horizon, the federal regulatory landscape has changed significantly, creating new compliance processes and procedures and leading to more robust tracking and reporting. Some examples of these unfunded mandates on employers include:

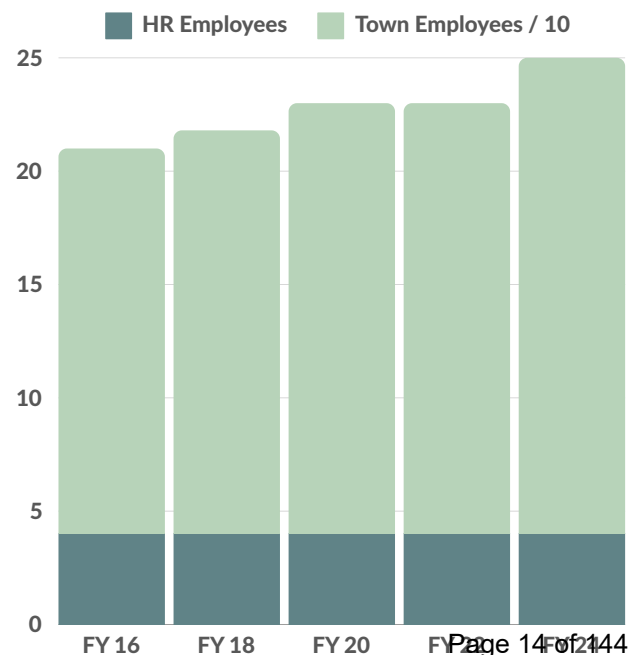
Affordable Care Act (ACA): The ACA introduced new requirements for employers. Our HR division must ensure compliance with reporting obligations and navigate complex regulations related to benefits administration.

Fair Labor Standards Act (FLSA): Amendments to the FLSA have required the need to review and adjust employee classifications, update policies and procedures, and ensure accurate timekeeping and payroll practices.

Immigration Regulations: Changes have placed additional tasks on our HR team to manage the employment eligibility verification process, complete the Form I-9, and ensure compliance with visa requirements for foreign national employees.

Data Privacy Regulations: The introduction of data privacy laws have led to the need to enhance data protection measures, secure employee data, and ensure compliance on the collection, use, and sharing of personal data.

Regulatory compliance for employers continues to evolve in complexity and, so far, has always been additive in workload.



Alternatives

The division has taken steps to automate certain processes, but those changes haven't recovered the time needed to address new strategic initiatives and desired improvements.

While the purchasing and risk management functions could be moved, we do not have any teams that currently have capacity to absorb this work. The regulatory and internal service functions of HR and purchasing are not discretionary and cannot be eliminated or scaled back.

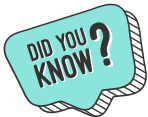
Some employers outsource payroll, but we don't believe there would be a cost savings in this option compared to adding another position. It would also be a notable decline in service for our employees.

Impacts

In order to keep up with workload demands, the Administrative Services Director is spending more and more time on the division's tactical functions, such as biweekly payroll and reviewing purchase orders. Similarly, directors and supervisors are increasingly handling HR functions around recruitment and other personnel matters. This requires training outside their areas of technical expertise due to the many regulations that guide public sector employment.

Adding this position will create a "number two" to the Administrative Services Director who can assume many of the technical, complex, and employee-centric functions as well as appropriate decision-making. This will allow the Director to refocus time and attention on the high level functions associated with HR, risk management, and organizational compliance.

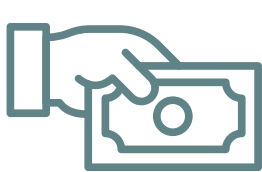
With the HR team better staffed to manage the repetitive, tactical tasks, the Director can advance strategic initiatives that benefit the entire organization, including employee relations, reviewing compensation & benefits, ensuring growth & development, and planning for the Town's future.



If calculated per household, the cost to add this position is just under \$17 for the year - about the price of 3 bags of potato chips.



HR By the Numbers: FY 16 to FY 24

			
Job Applications	Employees Hired	Insurance Claims	Purchase Orders
FY 16: 355	FY 16: 60	FY 16: 14	FY 16: 817
FY 24: 800	FY 24: 115	FY 24: 21	FY 24: 1,030
+445	+55	+7	+213
+139%	+93%	+70%	+17%

Fleet Division: Mechanic

The recommended budget includes an additional mechanic within the fleet maintenance division. This will help to ensure the efficient operation and longevity of our extensive vehicular and equipment inventory.

PROPOSED FY 24-25 IMPACT



\$62,532 MARGINAL COST FOR ADDED POSITION

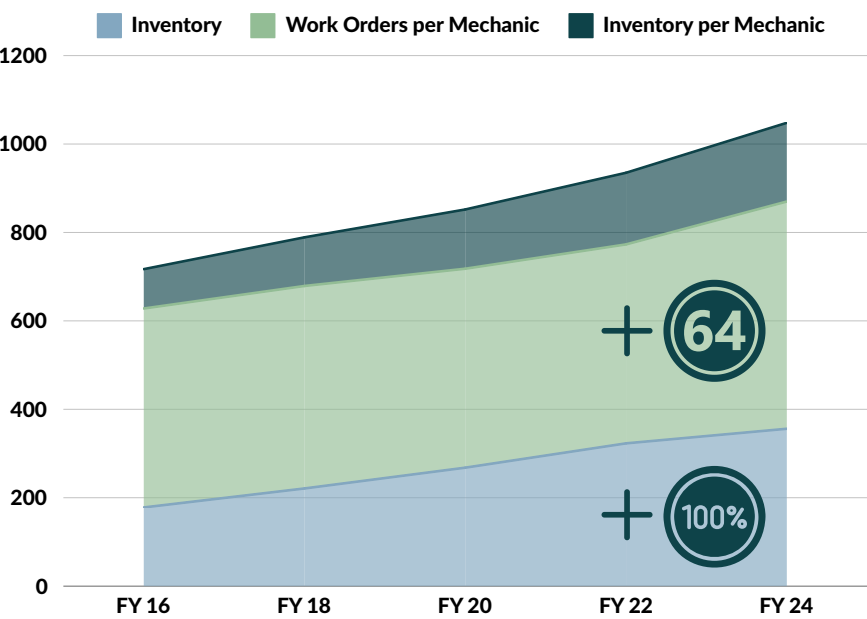


**ADDING 1 MECHANIC TO THE FLEET DIVISION
= 1 SUPERINTENDENT + 3 MECHANICS**

Status Quo

The Town has a fleet of 222 vehicles and rolling stock* alongside 134 small engines and handheld equipment. Over the past decade, the fleet inventory has doubled in size, but our number of authorized mechanics has not grown, remaining at two plus the division superintendent.

Looking at the size of our fleet compared to the number of authorized mechanics...in FY 2016, we had an average of 89 vehicles/equipment per mechanic. This has doubled in 8 years and we now have 178 per mechanic. During the same time, the number of work orders has grown nearly 20%.



In 2016, our mechanics completed 900 work orders, roughly 450 each. We're on track to complete 1,027 this year.

This means each mechanic will complete an average of 514 work orders this year - an increase of 64 more than the total 8 years ago.

The fleet division has used stop-gap measures to help manage this, but they are not sustainable long-term solutions. For example, the division superintendent has taken on more hands-on work, which impacts his supervisory duties.

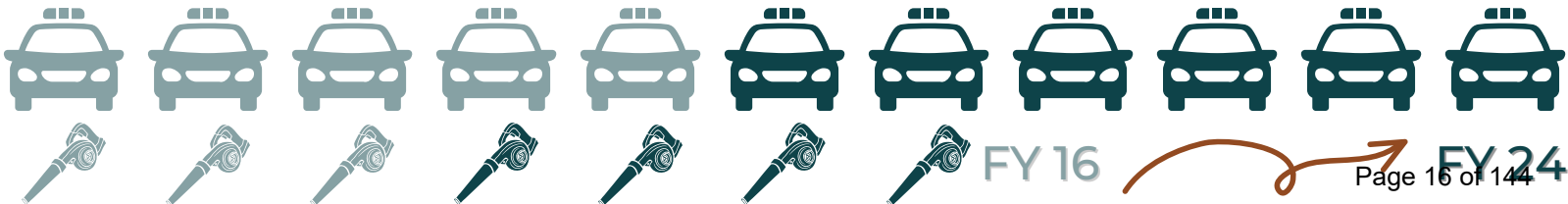
*rolling stock = equipment like backhoes, tractors, and similar



= 10 vehicles or rolling stock



= 10 small engines or handheld equipment



Alternatives

We are outsourcing more repairs, which comes at an added cost and puts us in a scheduling queue where we are one of many customers. Some repair shops are not local, requiring travel time and costs; the parks & grounds equipment travels to Apex for certain repairs.

While adding two part-time employees would have a similar net benefit on workload as one full-time employee, we typically see higher retention and longevity rates with full-time employees.

Impacts

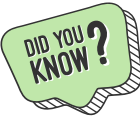
The garage is a critical internal service provider. As the number of work orders increases, the risk of vehicle and equipment downtime escalates, potentially leading to increased operational costs, decreased productivity, and compromised public services.



Unlike private garages that can generally schedule on a first-come, first-served basis, the Town’s garage must prioritize work orders to ensure continuity of the Town’s essential services. Police and fire vehicles are the top priority, followed by public works and utilities. These four departments alone account for 75% of the Town’s vehicles and rolling stock. With so many high-priority vehicles, repairs for other departments can get pushed back, resulting in equipment downtime and staff inefficiencies. Sometimes, we outsource repairs to reduce this backlog, even though it’s typically a higher cost.

An additional mechanic would allow the feasibility of a Saturday shift, which could improve efficiency considerably and also minimize some vehicle downtime during the weekdays when they are most heavily used.

An additional consideration is that our fleet superintendent will become retirement eligible in the next few years. It is critical to succession planning that we onboard and train a mechanic to appropriately manage future workload. The Town’s fleet is not only sizable, but it is also specialized and diverse, which requires considerable training and experience. Our mechanics maintain everything in the fleet from the smallest of the handheld equipment to the fire engines, environmental services trucks, and street sweeper with complex engines and hydraulics.



If calculated per household, the cost of adding this mechanic is about \$9.50 for the year. That's about the same as buying 2 half-gallons of ice cream.



134 small engines



82 passenger vehicles



39 trailers



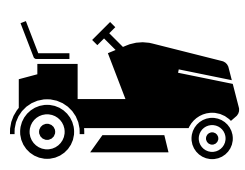
33 misc. equipment



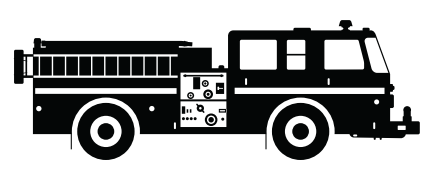
24 pick-up trucks



17 other trucks



14 mowers



9 fire apparatus



3 buses



1 street sweeper

Police Detective

The recommended budget includes 1 additional police detective. This will help the investigations division better manage the steadily increasing caseload, especially around narcotics or special investigations such as internet crimes against children (ICAC) and gang activity.

PROPOSED FY 24-25 IMPACT

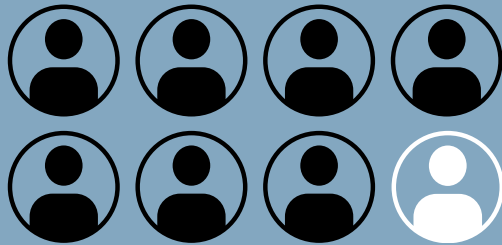


MARGINAL COST

\$113,736 = Salary, benefits, uniform, IT needs, etc.

\$59,000 = Vehicle

ADDING 1 DETECTIVE = 8 INVESTIGATORS



Status Quo

Over the past decade, the Town's population has grown by more than 20%, to a current estimate of nearly 16,500 residents. Our public safety departments serve a much larger daytime population though, which is now over 45,000. This is attributed to the popularity of our downtown, our growing commercial and retail areas, Fort Liberty, and students at Sandhills Community College.

Tourism is also increasing in Moore County, especially in Southern Pines-Pinehurst-Aberdeen. In a typical year, Moore County welcomes over 1.5 million visitors, which swells to around 1.7 million in years of major golf tournaments. We expect to see this in June 2024 for the U.S. Open.

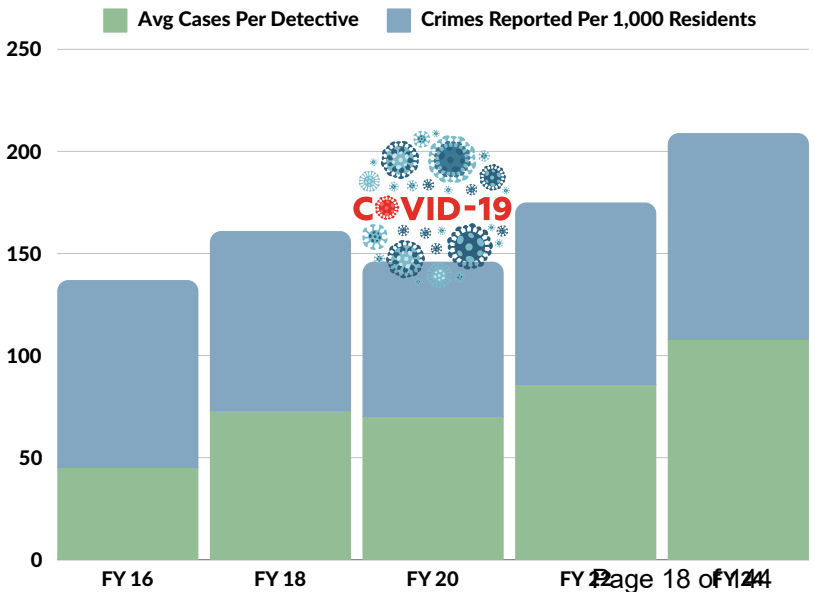
The police department has experienced these impacts firsthand, with many workload metrics far outpacing the increase in Southern Pines residents. As one example, in eight years, the total crimes committed per year has quadrupled. We estimate a total of 2,000 for this year.

During the same period, we have seen a 34% increase in the number of crimes reported. We project 1,650 crimes will be reported this year compared to 1,232 in FY 16. In an effort to mitigate some of these impacts, we have re-assigned officers from investigations to patrol.

We expect our detectives will investigate around 650 cases by the end of this year. This is more than two times the 269 cases assigned in FY 16, outpacing the 20% population growth and placing strain on SPPD resources.

Individually, our detectives are assigned more and more cases each year. By June 30, we anticipate assigning around 108 cases to each detective for this year, more than double the caseload 8 years ago. Sometimes it becomes necessary to assign cases to patrol officers or supervisors when there are too many active cases for investigators.

These actions do not come without consequences. As one example, our annual arrests have dropped over 10% during this same timeframe, despite the increased number of crimes and cases.

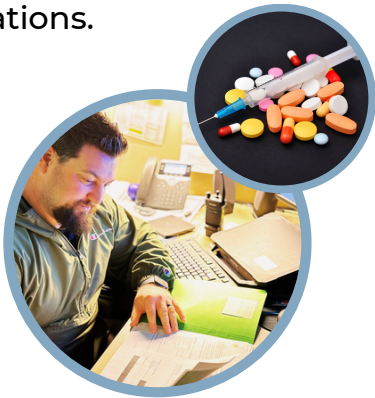


Alternatives

The work of the police department is specialized and requires very specific training and security clearances. It is not something that can be outsourced. While the police department can use part-time employees in limited situations, it is not an effective practice for the investigations division due to the continuity of managing a caseload and following up on investigations. All employees in the investigations division are full-time.

Impacts

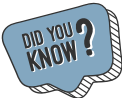
The scale, complexity, and danger of threats to children today are unprecedented and ever-evolving. This is exacerbated by the sheer number of child sexual abuse images available electronically and the heightened online activity by predators seeking unsupervised contact with potential underage victims.



Nationwide, the number of CyberTips referred to Internet Crimes Against Children (ICAC) investigators has more than quadrupled in six years. For every tip reported, far more crimes can easily go undetected due to encryption and anonymization, heightening the need for trained investigators. As the U.S. Department of Justice said in a 2023 report to Congress on child exploitation crimes, *“What we do not know haunts us.”* The NC State Bureau of Investigations has requested that Southern Pines join their ICAC task force, but we do not currently have adequate resources in our investigations division to participate.

We also need to allocate more investigation resources to narcotics. Over the past five years, narcotics offenses - sale, manufacturing, and possession - have doubled and now account for close to 50% of all crimes in Southern Pines.

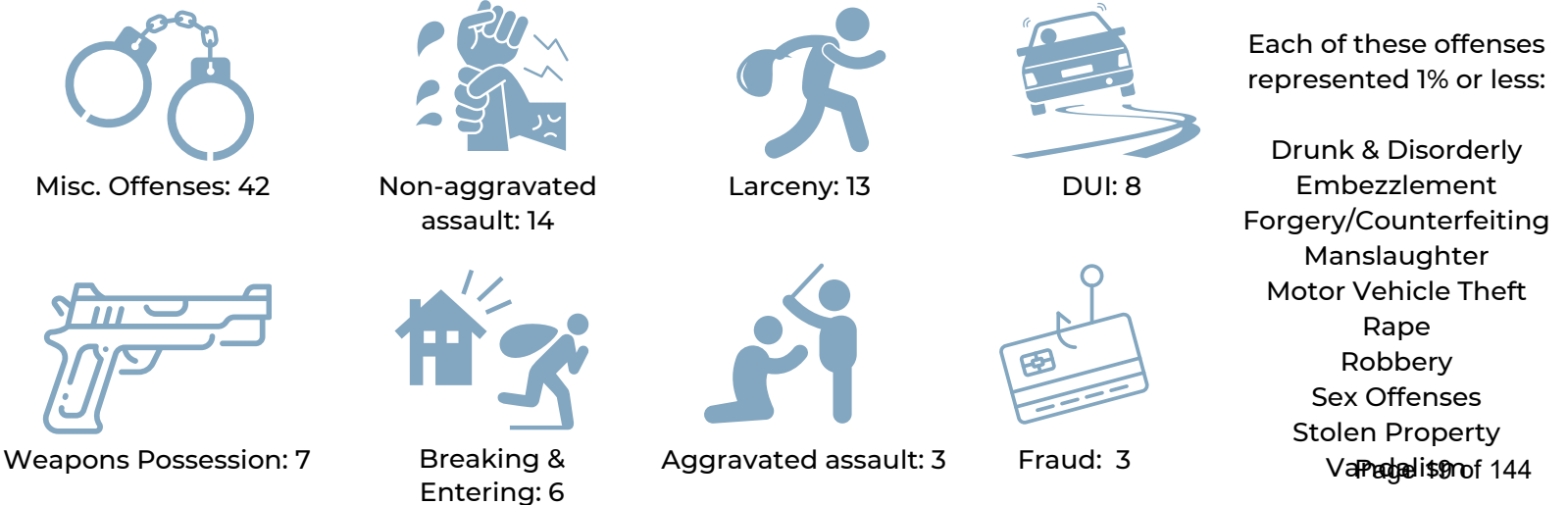
For every 10 narcotics offenses, 9 are for possession. Approximately 2/3 of possession charges are for marijuana. We have seen an increase in possession charges for all types of drugs, but the greatest growth has been in synthetics and other dangerous drugs, like fentanyl. For distribution and manufacturing, those trends are essentially reversed. Marijuana accounts for 40% of those charges and the other 60% are all other types of narcotics. Cocaine and opiates are the narcotics most commonly associated with distribution and manufacturing.



If calculated per household, the cost for this detective’s salary, benefits, laptop, and similar needs is about \$17 for the year. That’s about the equivalent of a bottle of wine.



For Every 100 Crimes (other than drug offenses) in Southern Pines...



Utilities & Public Works Administrative Assistant

The recommended budget includes 1 administrative assistant to serve the various divisions in Public Works & Utilities. This will help staff better manage the steadily increasing administrative tasks needed to keep up with the Town's growing infrastructure and utility customer base.

PROPOSED FY 24-25 IMPACT



MARGINAL COST
\$55,845



ADDING 1 ADMINISTRATIVE ASSISTANT = 2 ADMINISTRATIVE ASSISTANTS

Status Quo

Our growing population & infrastructure over the past decade impacts Public Works on a daily basis:

- 527% increase in annual development site plan reviews: 11 --> 69
- 463% increase in facilities work orders: 880 --> 6,185
- 70% increase in miles of street sweeping: 2,198 --> 3,746
- 30% increase in utility customers: 8,342 --> 10,871

As the Town grows faster than staffing levels, duties typically assigned to administrative staff are being absorbed by department heads and division superintendents. Each superintendent currently spends about 20-25% of their time on these types of tasks, making it difficult to focus on their primary duties.

An example of this includes tasks related to purchasing. The Public Works department generates about two-thirds of all purchase orders across the Town and over half of the financial transactions (based on the volume of journal entries). In order to keep purchases moving in a timely manner, department directors or superintendents initiate and process many of the purchase orders.



Some of the functions this employee will complete:

- finance documentation & bookkeeping
- inventory management
- compliance reports & data entry
- procurement and invoicing procedures
- public questions & concerns
- work order tracking
- other administrative duties

This will shift these types of tasks back to administrative staff. In turn, our superintendents and department directors can re-focus time & attention to completing the technical & skilled functions associated with public works.



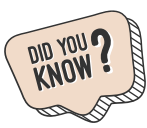
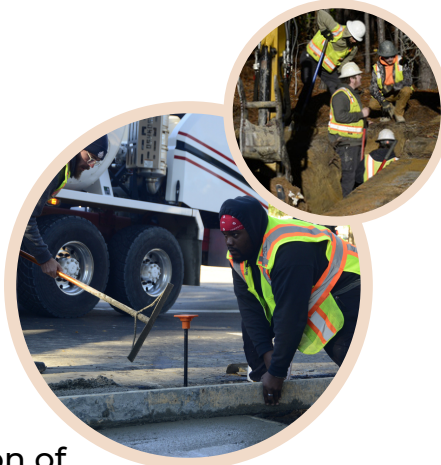
Alternatives

The projected workload and schedule of the public works department will best be accomodated by a full-time employee.

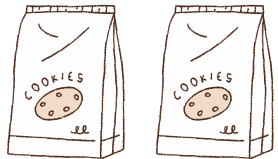
Impacts

By re-allocating administrative tasks to an administrative employee, we will see operational and efficiency improvements. Department heads, superintendents, and supervisors will be able re-allocate their time to the technical work in their areas of expertise. This will also enhance long range and strategic planning as well as development of staff and department culture.

Over time, we are experiencing a decrease in the completion rate of work orders assigned to public works. This is most commonly a function of overall workload increases exacerbated by ongoing employee shortages and turnover. Our leaders will be able to delegate administrative tasks, allowing them to dedicate time and a renewed focus on staff development and culture building. These leaders, including superintendents, will also be able to better assist in completing the technical work orders assigned to public works. These overall improvements will result in positive gains around efficiency and effectiveness as well as enhanced organizational culture, retention, and recruitment.



If calculated per household, the cost to add this employee is about \$8 for the year. That's about the equivalent of buying 2 packs of cookies at the grocery store.



BY THE NUMBERS: FY 13 to FY 23 Comparisons

Water Line Inspections + 4,000%	Street Inspections + 1,300%	Sewer Line Inspections + 817%	Fleet Value + 71%	Meter Reads + 27%	Customer Work Orders + 15%

We value an organizational culture that aspires to high-performance. We are hopeful about our future and confident in our ability to overcome challenges together. This is the Southern Pines Way.



Police Investigations - 3

Lieutenant, Sergeant, Detective

Chief Polidori recommends adding 4 sworn positions - 1 Lieutenant, 1 Sergeant, and 2 detectives. These additions would allow for a Property Crimes section and a Crimes Against Persons section and also create better span of control. 1 detective is included in the budget.

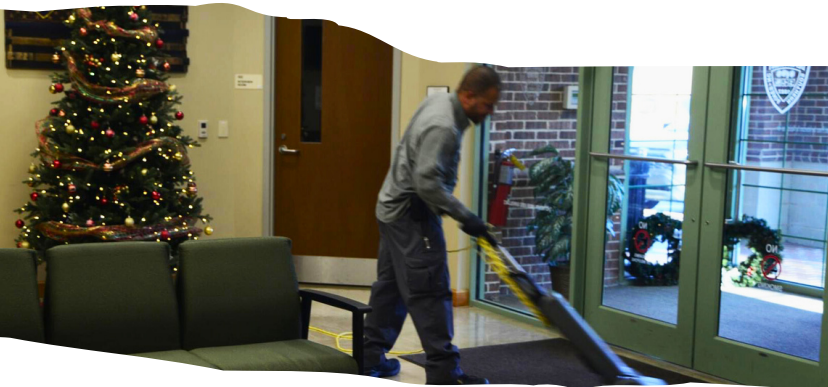


Parks & Grounds Techs - 2

Staff recommends adding 2 FTEs to Parks & Grounds, the team responsible for the Town's parks, trails, greenways, ball fields, athletic courts, and Mt. Hope Cemetery. The team also maintains 15 acres of landscaping around Town facilities, the downtown railroad ROW, 4 traffic circles, and 30 acres of landscaped medians & gateways. Over time, this division has lost 100 hours/week (2.5 FTEs) as resources have been shifted to better manage workload in other divisions. No positions are proposed in the budget.

Mechanic - 1

The Town's fleet has doubled in size over the past 8 years in order to provide the vehicles and equipment needed for services. Staff recommends adding 2 mechanics to the fleet division to keep up with the volume of work orders and minimize the number of repairs that need to be outsourced. The recommended budget includes 1 of 2 mechanics requested.



Custodian - 1

Our custodial team cleans all Town buildings & park restrooms and sets up facilities for Town meetings. As facilities have been added, this team's workload has grown, like the 26,000 SF Community Development building that was largely vacant until the 2022 renovation. Similarly, the 6,000 SF Whitehall house is now used by the library and parks & recreation. Private rentals have become increasingly popular, increasing custodial work afterward.

Town of Southern Pines

Proposed FY 2024-2025 Budget

July 1, 2024 to June 30, 2025



Southern Pines

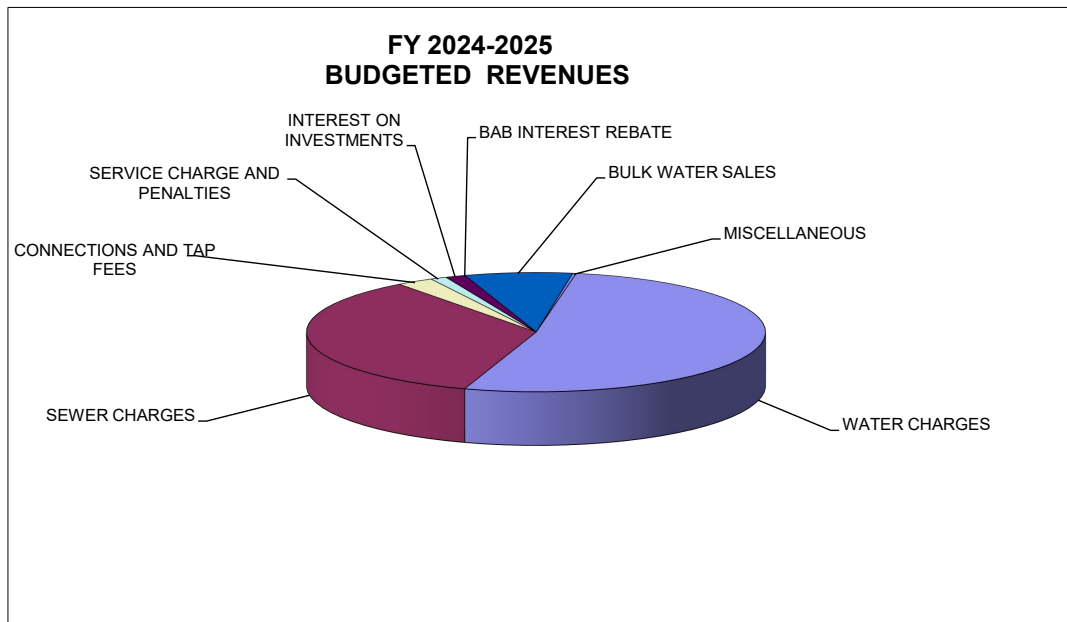
NORTH CAROLINA

TOWN OF SOUTHERN PINES
UTILITY FUND
RETAINED EARNINGS SUMMARY
2024-2025

	ACTUAL 2022-2023	BUDGET 2023-2024 as of 03/01/2024	EXPECTED REVENUES EXPENDITURES 2023-2024	BUDGET 2024-2025
Available Retained Earnings - Beginning	\$ 7,095,718	\$ 9,388,399	\$ 9,388,399	\$ 7,751,644
Total Revenues	<u>11,767,427</u>	<u>9,756,529</u>	<u>10,471,855</u>	<u>10,581,574</u>
Total Funds Available	18,863,145	19,144,928	19,860,254	18,333,218
Total Expenditures	8,384,886	9,083,706	8,847,329	10,240,507
Transfers Out	<u>1,089,860</u>	<u>3,261,281</u>	<u>3,261,281</u>	<u>2,955,000</u>
Available Retained Earnings - Ending	<u><u>\$ 9,388,399</u></u>	<u><u>\$ 6,799,941</u></u>	<u><u>\$ 7,751,644</u></u>	<u><u>\$ 5,137,711</u></u>

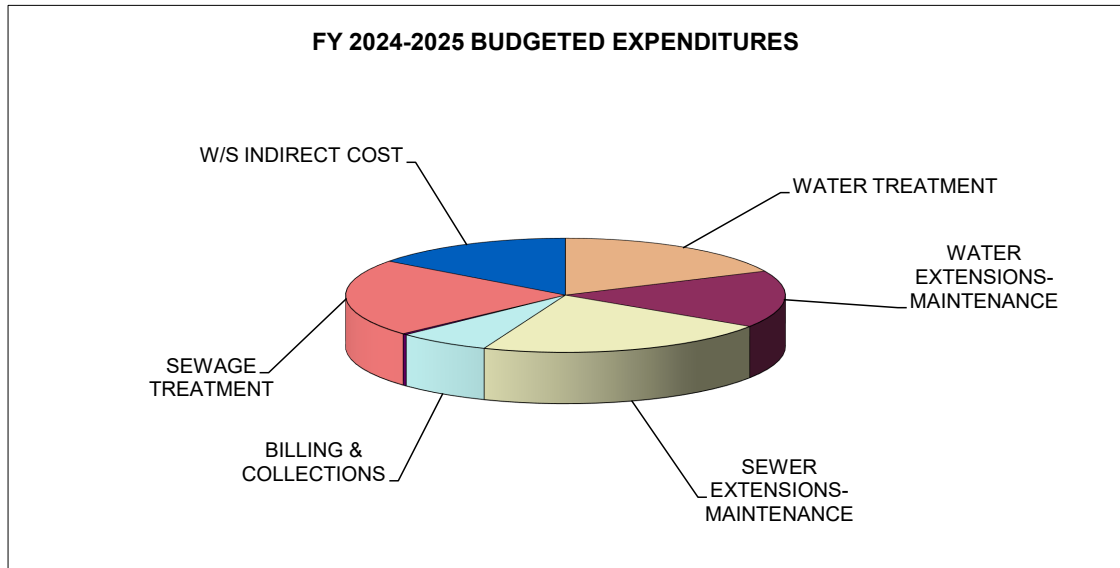
TOWN OF SOUTHERN PINES
UTILITY FUND
SCHEDULE OF REVENUES
2024-2025

	ACTUAL 2020-2021	ACTUAL 2021-2022	ACTUAL 2022-2023	BUDGET 2023-2024 as of 07/01/23	BUDGET 2023-2024 as of 03/01/2024	EXPECTED REVENUES 2023-2024	BUDGET 2024-2025
WATER CHARGES	\$ 4,904,300	\$ 5,489,460	\$ 5,873,685	\$ 5,233,409	\$ 5,233,409	\$ 5,309,045	\$ 5,521,407
SEWER CHARGES	3,048,271	3,464,366	3,610,080	3,238,120	3,238,120	3,533,815	\$ 3,675,168
CONNECTIONS AND TAP FEES	344,782	280,853	233,405	275,000	275,000	275,000	275,000
SERVICE CHARGE AND PENALTIES	148,897	154,104	143,778	120,000	120,000	120,000	120,000
INTEREST ON INVESTMENTS	10,318	11,769	247,606	50,000	50,000	220,995	150,000
BAB INTEREST REBATE	3,424	-	-	-	-	-	-
BULK WATER SALES	699,966	887,750	793,967	800,000	800,000	973,000	800,000
MISCELLANEOUS	27,792	61,113	30,672	25,000	25,000	25,000	25,000
GAIN ON SALE OF ASSETS	78,190	5,650	85,296	15,000	15,000	15,000	15,000
TRANSFER IN - ARPA FUNDS	-	-	748,938	-	-	-	-
TRANSFER IN-RETAINED EARNINGS	315,513	-	-	2,538,283	2,588,458	1,636,755	2,613,933
TRANSFER OUT-RETAINED EARNINGS	-	(883,339)	(2,291,973)	-	-	-	-
TOTAL	\$ 9,581,453	\$ 9,471,726	\$ 9,475,454	\$ 12,294,812	\$ 12,344,987	\$ 12,108,610	\$ 13,195,507



TOWN OF SOUTHERN PINES
UTILITY FUND
CONSOLIDATED EXPENDITURE SUMMARY
2024-2025

	ACTUAL 2020-2021	ACTUAL 2021-2022	ACTUAL 2022-2023	BUDGET 2023-2024	EXPECTED EXPENDITURES 2023-2024	BUDGET 2024-2025
WATER TREATMENT	\$ 1,327,329	\$ 1,422,718	\$ 1,595,733	\$ 1,671,495	\$ 1,670,793	\$ 1,853,474
WATER EXTENSIONS-MAINTENANCE	1,170,972	1,118,347	1,146,760	1,581,717	1,554,857	1,652,157
SEWER EXTENSIONS-MAINTENANCE	1,117,299	952,379	1,732,989	1,514,852	1,417,790	2,229,985
BILLING & COLLECTIONS	458,890	483,120	533,200	661,958	650,205	700,414
FINANCING INTEREST & PRINCIPAL	385,912	211,241	210,715	34,197	34,197	33,672
SEWAGE TREATMENT	2,143,791	1,964,500	1,965,671	2,250,000	2,150,000	2,250,000
W/S INDIRECT COST	1,141,360	1,184,485	1,200,526	1,369,487	1,369,487	1,520,805
OTHER	-	-	-	-	-	-
SUB-TOTAL	7,745,553	7,336,790	8,385,594	9,083,706	8,847,329	10,240,507
TRANSFERS	1,835,900	2,134,936	1,089,860	3,261,281	3,261,281	2,955,000
TOTAL	<u>\$ 9,581,453</u>	<u>\$ 9,471,726</u>	<u>\$ 9,475,454</u>	<u>\$ 12,344,987</u>	<u>\$ 12,108,610</u>	<u>\$ 13,195,507</u>



TOWN OF SOUTHERN PINES
UTILITY FUND
EXPENDITURE BY FUNCTION AND TRANSFERS
2024-2025

	ACTUAL 2020-2021	ACTUAL 2021-2022	ACTUAL 2022-2023	BUDGET 2023-2024 as of 07/01/23	BUDGET 2023-2024 as of 03/15/2024	EXPECTED EXPENDITURES 2023-2024	BUDGET 2024-2025
Water Treatment	\$ 1,327,329	\$ 1,422,718	\$ 1,595,733	\$ 1,671,495	\$ 1,671,495	\$ 1,670,793	\$ 1,853,474
Water Extensions - Maintenance	1,170,972	1,118,347	1,146,760	1,581,717	1,581,717	1,554,857	1,652,157
Sewer Extensions - Maintenance	1,117,299	952,379	1,732,989	1,514,852	1,514,852	1,417,790	2,229,985
Billing & Collections	458,890	483,120	533,200	611,783	661,958	650,205	700,414
Loss on Disposal of Fixed Assets	-	-	-	-	-	-	-
Interest Expense, Financing Principal	385,912	211,241	210,715	34,197	34,197	34,197	33,672
Sewage Treatment	2,143,791	1,964,500	1,965,671	2,250,000	2,250,000	2,150,000	2,250,000
W/S Indirect Cost	1,141,360	1,184,485	1,200,526	1,369,487	1,369,487	1,369,487	1,520,805
Total Expenditures	7,745,553	7,336,790	8,385,594	9,033,531	9,083,706	8,847,329	10,240,507
Transfers:							
Transfer to PW Annex Remodel	-	98,736	-	-	-	-	-
Transfer to Water Treatment Proc Mod	305,900	250,000	-	1,041,281	1,041,281	1,041,281	-
Transfer to PeeDee/Pennsylvania Line	-	1,139,200	-	-	-	-	-
Transfer to Lift Station Upgrades/Upfit	530,000	-	-	220,000	220,000	220,000	-
Transfer to Sanitary Sewer Modernization	750,000	462,000	874,360	-	-	-	380,000
Transfer to NC DOT Line Relocation	-	-	-	2,000,000	2,000,000	2,000,000	-
Transfer to North Pressure Zone	-	-	-	-	-	-	2,250,000
Transfer to Facility Modernization	-	-	10,500	-	-	-	-
Transfer to W&S Improvements	250,000	185,000	205,000	-	-	-	325,000
Total Transfers	1,835,900	2,134,936	1,089,860	3,261,281	3,261,281	3,261,281	2,955,000
Total Expenditures/Transfers	<u>\$ 9,581,453</u>	<u>\$ 9,471,726</u>	<u>\$ 9,475,454</u>	<u>\$ 12,294,812</u>	<u>\$ 12,344,987</u>	<u>\$ 12,108,610</u>	<u>\$ 13,195,507</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.

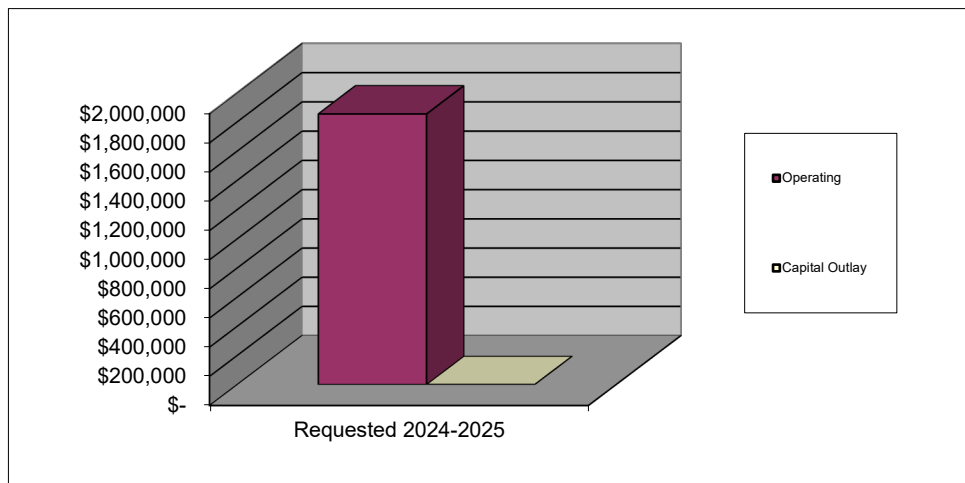
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Operating	\$ 1,595,733	\$ 1,671,495	\$ 1,670,793	\$ 1,853,474
Capital Outlay	-	-	-	-
Total	\$ 1,595,733	\$ 1,671,495	\$ 1,670,793	\$ 1,853,474

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Utility Revenues	\$ 1,595,733	\$ 1,671,495	\$ 1,670,793	\$ 1,853,474

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees	-	-	-	-

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUEST

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



2024-2025 ANNUAL BUDGET							
DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Water Treatment Plant	Function: Utility Fund			Fund: 60	Department: 710	
Object Code	Object Title	2023-2024 Budget as of 03/15/2024	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
607101200	PRINTING	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
607101500	BUILDING & GROUNDS	7,500	1,500	7,500	-	7,500	0.0%
607101600	EQUIPMENT MAINTENANCE	70,000	70,000	138,300	-	138,300	97.6%
607101800	UTILITIES	492,800	515,000	562,000	-	562,000	14.0%
607104500	CONTRACTUAL SERVICES	1,094,695	1,077,793	1,138,174	-	1,138,174	4.0%
607104510	INS-PROPERTY & GENERAL	6,500	6,500	7,500	-	7,500	15.4%
	OPERATING EXPENDITURES	1,671,495	1,670,793	1,853,474	-	1,853,474	
607107402	CAPITAL-MOTOR VEHICLES	-	-	-	-	-	0.0%
607107403	CAPITAL-OTHER EQUIPMENT	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	<u>\$ 1,671,495</u>	<u>\$ 1,670,793</u>	<u>\$ 1,853,474</u>	<u>\$ -</u>	<u>\$ 1,853,474</u>	

WATER EXTENSION/MAINTENANCE

Fund: Utility

Function:

Utility

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

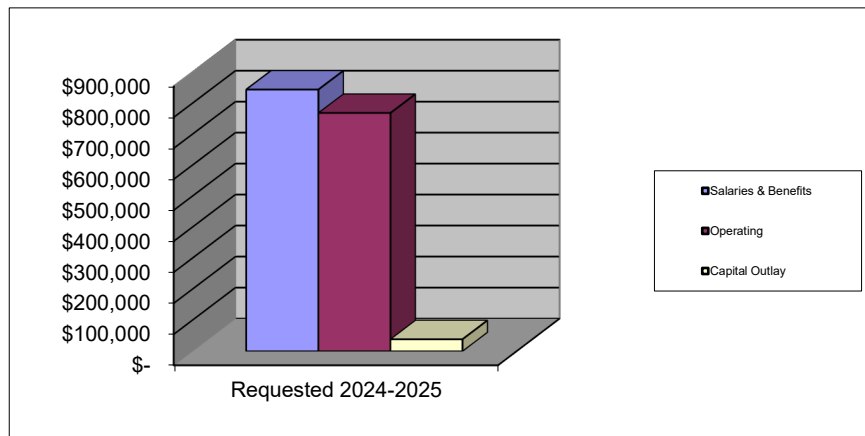
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 598,392	\$ 721,757	\$ 731,172	\$ 844,497
Operating	511,744	637,960	601,685	768,910
Capital Outlay	36,624	222,000	222,000	38,750
Total	\$ 1,146,760	\$ 1,581,717	\$ 1,554,857	\$ 1,652,157

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Utility Revenues	\$ 1,146,760	\$ 1,581,717	\$ 1,554,857	\$ 1,652,157

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees	9	10	10	11

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUEST

UF Storage & Laydown Yard	\$	38,750
New Position - Administrative Asst		55,845



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Water Extension/Maintenance	Function: Utility Fund			Fund: 60	Department: 730	
Object Code	Object Title	2023-2024 Budget as of 03/15/2024	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
607300200	SALARIES & WAGES	\$ 498,097	\$ 517,895	\$ 541,612	\$ 37,600	\$ 579,212	16.3%
607300300	OVERTIME	11,250	12,750	13,400	-	13,400	19.1%
607300400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
607300500	FICA EXPENSE	38,965	40,595	42,460	2,876	45,336	16.4%
607300600	GROUP INSURANCE EXPENSE	82,320	65,000	87,937	8,375	96,312	17.0%
607300700	RETIREMENT EXPENSE	65,655	68,400	75,482	5,114	80,596	22.8%
607300800	DEFERRED COMPENSATION	25,470	26,532	27,761	1,880	29,641	16.4%
	EMPLOYEE BENEFITS	721,757	731,172	788,652	55,845	844,497	
607301100	POSTAGE	1,000	1,200	1,500	-	1,500	50.0%
607301300	TELEPHONE	8,500	3,000	4,500	-	4,500	(47.1%)
607301400	TRAINING & TRAVEL	9,300	9,300	9,550	-	9,550	2.7%
607301600	EQUIPMENT MAINTENANCE	10,000	10,000	10,000	-	10,000	0.0%
607301700	AUTO REPAIR	10,000	8,500	10,000	-	10,000	0.0%
607301800	UTILITIES	20,000	16,000	18,000	-	18,000	(10.0%)
607303100	AUTO OPERATING	25,000	25,000	27,000	-	27,000	8.0%
607303300	DEPARTMENTAL SUPPLIES	388,500	382,500	410,200	-	410,200	5.6%
607304500	CONTRACTUAL SERVICES	46,000	36,825	43,700	115,000	158,700	245.0%
607304510	INS-PROPERTY & GENERAL	45,000	46,000	47,500	-	47,500	5.6%
607304600	PROFESSIONAL SERVICES	50,000	34,000	41,500	-	41,500	(17.0%)
607304700	UTILITY CUT REPAIR	20,000	24,000	25,000	-	25,000	25.0%
607305300	DUES & SUBSCRIPTIONS	4,660	5,360	5,460	-	5,460	17.2%
	OPERATING EXPENDITURES	637,960	601,685	653,910	115,000	768,910	
607307402	CAPITAL-MOTOR VEHICLE	-	-	-	-	-	0.0%
607307403	CAPITAL-OTHER EQUIPMENT	222,000	222,000	-	38,750	38,750	(82.5%)
	CAPITAL OUTLAY	222,000	222,000	-	38,750	38,750	
	TOTAL EXPENDITURES	\$ 1,581,717	\$ 1,554,857	\$ 1,442,562	\$ 209,595	\$ 1,652,157	

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Street & Utilities	Function: Transportation & Utilities
Project Title: Relocate Public Works Storage and Laydown Yard	Fund: General Fund & Enterprise Fund

Project Description:

With the recent sell of the Henson Street property, the Public Works storage yard will need to be relocated to allow for the construction of the proposed YMCA. The proposed work includes relocating the street sweeper dumpster pad and ramp, and construction of block bays for material (soil, gravel, mulch, etc.), and a cover to keep the materials dry.

New Dumpster Pad & Ramp - \$7,500

Block Bays - \$20,000

Material Storage Cover - \$50,000

Costs	2024-2025
General Fund	\$38,750
Enterprise Fund	\$38,750
Total	\$77,500



DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Water Extensions
Project Title: Administrative Assistant

Function: Utility
Fund: Enterprise Fund

Project Description:

This position will perform administrative functions to assists various superintendents with finance documentation and bookkeeping, inventory management, cross-connection reports, procurement and invoicing procedures, assist the public with questions/complaints & routing customers to appropriate departments, computer data entry, generating monthly reports, maintaining files, work order tracking, and other administrative duties as required.

Costs		2024-2025
Salary & payroll related benefits		\$55,310
Total		

SEWER EXTENSION/MAINTENANCE

Fund: Utility

Function:

Utility

Sewer Extension/Maintenance Division Goal: To maintain and improve the sanitary sewer system infrastructure.

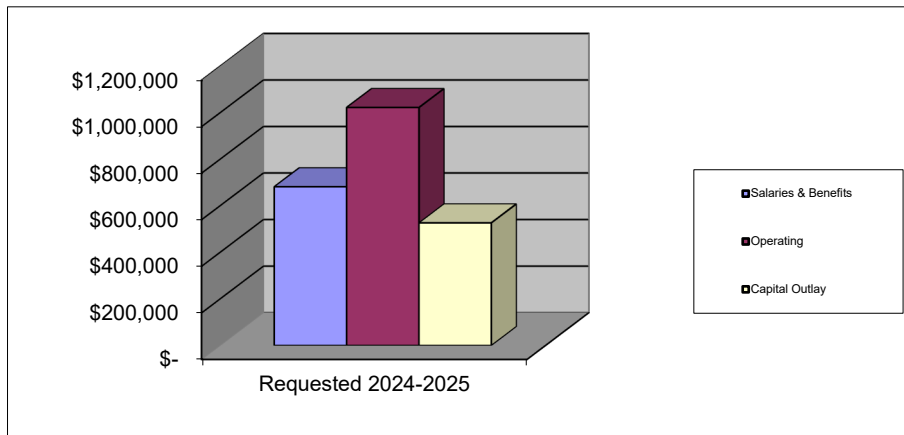
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 509,780	\$ 625,007	\$ 604,845	\$ 681,390
Operating	631,918	758,145	681,245	1,022,295
Capital Outlay	591,291	131,700	131,700	526,300
Total	\$ 1,732,989	\$ 1,514,852	\$ 1,417,790	\$ 2,229,985

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Utility Revenues	\$ 1,732,989	\$ 1,514,852	\$ 1,417,790	\$ 2,229,985

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees	9	9	9	9

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUEST

Replacement of CCTV System	\$ 354,300
Replacement Vehicle #55	135,000
New ATV for ROW Inspections	37,000



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Sewer Extension/Maintenance	Function: Utility Fund			Fund: 60	Department: 740	
Object Code	Object Title	2023-2024 Budget as of 03/15/2024	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
607400200	SALARIES & WAGES	\$ 430,398	\$ 413,100	\$ 466,612	\$ -	\$ 466,612	8.4%
607400300	OVERTIME	11,250	12,750	13,400	-	13,400	19.1%
607400400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
607400500	FICA EXPENSE	33,786	32,577	36,721	-	36,721	8.7%
607400600	GROUP INSURANCE EXPENSE	70,560	70,230	75,375	-	75,375	6.8%
607400700	RETIREMENT EXPENSE	56,929	54,895	65,282	-	65,282	14.7%
607400800	DEFERRED COMPENSATION	22,084	21,293	24,000	-	24,000	8.7%
	EMPLOYEE BENEFITS	625,007	604,845	681,390	-	681,390	
607401100	POSTAGE	500	500	500	-	500	0.0%
607401300	TELEPHONE	12,500	12,500	9,700	-	9,700	(22.4%)
607401400	TRAINING & TRAVEL	8,000	8,000	10,400	-	10,400	30.0%
607401600	EQUIPMENT MAINTENANCE	60,000	60,000	60,000	-	60,000	0.0%
607401700	AUTO REPAIR	25,000	25,000	25,000	-	25,000	0.0%
607401800	UTILITIES	62,300	62,300	70,400	-	70,400	13.0%
607403100	AUTO OPERATING	35,000	35,000	36,500	-	36,500	4.3%
607403300	DEPARTMENTAL SUPPLIES	183,000	183,000	192,250	-	192,250	5.1%
607404500	CONTRACTUAL SERVICES	139,500	113,200	192,400	240,000	432,400	210.0%
607404510	INS-PROPERTY & GENERAL	45,000	45,000	45,000	-	45,000	0.0%
607404600	PROFESSIONAL SERVICES	155,500	103,500	101,650	-	101,650	(34.6%)
607404700	UTILITY CUT REPAIR	28,000	28,000	32,500	-	32,500	16.1%
607405300	DUES & SUBSCRIPTIONS	3,845	5,245	5,995	-	5,995	55.9%
	OPERATING EXPENDITURES	758,145	681,245	782,295	240,000	1,022,295	
607407402	CAPITAL-MOTOR VEHICLE	-	-	-	172,000	172,000	0.0%
607407403	CAPITAL-OTHER EQUIPMENT	131,700	131,700	-	354,300	354,300	169.0%
	CAPITAL OUTLAY	131,700	131,700	-	526,300	526,300	
	TOTAL EXPENDITURES	\$ 1,514,852	\$ 1,417,790	\$ 1,463,685	\$ 766,300	\$ 2,229,985	

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Utilities - Sewer

Function: Utility

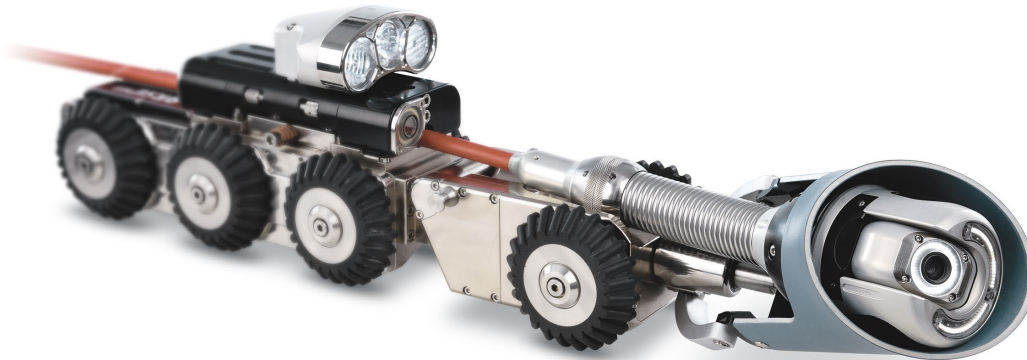
Project Title: Replace CCTV System

Fund: Enterprise Fund

Project Description:

Replace sewer CCTV system due to age and maintenance costs. Upgrades include purpose-built vehicle to house appurtenances such as cones, sewer hooks, manhole pullers, lights, reel, crawler and accessories. Upgrades include higher resolution camera, upgraded software capabilities, and the ability to inspect sewer services via lateral-launch system. Lateral launch inspects from the main, saving time locating cleanouts and entering customers' crawl spaces/basements. It can also map laterals to existing GIS files.

Costs		2024-2025
CCTV vehicle & equipment		\$354,300
Total		\$354,300



DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Utilities - Sewer

Function: Utility

Project Title: New ATV

Fund: Enterprise Fund

Project Description:

New ATV for inspection and maintenance of easements/right-of-ways (ROW). Vehicles should have the load capacity to carry equipment (chainsaws, weed trimmers, fuel), cast iron rings and cover, and concrete risers.

Costs		2024-2025
ATV		\$37,000
Total		\$37,000



DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Utilities - Sewer

Function: Utility

Project Title: Replace Vehicle
#55

Fund: Enterprise Fund

Project Description:

Replace vehicle #55, a 2014 Ford F-450 service truck, due to high mileage, age and condition.

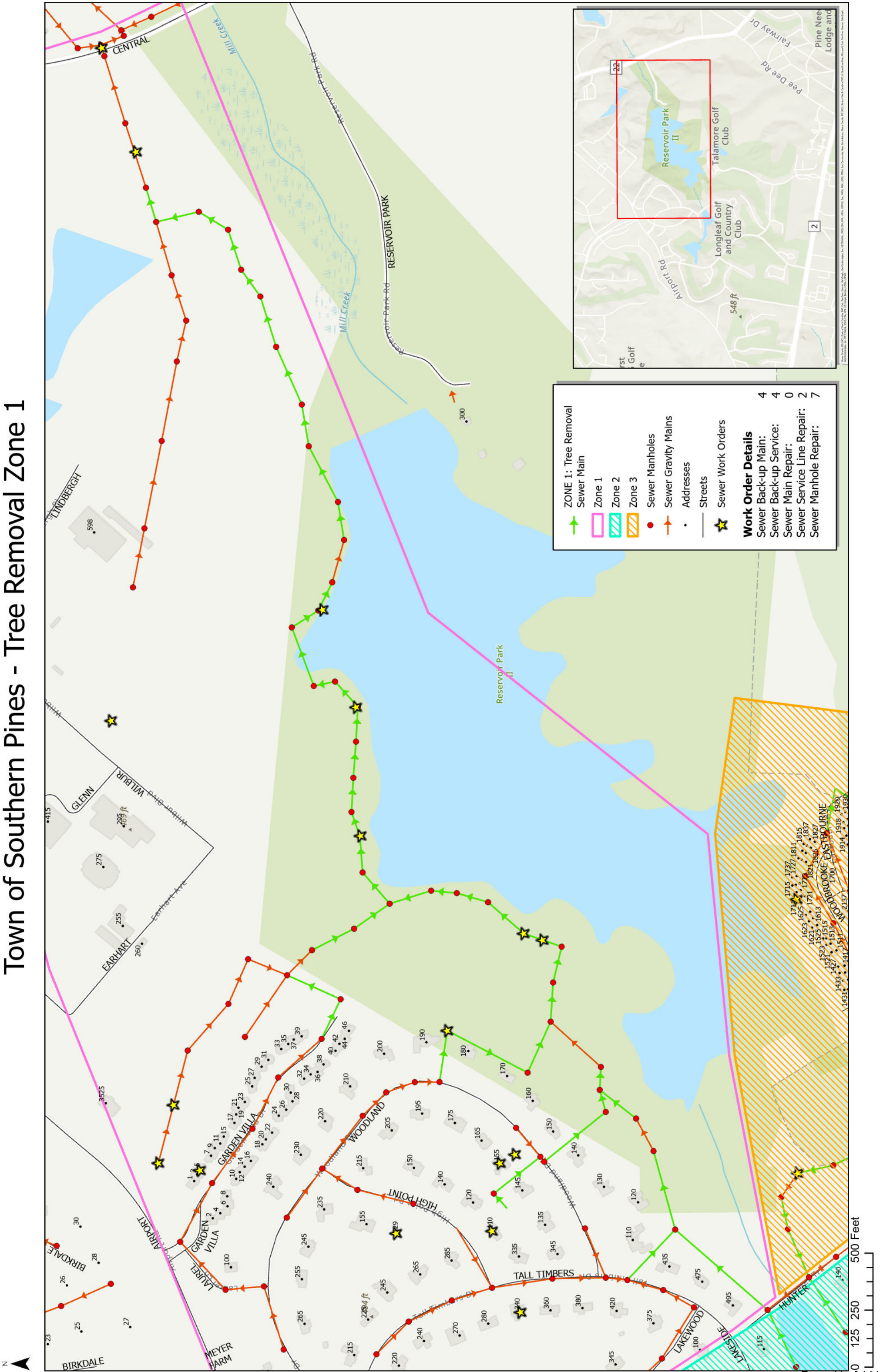
Repair cost to date: \$12,047.13

Mileage: 59,280

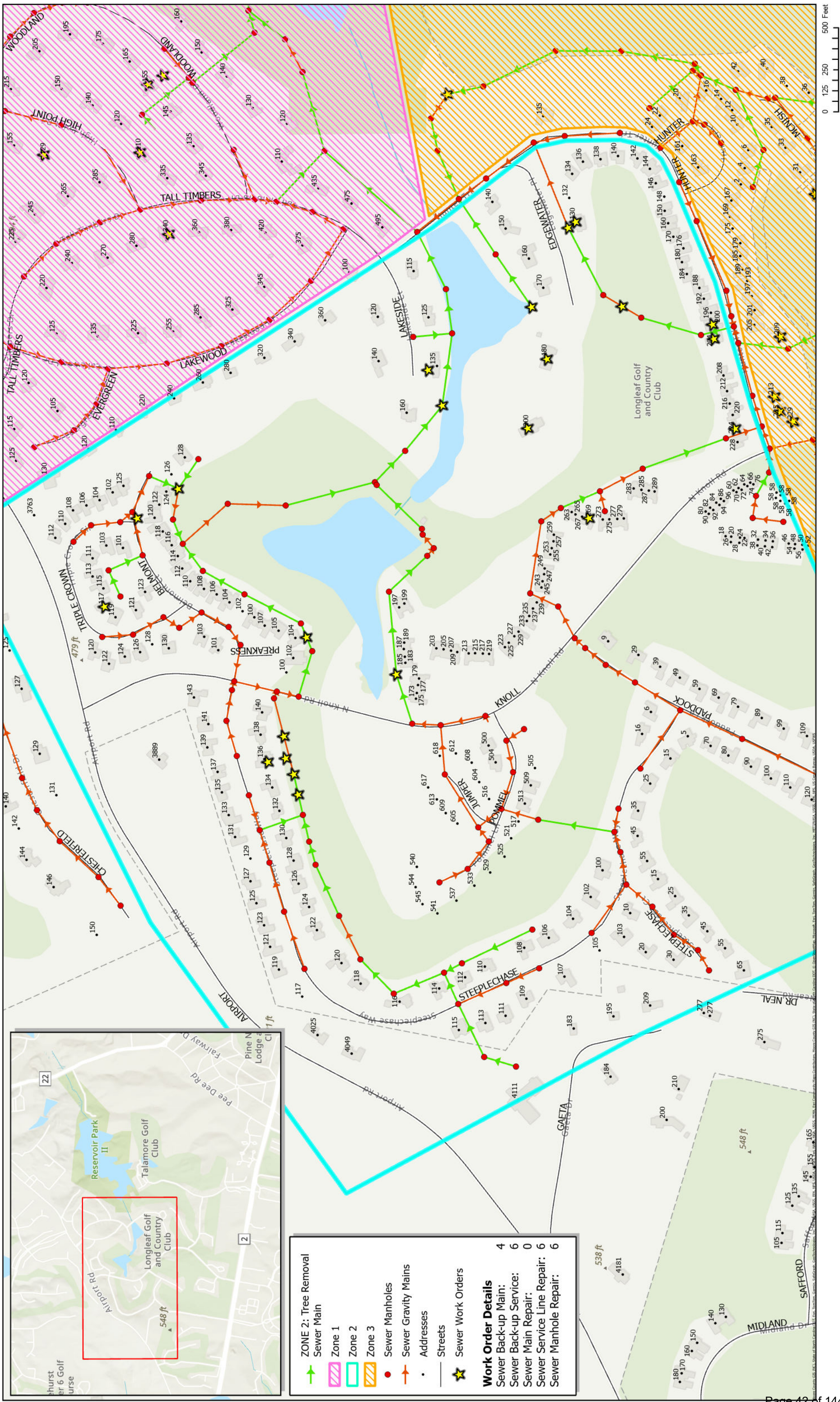
Costs		2024-2025
Service truck		\$135,000
Total		\$135,000



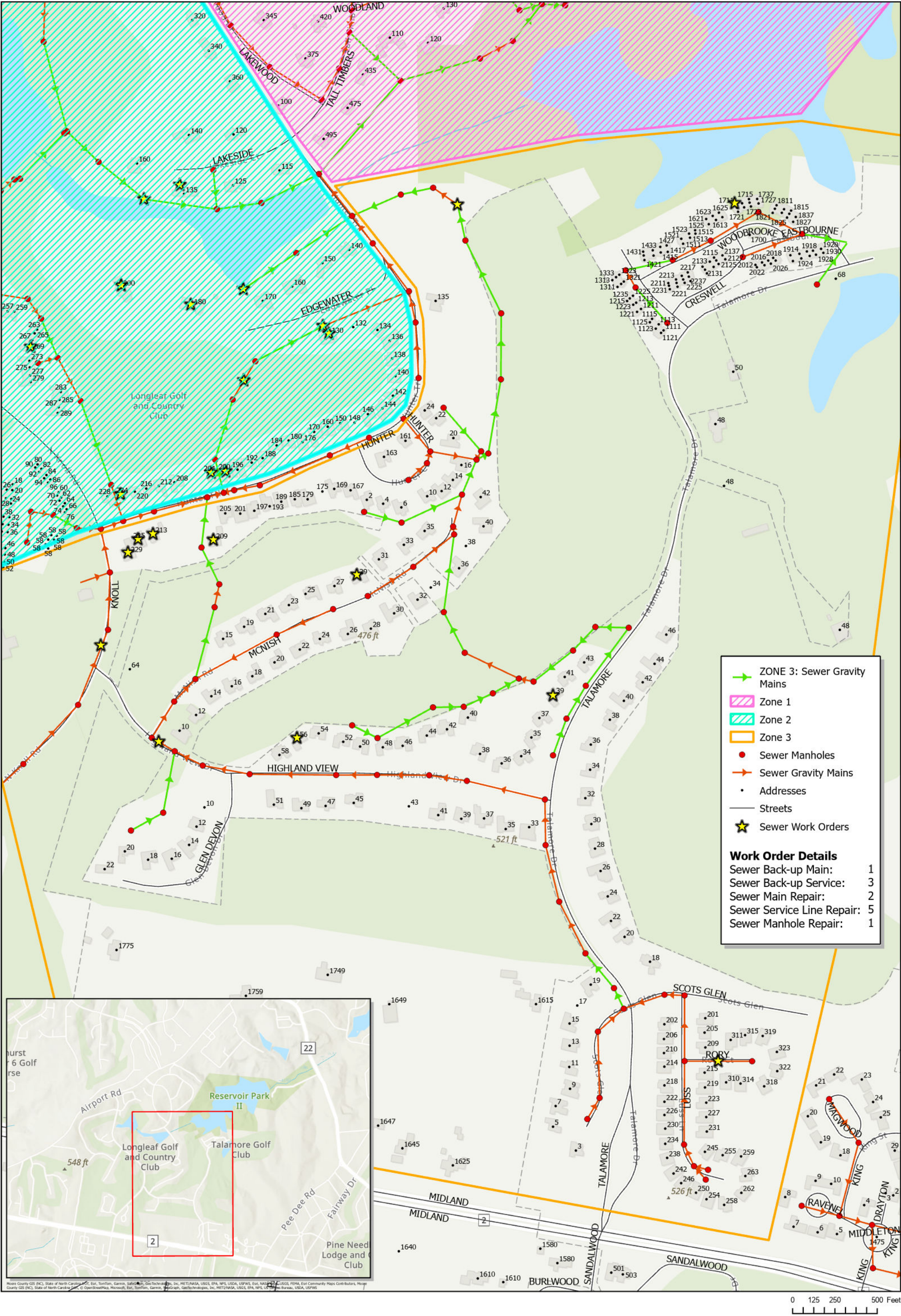
Town of Southern Pines - Tree Removal Zone 1



Town of Southern Pines - Tree Removal Zone 2



Town of Southern Pines - Tree Removal Zone 3



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.

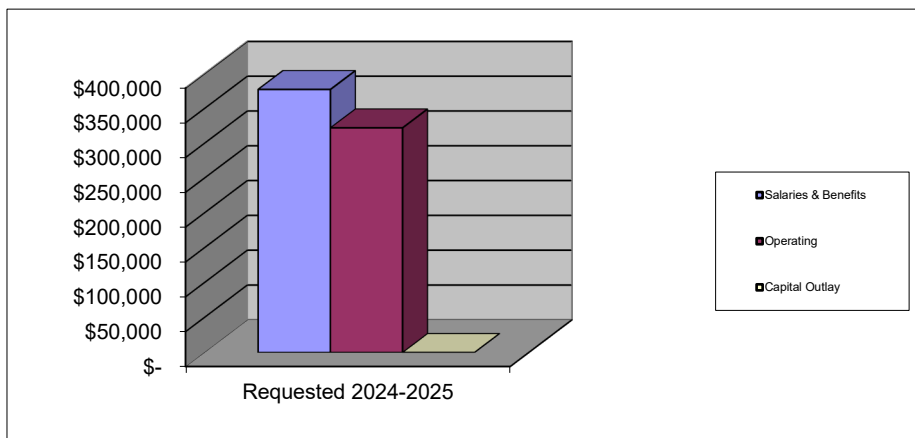
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 341,817	\$ 350,533	\$ 353,680	\$ 377,809
Operating	191,383	311,425	296,525	322,605
Capital Outlay	-	-	-	-
Total	\$ 533,200	\$ 661,958	\$ 650,205	\$ 700,414

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Utility Revenues	\$ 533,200	\$ 661,958	\$ 650,205	\$ 700,414

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees	5.0	5.0	5.0	5.0

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUEST

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



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Billing & Collections	Function: Finance			Fund: 60	Department: 750	
Object Code	Object Title	2023-2024 Budget as of 03/15/2024	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
607500200	SALARIES & WAGES	\$ 247,991	\$ 250,500	\$ 266,067	\$ -	\$ 266,067	7.3%
607500400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
607500500	FICA EXPENSE	18,971	19,165	20,376	-	20,376	7.4%
607500600	GROUP INSURANCE EXPENSE	39,200	39,200	41,875	-	41,875	6.8%
607500700	RETIREMENT EXPENSE	31,968	32,290	36,186	-	36,186	13.2%
607500800	DEFERRED COMPENSATION	12,403	12,525	13,305	-	13,305	7.3%
	EMPLOYEE BENEFITS	350,533	353,680	377,809	-	377,809	
607501100	POSTAGE	53,500	53,775	57,500	-	57,500	7.5%
607501200	PRINTING	750	750	1,000	-	1,000	33.3%
607501300	TELEPHONE	500	500	500	-	500	0.0%
607501400	TRAINING & TRAVEL	4,000	4,000	5,000	-	5,000	25.0%
607501600	EQUIPMENT MAINTENANCE	3,000	2,500	2,500	-	2,500	(16.7%)
607501800	UTILITIES	7,000	7,500	9,000	-	9,000	28.6%
607503300	DEPARTMENTAL SUPPLIES	35,000	35,000	33,355	-	33,355	(4.7%)
607504500	CONTRACTUAL SERVICES	61,675	51,000	58,500	-	58,500	-5.1%
607504510	INS-PROPERTY & GENERAL	3,000	3,000	3,250	-	3,250	8.3%
607504600	PROFESSIONAL SERVICES	37,500	33,000	41,500	-	41,500	10.7%
607504700	CARD PROCESSING FEE	60,000	60,000	65,000	-	65,000	8.3%
607504920	BAD DEBT EXPENSE	45,000	45,000	45,000	-	45,000	0.0%
607505300	DUES & SUBSCRIPTIONS	500	500	500	-	500	0.0%
	OPERATING EXPENDITURES	311,425	296,525	322,605	-	322,605	
607507401	CAPITAL-SOFTWARE/COMP	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	\$ 661,958	\$ 650,205	\$ 700,414	\$ -	\$ 700,414	

Town of Southern Pines

Proposed FY 2024-2025 Budget

July 1, 2024 to June 30, 2025



Southern Pines

NORTH CAROLINA



Taylor Clement
Mayor



Bill Pate
Mayor Pro-Tem



Brandon Goodman
Councilmember



Debra Gray
Councilmember



Ann Petersen
Councilmember



Mac McCarley
Town Attorney





Mike Cameron

Assistant Town Manager
Fire Chief



Reagan Parsons

Town Manager



Jessica Roth

Assistant Town Manager



Nedra Norton

IT Director



Bruce Rosenberger

Administrative Services
Director



Amanda Brown

Library Director



Cory Albers

Asst. Public Works
Director



Tess Brubaker-Speis

Finance Director



Cindi King

Parks & Recreation
Director



James Michel

Asst. PW Director &
Town Engineer



Nick Polidori

Police Chief



BJ Grieve

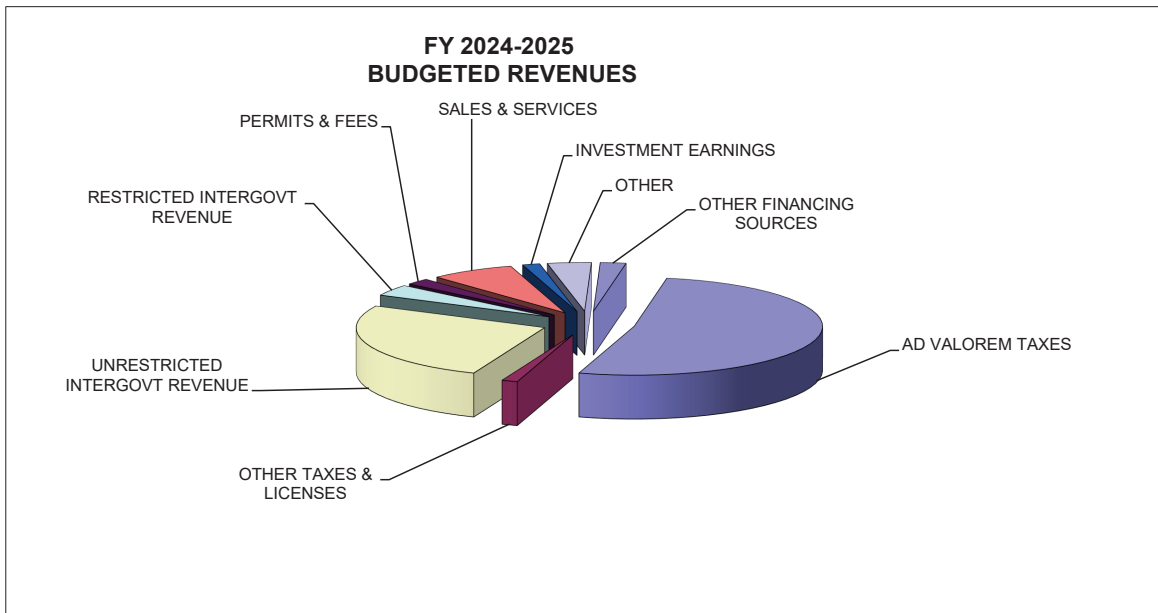
Planning Director

TOWN OF SOUTHERN PINES
GENERAL FUND
BUDGET SUMMARY
2024-2025

	ACTUAL 2022-2023	BUDGET 2023-2024 as of 03/15/24	EXPECTED REVENUES EXPENDITURES 2023-2024	BUDGET 2024-2025
Available Fund Balance - Beginning	\$ 8,411,282	\$ 11,689,353	\$ 11,689,353	\$ 11,495,919
Total Revenues & Reserve Increases	<u>27,224,985</u>	<u>29,056,971</u>	<u>31,020,148</u>	<u>26,894,683</u>
Total Funds Available	35,636,267	40,746,324	42,709,501	38,390,602
Total Expenditures	21,911,979	27,297,931	26,228,995	28,294,708
Transfers Out to Capital Projects	<u>2,034,935</u>	<u>4,984,587</u>	<u>4,984,587</u>	<u>2,415,602</u>
Available Fund Balance - Ending	<u>\$ 11,689,353</u>	<u>\$ 8,463,806</u>	<u>\$ 11,495,919</u>	7,680,292
Revenue Replacement Funds:			3,922,210	
RR yard debris trucks			(685,813)	
RR FYE 2023 Projects			(364,460)	
RR FYE 2024 Projects			(441,675)	
RR FYE 2024 Project Ladder Truck			(1,610,246)	
RR FYE 2025 Carriage House Project			(690,000)	
Less Revenue Replacement Balance:				130,016
Less 3 Months Expenditures				7,073,677
Available Fund Balance - FYE 06/30/25				<u>\$ 476,599</u>

TOWN OF SOUTHERN PINES
GENERAL FUND
CONSOLIDATED REVENUE SUMMARY
2024-2025

	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2022-2023	BUDGET 2023-2024	EXPECTED as of 03/15/24	BUDGET 2024-2025	% of Revenue
AD VALOREM TAXES	\$ 11,209,507	\$ 11,571,474	\$ 12,224,926	\$ 12,472,796	\$ 12,472,796	\$ 13,976,426	51.97%
OTHER TAXES & LICENSES	381,598	427,808	435,894	318,550	385,637	367,050	1.36%
UNRESTRICTED INTERGOVT REVENUE	5,945,476	6,946,573	7,530,176	5,711,065	6,847,607	7,049,023	26.21%
RESTRICTED INTERGOVT REVENUE	760,591	557,080	562,693	919,745	956,173	990,457	3.68%
PERMITS & FEES	988,255	711,308	950,904	566,000	579,240	552,500	2.05%
SALES & SERVICES	1,468,232	1,418,959	1,971,555	1,790,894	1,955,560	1,955,000	7.27%
INVESTMENT EARNINGS	29,564	27,348	696,618	150,000	650,000	400,000	1.49%
OTHER	706,773	1,120,286	1,093,668	957,425	1,002,639	1,012,107	3.76%
OTHER FINANCING SOURCES	-	52,629	4,090,309	279,030	279,030	592,120	2.20%
	<u>\$ 21,489,996</u>	<u>\$ 22,833,465</u>	<u>\$ 29,556,743</u>	<u>\$ 23,165,505</u>	<u>\$ 25,128,682</u>	<u>\$ 26,894,683</u>	



Town of Southern Pines
General Fund
Schedule of Revenues
2024-2025

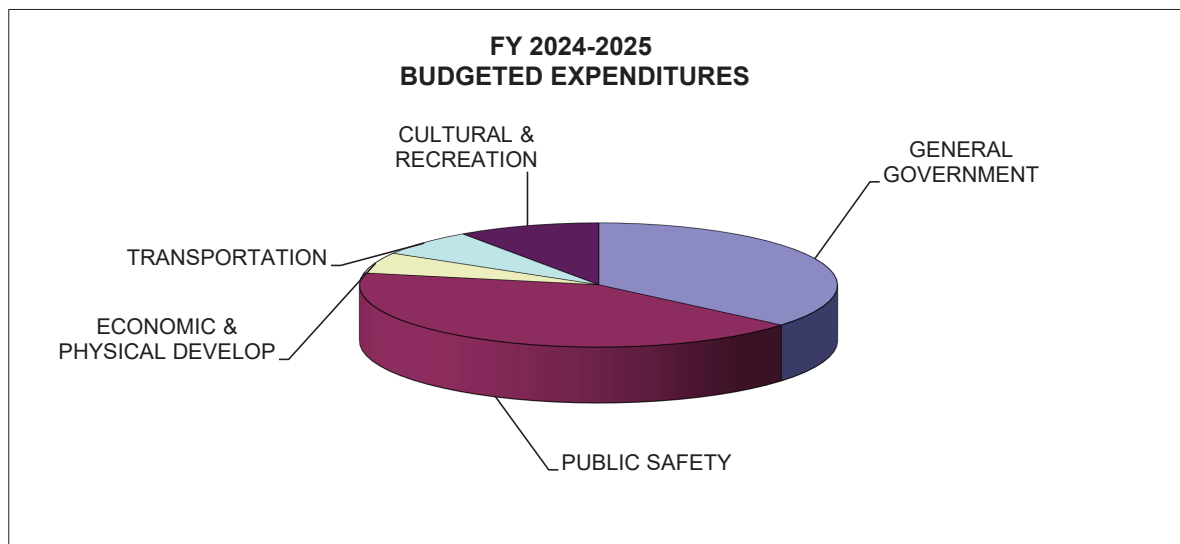
	ACTUAL 2020-2021	ACTUAL 2021-2022	ACTUAL 2022-2023	BUDGET 2023-2024 as of 07/01/23	BUDGET 2023-2024 as of 03/15/24	EXPECTED REVENUES 2023-2024	BUDGET 2024-2025
AD VALOREM TAXES:							
Current	\$ 11,187,429	\$ 11,531,201	\$ 12,195,939	\$ 12,460,796	\$ 12,460,796	\$ 12,460,796	\$ 13,964,426
Delinquent	6,883	23,234	12,115	8,000	8,000	8,000	8,000
Penalties & Interest	15,195	17,039	16,872	4,000	4,000	4,000	4,000
TOTAL AD VALOREM TAXES	11,209,507	11,571,474	12,224,926	12,472,796	12,472,796	12,472,796	13,976,426
OTHER TAXES & LICENSES:							
Short-Term Rental Property Tax	52,074	66,444	67,830	60,000	60,000	81,587	68,000
Solid Waste Disposal Tax	10,677	11,716	12,389	10,000	10,000	10,500	10,500
Privilege/Beer - Wine License	3,180	2,715	3,050	2,400	2,400	2,400	2,400
Alcoholic Beverage Ctrl	253,772	284,148	286,565	185,000	185,000	230,000	225,000
Municipal Vehicle Tax	61,895	62,785	66,060	61,150	61,150	61,150	61,150
TOTAL OTHER TAXES	381,598	427,808	435,894	318,550	318,550	385,637	367,050
UNRESTRICTED INTERGOVT REVENUE:							
Article 39 Sales Tax - 1%	1,875,949	2,268,220	2,471,668	1,799,125	1,799,125	2,267,165	2,349,973
Article 40 Local Sales Tax - 1/2%	964,489	1,164,585	1,278,266	938,715	938,715	1,163,978	1,205,008
Article 42 Local Sales Tax - 1/2%	927,342	1,121,405	1,223,297	888,550	888,550	1,121,716	1,162,996
Article 44 1/2%-Hold Harmless	897,679	1,091,738	1,200,409	881,675	881,675	1,087,248	1,126,046
Beer and Wine Tax	60,142	61,941	72,341	58,000	58,000	62,500	60,000
Video Programming	146,246	117,054	146,857	145,000	145,000	145,000	145,000
Utilities Franchise/Sales	1,073,629	1,121,630	1,137,338	1,000,000	1,000,000	1,000,000	1,000,000
TOTAL UNRESTRICTED INTERGOVERNMENTAL	5,945,476	6,946,573	7,530,176	5,711,065	5,711,065	6,847,607	7,049,023
RESTRICTED INTERGOVT REVENUE:							
Powell Bill Allocation	386,118	481,723	484,069	481,723	481,723	546,561	546,500
State Aid Library	6,159	7,241	8,314	7,500	7,500	9,729	9,000
Library Grants	1,500	0	47,604	0	0	0	0
Recreation Grants	500	0	6,750	750	750	8,750	750
FEMA Revenue	203,037	0	0	0	0	8,892	0
On-Behalf of Pymts. - Fire	13,913	13,401	13,456	0	0	0	0
Fire Grants	146,410	44,655	0	354,772	354,772	354,772	379,207
Planning Grants	0	0	0	75,000	75,000	20,000	55,000
Police Grants	2,954	10,060	2,500	0	0	7,469	0
TOTAL RESTRICTED INTERGOVERNMENTAL	760,591	557,080	562,693	919,745	919,745	956,173	990,457
PERMITS AND FEES:							
Inspections	729,205	468,957	740,151	325,000	325,000	341,740	325,000
Planning	103,625	90,658	82,385	125,000	125,000	80,000	80,000
Homeowner Recovery Fee	3,240	2,800	2,860	1,000	1,000	2,500	2,500
Zoning Fees	19,600	17,750	17,900	20,000	20,000	20,000	20,000
Street Department	48,486	50,321	46,776	30,000	30,000	55,000	60,000
Fire	1,325	1,955	650	0	0	0	0
Public Works	74,401	71,417	48,816	55,000	55,000	70,000	55,000
Police Department	8,373	7,450	11,366	10,000	10,000	10,000	10,000
TOTAL PERMITS AND FEES	988,255	711,308	950,904	566,000	566,000	579,240	552,500

Town of Southern Pines
General Fund
Schedule of Revenues
2024-2025

	ACTUAL 2020-2021	ACTUAL 2021-2022	ACTUAL 2022-2023	BUDGET 2023-2024 as of 07/01/23	BUDGET 2023-2024 as of 03/15/24	EXPECTED REVENUES 2023-2024	BUDGET 2024-2025
SALES AND SERVICES:							
Library	26,000	42,230	48,760	45,000	45,000	50,000	50,000
Recreation Fees	138,651	170,234	241,308	188,000	188,000	245,160	195,000
Police Extra Duty	33,638	42,255	29,115	50,000	50,000	55,000	55,000
Fire Extra Duty	0	55,058	1,755	5,000	5,000	3,000	5,000
Rents	343,120	300	1,425	0	0	1,400	0
Facility Rental - Recreation	9,188	33,758	55,875	42,500	42,500	45,700	50,000
Court Facilities Fee	0	0	0	0	0	0	0
Reservoir Park	6,000	0	0	0	0	0	0
Disposal Fee/Recycling Fee	911,635	1,075,124	1,593,317	1,460,394	1,460,394	1,555,300	1,600,000
TOTAL SALES AND SERVICES	1,468,232	1,418,959	1,971,555	1,790,894	1,790,894	1,955,560	1,955,000
INVESTMENT EARNINGS:	29,564	27,348	696,618	150,000	150,000	650,000	400,000
OTHER:							
Surplus Property Sales	52,505	33,028	87,792	70,000	70,000	85,000	70,000
Lease Revenue	0	365,285	393,712	306,425	306,425	306,425	312,607
Miscellaneous Revenue	157,418	93,193	112,681	50,000	50,000	80,000	50,000
Demolition Liens	1,500	3,700	1,800	0	0	1,050	0
Fire Donations	2,500	2,500	245	2,500	2,500	2,500	108,000
Court Costs	3,095	6,011	2,239	2,500	2,500	2,500	2,500
Cemetery	3,375	1,250	3,625	1,000	1,000	1,750	1,000
Fire District Revenue - Escrow	0	132,081	0	45,000	45,000	45,000	0
Fire District Revenue	475,122	449,158	468,150	472,000	472,000	463,145	460,000
Donations	11,258	34,080	23,424	8,000	8,000	15,269	8,000
TOTAL OTHER REVENUE	706,773	1,120,286	1,093,668	957,425	957,425	1,002,639	1,012,107
OTHER FINANCING SOURCES							
Transfer - ARPA Revenue Rplcmnt	0	0	3,922,210	0	0	0	0
Financing Proceeds Leases/SBITA's	0	52,629	168,099	0	279,030	279,030	192,120
Financing Proceeds	0	0	0	0	0	0	400,000
TOTAL OTHER FINANCING SOURCES	0	52,629	4,090,309	0	279,030	279,030	592,120
TOTAL REVENUES AND OTHER FINANCING SOURCES	21,489,996	22,833,465	29,556,743	22,886,475	23,165,505	25,128,682	26,894,683
FUND BALANCE [(ADD TO)/USE OF]:	(1,873,045)	(1,396,830)	(5,609,829)	5,891,466	9,117,013	6,084,900	3,815,627
REVENUES AFTER ADDITIONS/ REDUCTIONS FROM FUND BALANCE							
	\$ 19,616,951	\$ 21,436,635	\$ 23,946,914	\$ 28,777,941	\$ 32,282,518	\$ 31,213,582	\$ 30,710,310

TOWN OF SOUTHERN PINES
GENERAL FUND
CONSOLIDATED EXPENDITURE SUMMARY
2024-2025

	ACTUAL 2020-2021	ACTUAL 2021-2022	ACTUAL 2022-2023	BUDGET as of 03/15/24	EXPECTED EXPENDITURES 2023-2024	BUDGET 2024-2025
GENERAL GOVERNMENT	\$ 6,533,721	\$ 6,626,980	\$ 7,464,190	\$ 10,447,259	\$ 9,966,004	\$ 10,455,925
PUBLIC SAFETY	7,779,371	8,473,767	9,043,368	10,937,307	10,696,388	12,097,276
ECONOMIC & PHYSICAL DEVELOP	899,557	926,707	1,330,932	1,551,266	1,308,958	1,570,354
TRANSPORTATION	1,470,701	1,950,644	1,322,343	1,490,014	1,426,766	1,981,449
CULTURAL & RECREATION	2,067,592	2,379,247	2,410,553	2,885,127	2,843,921	2,787,331
SUB-TOTAL	18,750,942	20,357,345	21,571,386	27,310,973	26,242,037	28,892,335
NON-DEPARTMENTAL & TRANSFERS	866,009	1,079,290	2,375,528	4,971,545	4,971,545	1,817,975
TOTAL	<u>\$ 19,616,951</u>	<u>\$ 21,436,635</u>	<u>\$ 23,946,914</u>	<u>\$ 32,282,518</u>	<u>\$ 31,213,582</u>	<u>\$ 30,710,310</u>



Function	Departments
General Government	Legislation, Administration, Information Technology, Financial Services, Public Works/Sanitation, Fleet Maintenance, Building & Grounds
Public Safety	Police-Patrol, Police-Communications, Police-Investigations, Fire
Economic & Physical Development	Planning, Inspections
Transportation	Street
Cultural & Recreation	Library, Recreation

TOWN OF SOUTHERN PINES
GENERAL FUND
EXPENDITURE BY FUNCTION AND TRANSFERS
2024-2025

	ACTUAL 2020-2021	ACTUAL 2021-2022	ACTUAL 2022-2023	BUDGET 2023-2024 as of 07/01/23	BUDGET 2023-2024 as of 03/15/24	EXPECTED EXPENDITURES 2023-2024	BUDGET 2024-2025
Legislative	\$ 179,845	\$ 163,862	\$ 257,010	\$ 280,397	\$ 280,397	\$ 306,978	\$ 281,592
General Administration	704,750	823,487	850,923	1,051,781	1,051,781	1,053,260	1,335,868
Information Technology	1,015,563	928,672	1,142,374	1,756,404	1,873,642	1,706,447	1,904,900
Financial Services	720,218	758,022	821,491	937,214	923,038	896,789	1,019,932
Police Administration & Patrol	3,733,061	4,009,544	4,341,010	5,169,144	5,205,204	5,075,435	5,634,751
Police Communications	519,020	681,668	562,987	705,085	705,085	686,511	815,896
Investigations	676,295	665,930	799,726	905,221	905,221	873,027	1,261,344
Fire/Rescue	2,850,995	3,116,625	3,339,645	3,934,634	4,121,797	4,061,415	4,385,285
Planning	464,261	519,957	854,044	976,701	976,701	774,953	920,427
Inspections	435,296	406,750	476,888	574,565	574,565	534,005	649,927
Street Maintenance	1,470,701	1,950,644	1,322,343	1,490,014	1,490,014	1,426,766	1,981,449
Public Works/Sanitation	2,408,854	2,518,542	2,710,713	3,977,228	3,958,628	3,776,157	3,212,366
Fleet Maintenance	309,530	300,706	326,360	378,314	378,314	372,241	511,032
Recreation	1,210,993	1,448,426	1,374,429	1,781,893	1,781,893	1,780,402	1,670,602
Library	856,599	930,821	1,036,124	1,103,234	1,103,234	1,063,519	1,116,729
Building and Grounds	1,166,211	1,104,939	1,326,569	1,858,464	1,936,359	1,824,032	2,142,235
Special Appropriations:							
Sponsorships	1,500	1,500	1,500	1,500	1,500	1,500	1,500
Economic Development-Dues	26,250	26,250	26,250	27,600	27,600	27,600	30,500
MPO Dues	0	0	0	15,000	15,000	0	15,000
Shaw House	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Total Special Appropriations	28,750	28,750	28,750	45,100	45,100	30,100	48,000
Non-Departmental:							
W/S Indirect Costs	(1,141,360)	(1,184,485)	(1,200,526)	(1,369,487)	(1,369,487)	(1,369,487)	(1,520,805)
Installment Purchase-Fire Sub-Station	499,443	432,908	425,729	418,549	418,549	418,549	411,369
Installment Purchase Police Station	485,864	469,701	453,538	220,708	220,708	220,708	0
Installment Purchase Whitehall Tract	0	315,582	310,171	304,362	304,362	304,362	0
Installment Purchase Annex Upfit	0	71,563	70,497	69,431	69,431	69,431	68,364
Installment Lease/SBITA Payments	0	35,611	144,258	10,000	206,469	206,469	231,673
Installment Purchase Heavy Equipment	0	0	0	0	0	0	74,846
Installment Purchase Fire Vehicle	136,926	136,926	136,926	136,926	136,926	136,926	136,926
Total Non-Departmental	(19,127)	277,806	340,593	(209,511)	(13,042)	(13,042)	(597,627)
Total Expenditures	18,731,815	20,635,151	21,911,979	26,715,882	27,297,931	26,228,995	28,294,708
Transfers:							
Transfer to Cap Proj-Paving	0	0	900,000	1,214,208	1,214,208	1,214,208	1,267,602
Transfer to Cap Proj-Open Space	519,262	0	0	0	0	0	0
Transfer to Cap Proj-Storm Water	0	0	0	0	0	0	8,000
Transfer to Cap Proj-Fire Vehicles	0	0	0	0	2,577,365	2,577,365	0
Transfer to Cap Proj-EIDMS	45,874	0	0	0	0	0	0
Transfer to Cap Proj-Recreation Improv	0	142,000	364,460	344,351	377,839	377,839	690,000
Transfer to Cap-Proj-Parking Lots	45,000	0	100,000	0	0	0	0
Transfer to Cap-Proj-Facility Modern	0	0	260,475	203,500	203,500	203,500	0
Transfer to Cap-Proj-Building Renov	100,000	0	0	0	0	0	0
Transfer to Cap-Steambank Stabilization	75,000	384,484	0	0	60,000	60,000	0
Transfer to Cap Proj-Reservoir Dam Impr	0	75,000	100,000	100,000	100,000	100,000	200,000
Transfer to Cap Proj-Bike Transport Path	0	0	0	0	181,675	181,675	0
Transfer to Cap Proj-Sidewalks	100,000	200,000	310,000	200,000	270,000	270,000	250,000
Total Transfers	885,136	801,484	2,034,935	2,062,059	4,984,587	4,984,587	2,415,602
Total Expenditures/Transfers	\$19,616,951	\$21,436,635	\$23,946,914	\$28,777,941	\$32,282,518	\$31,213,582	\$30,710,310

Legislative



The Town Council and Attorney provide overall policy guidance for municipal operations.

We respect and celebrate the diverse heritage and people in our community.
It's the Southern Pines Way.

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- Adopted 2040 Comprehensive Plan
- Created Environmental Services division
- Election for Mayor & 2 Council seats
- Founding member of Sandhills MPO

Salaries & Benefits	\$165,312
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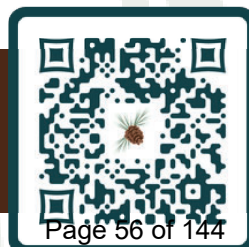
Operating	\$164,280
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**Proposed Legislative
FY 25 Budget
\$329,592**

FY 25 NOTABLE ITEMS

- Sandhills Metropolitan Planning Organization (MPO) dues: \$15,000

Learn more about the Town Council
at sopinesnc.info/council



LEGISLATIVE

Fund: General

Function: General Government

Goal: To provide overall guidance for municipal operations.

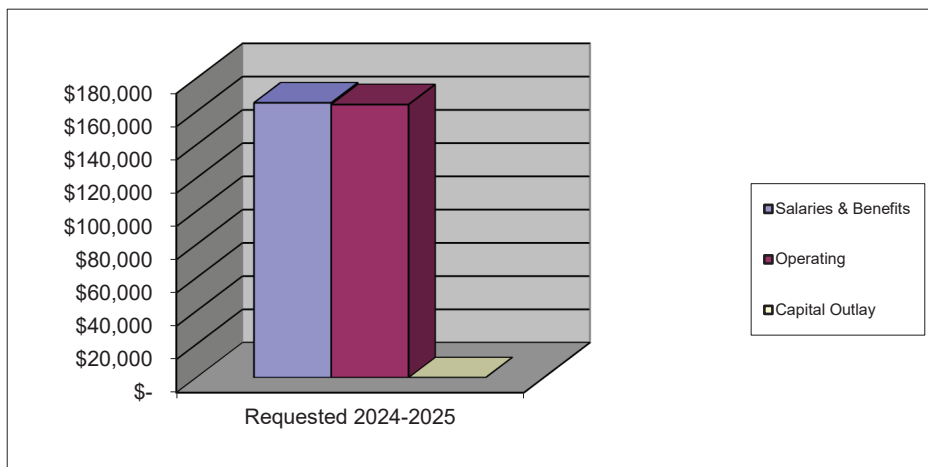
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 112,729	\$ 157,447	\$ 158,950	\$ 165,312
Operating	173,031	168,050	178,128	164,280
Capital Outlay	-	-	-	-
Total	\$ 285,760	\$ 325,497	\$ 337,078	\$ 329,592

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
General Revenues	\$ 285,760	\$ 325,497	\$ 337,078	\$ 329,592

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees-Part Time	-	1	1	1
Councilmembers	5	5	5	5

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

There are no capital outlay requests in this budget.



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Legislative	Function: General Government			Fund: 10	Department: 410	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
104100200	SALARIES & WAGES	\$ 146,257	\$ 147,650	\$ 153,564	\$ -	\$ 153,564	5.0%
104100500	FICA EXPENSE	11,190	11,300	11,748	-	11,748	5.0%
	EMPLOYEE BENEFITS	157,447	158,950	165,312	-	165,312	
104101400	TRAINING & TRAVEL	19,000	19,500	26,500	-	26,500	39.5%
104103300	DEPARTMENTAL SUPPLIES	31,750	35,947	32,450	-	32,450	2.2%
104104500	CONTRACTUAL SERVICES	34,100	44,101	13,600	-	13,600	(60.1%)
104104510	INS-PROPERTY & GENERAL	8,020	9,100	10,000	-	10,000	24.7%
104104600	PROFESSIONAL SERVICES	5,000	12,536	5,000	-	5,000	0.0%
104105300	DUES & SUBSCRIPTIONS	25,080	26,794	28,730	-	28,730	14.6%
104106300	SPECIAL APPROPRIATIONS	45,100	30,150	48,000	-	48,000	6.4%
	OPERATING EXPENDITURES	168,050	178,128	164,280	-	164,280	
104107400	CAPITAL OUTLAY	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	\$ 325,497	\$ 337,078	\$ 329,592	\$ -	\$ 329,592	

Administration



The administration department provides top level support to the Town Council and Town Manager and serves as a resource and liaison to all Town departments.



We value an organizational culture that aspires to high-performance. We are hopeful about our future and confident in our ability to overcome challenges together. It's the Southern Pines Way.

Administration

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- Launched new performance development program. All eligible employees received a score report in 1st quarter 2024.
- Negotiated a 12.5% decrease in medical insurance premiums while expanding network providers.
- Implemented an automated employee portal for benefits enrollment and administration.
- Developed “The Southern Pines Way” to memorialize & enhance our organizational culture.



Salaries & Benefits \$1,114,808

**Operating
\$221,060**

**Proposed
Administration FY 25 Budget
\$1,335,868**

FY 25 NOTABLE ITEMS

- HR Manager position: \$118,843

**Learn more about the Administration Department
at sopinesnc.info/admin**



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 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 741,665	\$ 901,804	\$ 910,650	\$ 1,114,808
Operating	109,258	149,977	142,610	221,060
Capital Outlay	-	-	-	-
Total	\$ 850,923	\$ 1,051,781	\$ 1,053,260	\$ 1,335,868

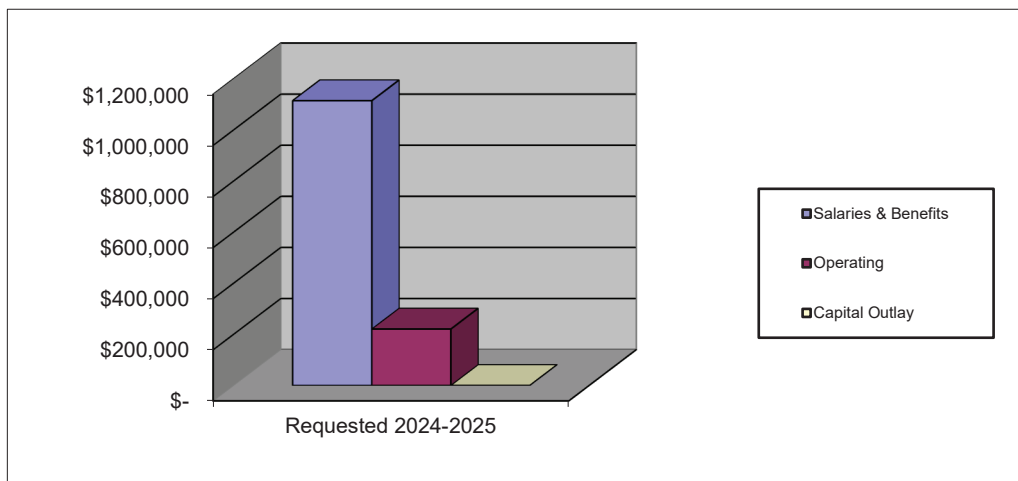
Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
General Revenues	\$ 850,923	\$ 1,051,781	\$ 1,053,260	\$ 1,335,868

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees	7.0	8.0	8.0	9.0
Budgeted Employees-Part Time	-	-	-	-

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

New Position - HR Manager

\$ 110,843



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Administration	Function: General Government			Fund: 10	Department: 420	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
104200200	SALARIES & WAGES	\$ 654,869	\$ 673,763	\$ 732,214	\$ 75,000	\$ 807,214	23.3%
104200400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
104200500	FICA EXPENSE	50,096	51,543	56,014	5,738	61,752	23.3%
104200600	GROUP INSURANCE EXPENSE	60,620	45,743	67,000	8,375	75,375	24.3%
104200700	RETIREMENT EXPENSE	84,410	86,848	99,581	10,200	109,781	30.1%
104200800	DEFERRED COMPENSATION	51,809	52,753	56,936	3,750	60,686	17.1%
	EMPLOYEE BENEFITS	901,804	910,650	1,011,745	103,063	1,114,808	
104201000	DISASTER RELIEF EXPENSE	-	-	-	-	-	0.0%
104201100	POSTAGE	600	608	620	-	620	3.3%
104201200	PRINTING	400	335	125	-	125	(68.8%)
104201300	TELEPHONE	4,230	4,312	5,340	-	5,340	26.2%
104201400	TRAINING & TRAVEL	29,000	22,550	32,400	-	32,400	11.7%
104201401	TUITION REIMBURSEMENT	7,500	7,500	8,000	-	8,000	6.7%
104201800	UTILITIES	4,350	4,300	4,500	-	4,500	3.4%
104202600	ADVERTISING-HR	12,000	8,000	9,000	-	9,000	(25.0%)
104202610	ADVERTISING-LEGAL	15,000	16,000	16,000	-	16,000	6.7%
104203100	AUTO OPERATING	13,200	13,200	13,200	-	13,200	0.0%
104203300	DEPARTMENTAL SUPPLIES	14,850	12,106	17,200	2,500	19,700	32.7%
104204500	CONTRACTUAL SERVICES	23,940	32,450	36,500	12,000	48,500	102.6%
104204510	INS-PROPERTY & GENERAL	6,000	5,500	6,500	-	6,500	8.3%
104204600	PROFESSIONAL SERVICES	7,535	5,000	20,000	25,000	45,000	497.2%
104204800	COMMITTEE EXPENDITURES	3,400	3,000	3,600	-	3,600	5.9%
104204900	EAP EXPENDITURES	-	-	-	-	-	0.0%
104205000	EMPLOYEE RECOGNITION	-	-	-	-	-	0.0%
104205300	DUES & SUBSCRIPTIONS	7,972	7,749	8,575	-	8,575	7.6%
	OPERATING EXPENDITURES	149,977	142,610	181,560	39,500	221,060	
104207403	CAPITAL OTHER EQUIPMENT	-	-	-	-	-	
	TOTAL EXPENDITURES	\$ 1,051,781	\$ 1,053,260	\$ 1,193,305	\$ 142,563	\$ 1,335,868	

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Administration 420

Function: General
Government

Project Title: Additional Staff

Fund: General Fund

Project Description:

One additional headcount in 420 – Administration

HR Manager

Costs		2024-2025
Total		110,308

Information Technology



The IT department provides technology support as a strategic partner to internal departments and the delivery of Geographic Information Systems (GIS) for the Town.

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

Information Technology

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- Compliant disaster recovery audit
- Upgraded emergency communications
- Upgrades to network infrastructure

Salaries & Benefits \$591,330

Operating \$1,041,075

**Capital
\$272,495**

**Proposed
IT FY 25 Budget
\$1,904,900**

FY 25 NOTABLE ITEMS

- Microsoft Enterprise agreement renewal: \$150,000
- Production Storage Area Network replacement: \$70,000
- Rubicon software & cameras: \$52,495

Learn more about the Information Technology team
at sopinesnc.info/InfoTech



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.

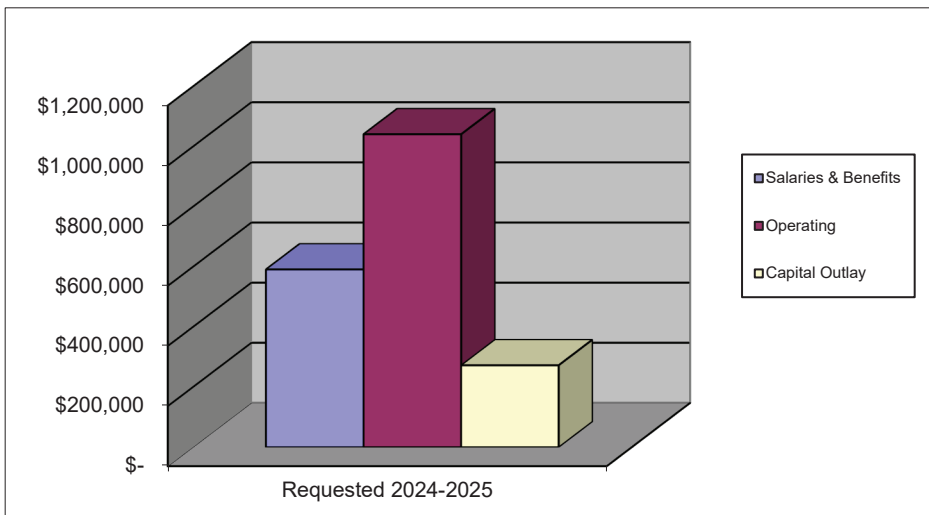
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 425,222	\$ 540,939	\$ 467,572	\$ 591,330
Operating	497,476	974,395	956,385	1,041,075
Capital Outlay	219,676	358,308	282,490	272,495
Total	\$ 1,142,374	\$ 1,873,642	\$ 1,706,447	\$ 1,904,900

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
General Revenues	\$ 1,142,374	\$ 1,873,642	\$ 1,706,447	\$ 1,904,900
Total	\$ 1,142,374	\$ 1,873,642	\$ 1,706,447	\$ 1,904,900

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees-Full Time	4.0	5.0	5.0	5.0

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

MS Enterprise Agreement renewal	\$ 150,000
Production Storage Area Network replacement	70,000
Rubicon (Meridian) software & cameras	52,495



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Information Technology	Function: General Government			Fund: 10	Department: 430	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
104300200	SALARIES & WAGES	\$ 399,660	\$ 342,215	\$ 435,214	\$ -	\$ 435,214	8.9%
104300400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
104300500	FICA EXPENSE	30,577	26,180	33,293	-	33,293	8.9%
104300600	GROUP INSURANCE EXPENSE	39,200	27,675	41,875	-	41,875	6.8%
104300700	RETIREMENT EXPENSE	51,518	51,518	59,188	-	59,188	14.9%
104300800	DEFERRED COMPENSATION	19,984	19,984	21,760	-	21,760	8.9%
	EMPLOYEE BENEFITS	540,939	467,572	591,330	-	591,330	
104301100	POSTAGE	100	50	100	-	100	0.0%
104301300	TELEPHONE	64,530	62,030	74,050	-	74,050	14.8%
104301400	TRAINING & TRAVEL	16,460	11,500	16,980	-	16,980	3.2%
104301600	EQUIPMENT MAINTENANCE	500	-	500	-	500	0.0%
104301800	UTILITIES	-	-	-	-	-	0.0%
104302200	LEASED EQUIPMENT	-	-	24,466	-	24,466	0.0%
104303300	DEPARTMENTAL SUPPLIES	322,865	312,936	298,970	-	298,970	(7.4%)
104304500	CONTRACTUAL SERVICES	567,790	567,790	623,559	-	623,559	9.8%
104304510	INS-PROPERTY & GENERAL	1,900	1,829	2,200	-	2,200	15.8%
104305300	DUES & SUBSCRIPTIONS	250	250	250	-	250	0.0%
	OPERATING EXPENDITURES	974,395	956,385	1,041,075	-	1,041,075	
104307401	CAPITAL-SOFTWARE/COMP EQ	337,513	261,695	-	250,895	250,895	0.0%
104307403	CAPITAL-OTHER EQUIPMENT	20,795	20,795	-	21,600	21,600	0.0%
	CAPITAL OUTLAY	358,308	282,490	-	272,495	272,495	
	TOTAL EXPENDITURES	<u>\$ 1,873,642</u>	<u>\$ 1,706,447</u>	<u>\$ 1,632,405</u>	<u>\$ 272,495</u>	<u>\$ 1,904,900</u>	

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Information
Technology

Function: General
Government
Fund: General Fund

Project Title: Microsoft
Enterprise Agreement (GASB96)

Project Description:

The Information Technology department provides Microsoft Enterprise software licensing for the Town. The below cost is an estimate as a new contract will be negotiated prior to October 2024.

Licensing Cost \$50,000 per year for three years

Costs		2024-2025
MS Enterprise Software		\$150,000
Total		\$150,000

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department:	Information Technology	Function:	General Government
		Fund:	General Fund
Project Title:	Environmental Services Rubicon Waste Management System (Hauler) (GASB87 and GASB96)		

Project Description:

The Environmental Services Division plans to deploy Rubicon Waste Management System (Hauler) during FY 24-25.

Annual Maintenance Cost	\$6,840 – three year agreement
Camera Lease	\$7,200 – three year agreement
Year 1 Implementation Cost	\$10,375

Costs		2024-2025
Rubicon – WMS – Hauler cameras		\$21,600
Software		20,520
Implementation		10,375
Total		\$52,495

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Information
Technology

Function: General
Government
Fund: General Fund

Project Title: Production Storage
Area Network (SAN)

Project Description:

Funding is requested to replace (1) Production Storage Area Network that is at the seven-year end of life cycle in accordance with the Town of Southern Pines IT Equipment Replacement Schedule. This data storage server replacement project supports enterprise servers and data storage which provide application services, business continuity and disaster recovery to all Town departments.

Costs		2024-2025
SAN Replacement		\$70,000
Total		\$70,000

Financial Services



The finance department supports citizens, Council, and departments through accurate & timely financial reports, administration of the annual budget, financial management, and cash management.

We promote responsible and sustainable practices. We take care of the community's assets and resources, especially our finances.
It's the Southern Pines Way.

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- Upgraded finance accounting software
- Revised the Town's investment policy & capital asset threshold
- Successful FY 22-23 audit

Salaries & Benefits \$677,607

Operating \$342,325

**Proposed
Finance FY 25 Budget
\$1,019,932**

FY 25 NOTABLE ITEMS

- Moore County property tax collection fee: \$205,000
- FY 23-24 audit fee: \$41,500



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.

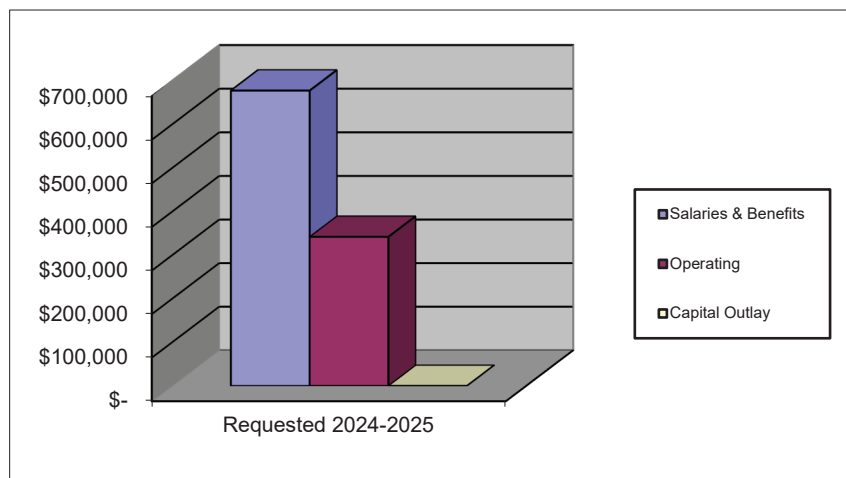
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 530,046	\$ 602,729	\$ 578,185	\$ 677,607
Operating	283,450	320,309	318,604	342,325
Capital Outlay	-	-	-	-
Total	\$ 813,496	\$ 923,038	\$ 896,789	\$ 1,019,932

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
General Revenues	\$ 813,496	\$ 923,038	\$ 896,789	\$ 1,019,932

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees	6.0	6.0	6.0	6.0
Budgeted Employees-Part Time	1.0	1.0	1.0	1.0

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

There are no capital outlay requests in this budget.



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Financial Services	Function: General Government			Fund: 10	Department: 440	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
104400200	SALARIES & WAGES	\$ 445,317	\$ 426,410	\$ 496,921	\$ -	\$ 496,921	11.6%
104400400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
104400500	FICA EXPENSE	34,067	32,625	38,014	-	38,014	11.6%
104400600	GROUP INSURANCE EXPENSE	47,040	42,665	50,250	-	50,250	6.8%
104400700	RETIREMENT EXPENSE	55,010	54,965	67,576	-	67,576	22.8%
104400800	DEFERRED COMPENSATION	21,295	21,520	24,846	-	24,846	16.7%
	EMPLOYEE BENEFITS	602,729	578,185	677,607	-	677,607	
104401100	POSTAGE	7,500	7,500	8,500	-	8,500	13.3%
104401200	PRINTING	5,000	2,500	5,000	-	5,000	0.0%
104401300	TELEPHONE	1,950	1,950	1,950	-	1,950	0.0%
104401400	TRAINING & TRAVEL	10,000	8,000	12,000	-	12,000	20.0%
104401600	EQUIPMENT MAINTENANCE	2,000	1,500	2,000	-	2,000	0.0%
104401800	UTILITIES	7,500	7,500	9,000	-	9,000	20.0%
104402200	LEASED EQUIPMENT	3,500	3,000	3,200	-	3,200	(8.6%)
104403300	DEPARTMENTAL SUPPLIES	28,474	28,474	31,150	-	31,150	9.4%
104404400	BANK SERVICE CHARGE	3,000	2,000	3,000	-	3,000	0.0%
104404500	CONTRACTUAL SERVICES	7,350	7,350	8,850	-	8,850	20.4%
104404505	COUNTY COLLECTION FEE	196,555	201,000	205,000	-	205,000	4.3%
104404510	INS-PROPERTY & GENERAL	3,450	3,800	3,750	-	3,750	8.7%
104404600	PROFESSIONAL SERVICES	38,750	38,750	42,750	-	42,750	10.3%
104404920	BAD DEBT EXPENSE	3,500	3,500	4,250	-	4,250	21.4%
104405300	DUES & SUBSCRIPTIONS	1,780	1,780	1,925	-	1,925	8.1%
	OPERATING EXPENDITURES	320,309	318,604	342,325	-	342,325	
104407401	CAPITAL-SOFTWARE/COMP EQ	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	\$ 923,038	\$ 896,789	\$ 1,019,932	\$ -	\$ 1,019,932	

Police Administration and Patrol



The police department provides protection of life and property to the citizens of Southern Pines and our guests.

Each day & each task is a chance to build & maintain trust within our team & with the community. Our actions & thoughts show we value integrity, accountability, honesty, transparency, & professionalism. It's the Southern Pines Way.

Police Patrol

FY 23/24 ACCOMPLISHMENTS & ACTIVITIES

- ONLY agency in Moore County to be nationally accredited with excellence by CALEA (Commission on Accreditation for Law Enforcement Agencies)
- Enhanced transparency through community involvement and partnerships
- Crime reduction and increased public awareness through the use of Intelligence-Led policing methods.

Salaries & Benefits \$4,633,171

**Operating
\$871,580**

**Capital Outlay
\$130,000**

**Proposed
Patrol FY 25 Budget
\$5,634,751**

FY 25 NOTABLE ITEMS

- Replacement of 2 patrol vehicles: \$130k

Learn more about the Patrol Division
at sopinesnc.info/Patrol



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.

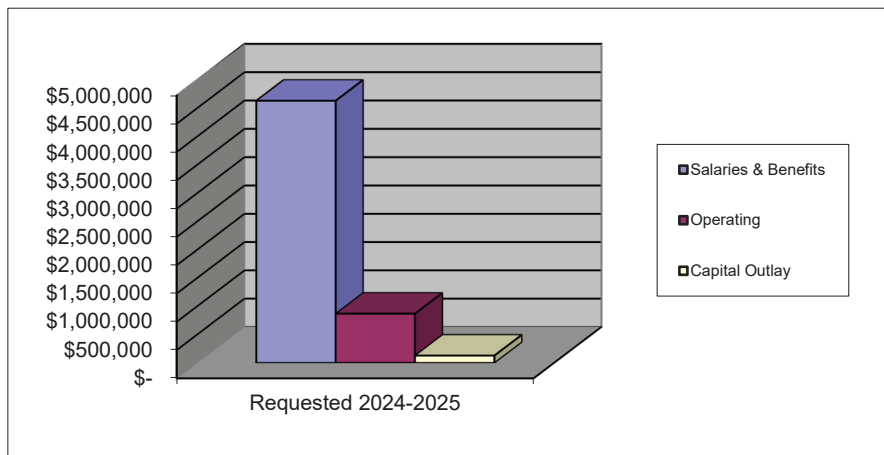
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 3,375,803	\$ 4,050,089	\$ 3,885,134	\$ 4,633,171
Operating	766,678	867,055	920,301	871,580
Capital Outlay	198,528	288,060	270,000	130,000
Total	\$ 4,341,009	\$ 5,205,204	\$ 5,075,435	\$ 5,634,751

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Fees	\$ 40,481	\$ 60,000	\$ 65,000	\$ 65,000
Grants	2,500	-	7,469	-
General Revenues	4,298,028	5,145,204	5,002,966	5,569,751
Total	\$ 4,341,009	\$ 5,205,204	\$ 5,075,435	\$ 5,634,751

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees	39.0	40.0	40.0	40.0
Budgeted Employees-Part Time	4.0	4.0	4.0	4.0

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

Vehicle Replacements (2) \$ 130,000



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Police-Administration/Patrol	Function: Public Safety			Fund: 10	Department: 511	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
105110200	SALARIES & WAGES	\$ 2,746,545	\$ 2,637,529	\$ 3,141,209	\$ -	\$ 3,141,209	14.4%
105110300	OVERTIME	137,000	135,000	137,000	-	137,000	0.0%
105110130	SEPARATION ALLOWANCE	33,367	40,739	40,720	-	40,720	22.0%
105110150	PD EXTRA DUTY FEE	40,000	45,000	45,000	-	45,000	0.0%
105110250	SRT/CNT ACTIVATION STIPEND	11,000	9,000	11,000	-	11,000	0.0%
105110400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
105110500	FICA EXPENSE	227,047	218,581	255,067	-	255,067	12.3%
105110600	GROUP INSURANCE EXPENSE	313,040	263,015	335,000	-	335,000	7.0%
105110700	RETIREMENT EXPENSE	399,886	395,440	501,465	-	501,465	25.4%
105110800	DEFERRED COMPENSATION	142,204	140,830	166,710	-	166,710	17.2%
	EMPLOYEE BENEFITS	4,050,089	3,885,134	4,633,171	-	4,633,171	
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	8,000	9,000	-	9,000	0.0%
105111700	AUTO REPAIR	45,000	50,000	50,000	-	50,000	11.1%
105111800	UTILITIES	83,000	80,000	83,000	-	83,000	0.0%
105112200	LEASED EQUIPMENT	3,600	6,200	3,600	-	3,600	0.0%
105113100	AUTO OPERATING	104,000	104,000	104,000	-	104,000	0.0%
105113300	DEPARTMENTAL SUPPLIES	245,155	301,371	237,905	-	237,905	(3.0%)
105113500	LAUNDRY & CLEANING	10,800	8,500	10,800	-	10,800	0.0%
105113600	UNIFORMS	50,000	45,000	50,000	-	50,000	0.0%
105114500	CONTRACTUAL SERVICES	74,500	77,830	73,775	-	73,775	(1.0%)
105114510	INS-PROPERTY & GENERAL	145,000	150,000	155,000	-	155,000	6.9%
105114600	PROFESSIONAL SERVICES	31,000	27,900	31,000	-	31,000	0.0%
105114800	GRANT EXPENDITURES	18,000	18,000	16,000	-	16,000	(11.1%)
105115300	DUES & SUBSCRIPTIONS	8,500	7,000	8,000	-	8,000	(5.9%)
	OPERATING EXPENDITURES	867,055	920,301	871,580	-	871,580	
105117401	CAPITAL-SOFTWARE/COMP EQ	-	-	-	-	-	0.0%
105117402	CAPITAL MOTOR VEHICLE	240,000	240,000	-	130,000	130,000	(45.8%)
105117403	CAPITAL - OTHER EQUIPMENT	48,060	30,000	-	-	-	(100.0%)
	CAPITAL OUTLAY	288,060	270,000	-	130,000	130,000	
	TOTAL EXPENDITURES	\$ 5,205,204	\$ 5,075,435	\$ 5,504,751	\$ 130,000	\$ 5,634,751	

DEPARTMENTAL NEW CAPITAL REQUESTS DETAIL

Department: 511- POLICE

Function: Public Safety

Project Title: **7402- Vehicle Replacement (4)**

Fund: General Fund

Project Description:

Funding is requested to replace two (2) aging Patrol Division vehicles in accordance with the Town of Southern Pines Vehicle Replacement Schedule. This request will also provide resources to equip these vehicles for immediate service. The result will be increased safety for the officers and the public, as well as reduced vehicle maintenance costs and down-time. In addition, these new vehicles we allow for the installation and carrying of needed equipment to effectively carry out the daily duties of a Patrol Officer.

- (2) two vehicles at \$65,000 per car - fully equipped with new VIPER radio, printer, light bar, equipment, stripes, MVR transfer, etc.

Replacing vehicles:

SURPLUS 8614- 2014 Chevy Caprice

SURPLUS 8625- 2015 Chevy Tahoe

8655- 2014 Chevy Caprice move to spare in 24/25

Costs		2024-2025
(2) two vehicles at \$65,000 each		\$130,000
Total:		\$130,000

Police Communications



The communications division monitors, receives, and dispatches emergency and routine police calls for service.

Trust and respect are crucial for us to work well as a team, especially during difficult times. It's the Southern Pines Way.

Police Communications

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- Provide 24/7 contact for citizens and guests for all Town services.
- Advanced emergency communication equipment and technology.
- All division employees are state-certified emergency communicators.

Salaries & Benefits: \$607,616

**Operating
\$138,280**

Capital Outlay: \$70,000

**Proposed Communications
FY 25 Budget
\$815,896**

FY 25 NOTABLE ITEMS

- 7 VIPER radio consolettes: \$70k

Learn more about the PD Communications
at sopinesnc.info/PDCommunications



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 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 491,593	\$ 534,805	\$ 513,215	\$ 607,616
Operating	71,394	132,280	122,146	138,280
Capital Outlay	-	38,000	51,150	70,000
Total	\$ 562,987	\$ 705,085	\$ 686,511	\$ 815,896

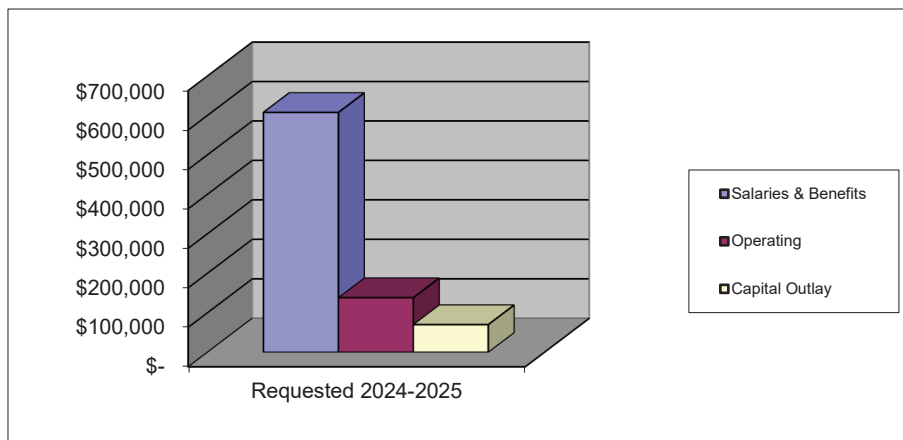
Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
General Revenues	\$ 562,987	\$ 705,085	\$ 686,511	\$ 815,896

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees - Full Time	7.0	7.0	7.0	7.0
Budgeted Employees - Part Time	-	-	-	-

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

VIPER Radio Consolettes (7)

\$ 70,000



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Police-Communications	Function: Public Safety			Fund: 10	Department: 514	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
105140200	SALARIES & WAGES	\$ 351,285	\$ 339,750	\$ 403,707	\$ -	\$ 403,707	14.9%
105140300	OVERTIME	31,000	30,000	31,000	-	31,000	0.0%
105140400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
105140500	FICA EXPENSE	29,248	28,286	33,255	-	33,255	13.7%
105140600	GROUP INSURANCE EXPENSE	54,880	49,030	58,625	-	58,625	6.8%
105140700	RETIREMENT EXPENSE	49,277	47,661	59,294	-	59,294	20.3%
105140800	DEFERRED COMPENSATION	19,115	18,488	21,735	-	21,735	13.7%
	EMPLOYEE BENEFITS	534,805	513,215	607,616	-	607,616	
105141300	TELEPHONE	39,000	38,000	39,000	-	39,000	0.0%
105141400	TRAINING & TRAVEL	8,500	6,500	8,000	-	8,000	-5.9%
105141600	EQUIPMENT MAINTENANCE	35,000	34,000	40,000	-	40,000	14.3%
105142100	RENT	7,300	7,416	7,300	-	7,300	0.0%
105143300	DEPARTMENTAL SUPPLIES	21,000	17,400	21,000	-	21,000	0.0%
105143600	UNIFORMS	5,250	3,000	5,250	-	5,250	0.0%
105144500	CONTRACTUAL SERVICES	13,100	13,100	14,600	-	14,600	11.5%
105144510	INS-PROPERTY & GENERAL	2,150	1,980	2,150	-	2,150	0.0%
105145300	DUES & SUBSCRIPTIONS	980	750	980	-	980	0.0%
	OPERATING EXPENDITURES	132,280	122,146	138,280	-	138,280	
105147403	CAPITAL-OTHER EQUIPMENT	38,000	51,150	-	70,000	70,000	84.2%
	CAPITAL OUTLAY	38,000	51,150	-	70,000	70,000	
	TOTAL EXPENDITURES	<u>\$ 705,085</u>	<u>\$ 686,511</u>	<u>\$ 745,896</u>	<u>\$ 70,000</u>	<u>\$ 815,896</u>	

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: 514- POLICE

Function: Public Safety

Project Title: Replacement of VIPER Radio Consolettes

Fund: General Fund

Project Description: VIPER Radio Consolette replacement

The VIPER Radio Consolette system will need to be replaced. The 7 Motorola Consolettes are at end of life, and they are not TDMA compliant. The Consolettes are required to operate the radio system in the Communications Center.

Costs		2024-2025
7 Motorola VIPER Consolettes- TDMA		\$70,000
Total		\$70,000

Police Investigations



This division investigates reported as well as non-reported criminal activity in the community.

Building partnerships with each other and our community are vital for our success. It's the Southern Pines Way.

Police Investigations

FY 23/24 ACCOMPLISHMENTS & ACTIVITIES

- Specialized training in narcotics, gangs, Internet Crimes Against Children (ICAC), and victim advocacy.
- Advanced criminal investigation equipment and staffing certifications in Cellebrite, VIPER, and OSCAR 360 crime scene photography.
- Members assigned as taskforce officers with the FBI and as Special Deputies with the Moore County Sheriff's Office.

Salaries & Benefits \$1,012,929

**Operating
\$189,365**

**Capital
\$59,000**

**Proposed Investigations
FY 25 Budget
\$1,261,344**

FY 25 NOTABLE ITEMS

- Proposed detective + vehicle: \$172,736

Learn more about the PD Investigations Division
at sopinesnc.info/investigations



POLICE-INVESTIGATIONS

Fund: General

Function: Public Safety

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

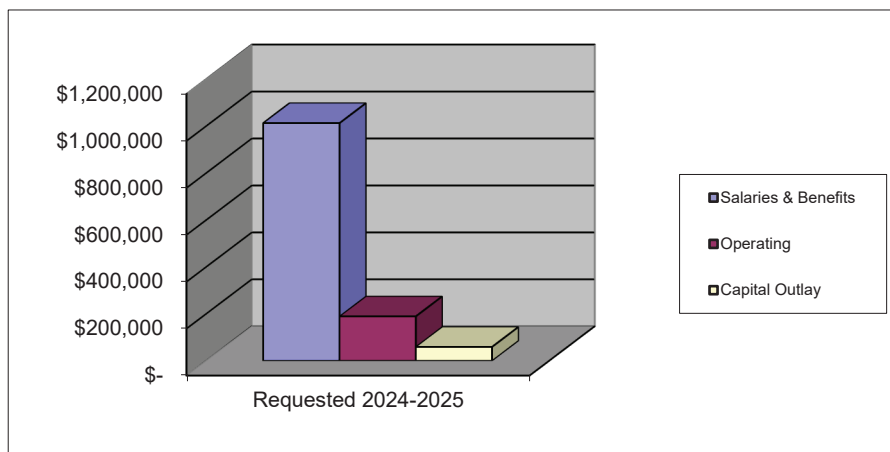
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 600,226	\$ 753,071	\$ 739,052	\$ 1,012,979
Operating	80,927	152,150	133,975	189,365
Capital Outlay	118,573	-	-	59,000
Total	\$ 799,726	\$ 905,221	\$ 873,027	\$ 1,261,344

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
General Revenues	\$ 799,726	\$ 905,221	\$ 873,027	\$ 1,261,344

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees	7.0	7.0	7.0	8.0
Budgeted Employees - Part Time	-	-	-	-

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

New Position - Detective \$ 172,736



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Police-Investigations	Function: Public Safety			Fund: 10	Department: 515	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
105150200	SALARIES & WAGES	\$ 471,073	\$ 468,640	\$ 590,934	\$ 58,600	\$ 649,534	37.9%
105150300	OVERTIME	36,000	31,000	36,000	2,500	38,500	6.9%
105150130	SEPARATION ALLOWANCE	31,803	31,803	41,803	-	41,803	31.4%
105150150	PD EXTRA DUTY FEE	10,000	7,000	10,000	2,000	12,000	20.0%
105150250	SRT/CNT ACTIVATION STIPEND	7,000	7,000	7,000	1,000	8,000	0.0%
105150400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
105150500	FICA EXPENSE	42,527	41,727	49,261	4,904	54,165	27.4%
105150600	GROUP INSURANCE EXPENSE	54,880	54,085	58,625	8,375	67,000	22.1%
105150700	RETIREMENT EXPENSE	73,581	72,115	96,848	9,728	106,576	44.8%
105150800	DEFERRED COMPENSATION	26,207	25,682	32,196	3,205	35,401	35.1%
	EMPLOYEE BENEFITS	753,071	739,052	922,667	90,312	1,012,979	
105151100	POSTAGE	750	750	750	-	750	0.0%
105151400	TRAINING & TRAVEL	13,000	11,000	13,000	1,500	14,500	11.5%
105151700	AUTO REPAIR	10,000	14,500	10,000	2,000	12,000	20.0%
105152200	LEASED EQUIPMENT	-	-	-	-	-	0.0%
105153100	AUTO OPERATING	24,000	20,000	24,000	2,000	26,000	8.3%
105153300	DEPARTMENTAL SUPPLIES	19,500	18,500	19,500	17,765	37,265	91.1%
105153600	UNIFORMS	15,000	11,000	15,000	3,500	18,500	23.3%
105153900	SPECIAL OPERATIONS	14,000	4,000	14,000	-	14,000	0.0%
105154500	CONTRACTUAL SERVICES	29,900	27,125	34,800	2,450	37,250	24.6%
105154510	INS-PROPERTY & GENERAL	25,000	26,500	28,000	-	28,000	12.0%
105155300	DUES & SUBSCRIPTIONS	1,000	600	1,000	100	1,100	10.0%
	OPERATING EXPENDITURES	152,150	133,975	160,050	29,315	189,365	
105157402	CAPITAL-MOTOR VEHICLE	-	-	-	59,000	59,000	0.0%
105157403	CAPITAL-OTHER EQUIPMENT	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	59,000	59,000	
	TOTAL EXPENDITURES	\$ 905,221	\$ 873,027	\$ 1,082,717	\$ 178,627	\$ 1,261,344	

DEPARTMENTAL NEW CAPITAL REQUESTS DETAIL

Department: 515- POLICE

Function: Public Safety

Project Title: New Positions-
Investigation Division

Fund: General Fund

Project Description:

The Investigation Division for the Police Department has seen an increase in cases assigned to detectives. FY20/21- 516, FY21/22- 544, FY22/23-559, FY23/24 anticipated- 575. As residential and commercial growth in town continues, it is anticipated our overall call volume and reportable crimes will increase. This will result in caseloads increasing more for our current number of authorized detectives in the Division.

With the current case load assignments and Table of Organization, the Division is unable to focus on full-time narcotics investigations, internet crimes against children (ICAC), or gang activity. Additionally, as commercial and residential growth continues more cases will be assigned to detectives for follow-up investigations, further reducing efficiency.

The current Organization Chart authorizes 7 sworn officers in the Investigation Division (1 Sergeant, 6 detectives). This position request expands the Investigation Division by adding 1 sworn officer (detective). This brings the Investigation Division to a total of 8 sworn officers. If approved, the Investigation Division would be split as follows:

Division Sergeant- day to day administrative and operational oversight, major crimes lead detective - report to the Operations Captain

Crimes Against Persons- 2 detectives- ICAC, Narcotics, Gang - report to the Division Sergeant

Property Crimes- 5 detectives - report to the Division Sergeant

CURRENT Organization Chart attached

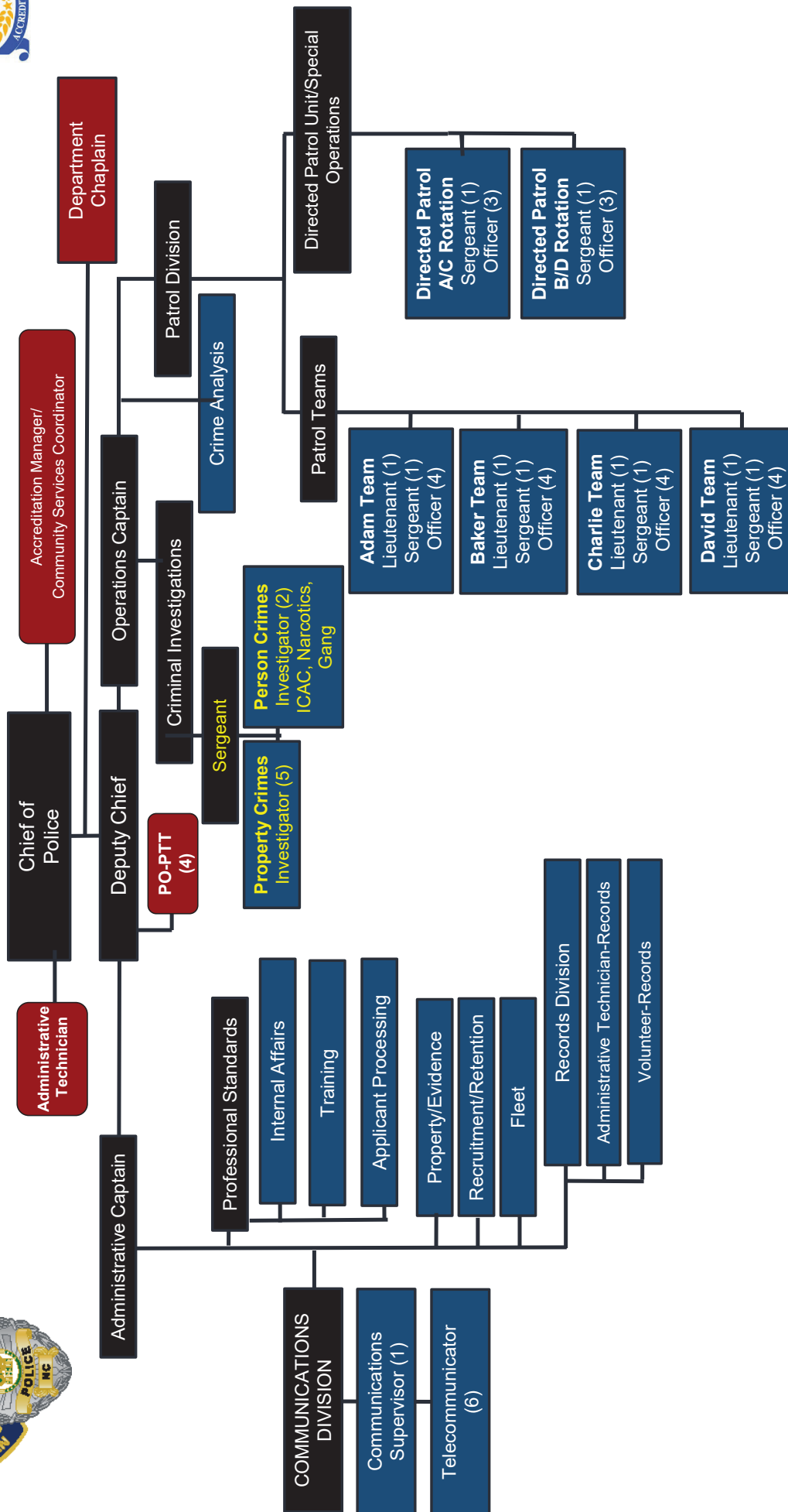
DRAFT Organization Chart attached

Costs		2024-2025
Position - total estimated cost		
Detective		\$172,736
Total		\$172,736



Southern Pines Police Department Organization Chart

DRAFT





Fire and Rescue



The Southern Pines fire department provides quality protection of life, property, and the environment for our community.

The "Southern Pines Way" is a high standard. We recognize this, are not afraid of it, and expect it from everyone who chooses Southern Pines.
It's the Southern Pines Way.

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- Conducted 2,104 field inspections.
- Identified and cited 3,982 fire code violations.
- Saved more than \$11.7M in building value



Salaries & Benefits \$3,684,985

**Operating
\$675,300**

Capital \$25,000

**Proposed Fire
FY 25 Budget
\$4,385,285**

FY 25 NOTABLE ITEMS

- Heavy duty rescue air bag replacement: \$25,000
- VIPER radio equipment: \$105,500



FIRE

Fund: General

Function: Public Safety

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

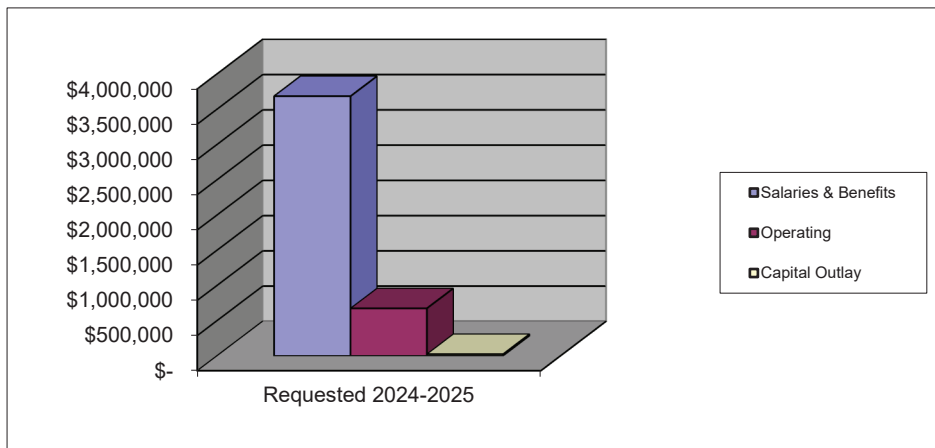
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 2,682,701	\$ 3,313,084	\$ 3,253,402	\$ 3,684,985
Operating	553,854	638,236	622,626	675,300
Capital Outlay	103,090	170,477	185,387	25,000
Total	\$ 3,339,645	\$ 4,121,797	\$ 4,061,415	\$ 4,385,285

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Fire District	\$ 468,150	\$ 517,000	\$ 463,145	\$ 460,000
Fire Grants	-	354,772	354,772	379,207
Donations	245	2,500	2,500	108,000
General Revenues	2,871,250	3,247,525	3,240,998	3,438,078
Total	\$ 3,339,645	\$ 4,121,797	\$ 4,061,415	\$ 4,385,285

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees-Full Time	33.0	39.0	39.0	39.0
Budgeted Employees-Part Time	17.0	17.0	17.0	17.0

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

State Heavy Rescue Air Bag Replacement \$ 25,000



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Fire	Function: Public Safety			Fund: 10	Department: 530	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
105300200	SALARIES & WAGES	\$ 2,363,784	\$ 2,368,532	\$ 2,620,088	\$ -	\$ 2,620,088	10.8%
105300150	FIRE EXTRA DUTY FEE	5,000	3,000	5,000	-	5,000	0.0%
105300300	OVERTIME	35,000	28,500	35,000	-	35,000	0.0%
105300400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
105300500	FICA EXPENSE	183,891	183,605	203,496	-	203,496	10.7%
105300600	GROUP INSURANCE EXPENSE	305,760	257,390	326,625	-	326,625	6.8%
105300700	RETIREMENT EXPENSE	304,206	297,120	361,772	-	361,772	18.9%
105300800	DEFERRED COMPENSATION	115,443	115,255	133,004	-	133,004	15.2%
	EMPLOYEE BENEFITS	3,313,084	3,253,402	3,684,985	-	3,684,985	
105301100	POSTAGE	450	300	300	-	300	(33.3%)
105301200	PRINTING	300	150	250	-	250	(16.7%)
105301300	TELEPHONE	16,000	12,500	13,000	-	13,000	(18.8%)
105301400	TRAINING & TRAVEL-OPERATE	30,000	28,500	30,000	-	30,000	0.0%
105301401	TRAINING & TRAVEL-INSPECT	5,000	4,000	5,000	-	5,000	0.0%
105301600	EQUIPMENT MAINTENANCE	25,000	15,000	15,000	-	15,000	(40.0%)
105301700	AUTO REPAIR	50,000	53,300	58,000	-	58,000	16.0%
105301800	UTILITIES	38,000	36,500	38,000	-	38,000	0.0%
105302200	LEASES/SBITAS	13,000	12,638	13,300	-	13,300	0.0%
105303100	AUTO OPERATING	60,000	71,000	72,000	-	72,000	0.0%
105303300	DEPARTMENTAL SUPPLIES	239,486	228,408	258,000	-	258,000	7.7%
105303500	LAUNDRY & CLEANING	700	700	700	-	700	0.0%
105303600	UNIFORMS	25,000	26,300	36,500	-	36,500	46.0%
105304500	CONTRACTUAL SERVICES	24,300	22,330	24,250	-	24,250	(0.2%)
105304510	INS-PROPERTY & GENERAL	100,000	100,000	100,000	-	100,000	0.0%
105305300	DUES & SUBSCRIPTIONS	7,000	7,000	7,000	-	7,000	0.0%
105305400	INSURANCE & BONDS	4,000	4,000	4,000	-	4,000	0.0%
	OPERATING EXPENDITURES	638,236	622,626	675,300	-	675,300	
105307402	CAPITAL-MOTOR VEHICLE	170,477	183,381	-	-	-	(100.0%)
105307403	CAPITAL-OTHER EQUIPMENT	-	2,006	-	25,000	25,000	0.0%
	CAPITAL OUTLAY	170,477	185,387	-	25,000	25,000	
	TOTAL EXPENDITURES	\$ 4,121,797	\$ 4,061,415	\$ 4,360,285	\$ 25,000	\$ 4,385,285	

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Fire Department

Function: Public Safety

Project Title: Air Bag

Fund: General Fund

Project Description:

The Fire Department is required to maintain Air Bags to meet our State Heavy Rescue Standard.

Per NFPA Air Bags expire after 10 years of use and must be replaced. Our current Air Bags are past their 10-year expiration date and must be replaced.

We will purchase enough capacity to lift a minimum of 200 Tons.

Costs		2024-2025
Total		\$25,000

Planning



The planning department provides overall coordination of the Town's physical and community development activities.

We help create a bright & sustainable future for our residents & businesses.
It's the Southern Pines Way.

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- Completed year-long community engagement for 2040 Comprehensive Plan, which was adopted in September 2023.
- Implemented first policies and projects from Comp Plan.
- URC grant work underway in West Southern Pines.

Salaries & Benefits \$700,377

**Operating
\$220,050**

**Proposed Planning
FY 25 Budget
\$920,427**

FY 25 NOTABLE ITEMS

- Professional services for UDO Revisions: \$100,000

Learn more about the Planning Department
at sopinesnc.info/plan



PLANNING

Fund: General

Function: Economic & Physical
Development

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

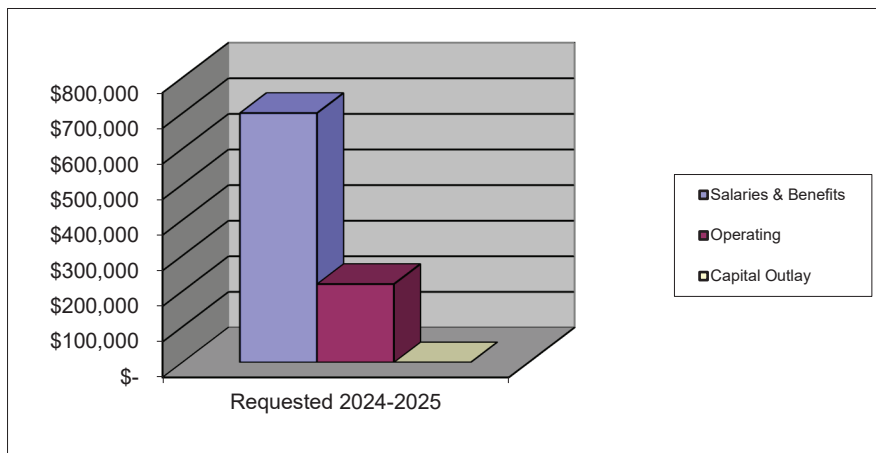
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 567,853	\$ 681,681	\$ 578,347	\$ 700,377
Operating	286,191	295,020	196,606	220,050
Capital Outlay	-	-	-	-
Total	\$ 854,044	\$ 976,701	\$ 774,953	\$ 920,427

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Fees	\$ 100,285	\$ 145,000	\$ 100,000	\$ 100,000
General Revenues	753,759	831,701	674,953	820,427
Total	\$ 854,044	\$ 976,701	\$ 774,953	\$ 920,427

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees	7.0	7.0	7.0	7.0

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

There are no capital outlay requests in this budget.



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Planning	Function: Economic & Physical Development			Fund: 10	Department: 540	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
105400200	SALARIES & WAGES	\$ 499,282	\$ 432,205	\$ 508,319	\$ -	\$ 508,319	1.8%
105400400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
105400500	FICA EXPENSE	38,194	33,065	38,886	-	38,886	1.8%
105400600	GROUP INSURANCE EXPENSE	54,880	35,755	58,625	-	58,625	6.8%
105400700	RETIREMENT EXPENSE	64,359	55,712	69,132	-	69,132	7.4%
105400800	DEFERRED COMPENSATION	24,966	21,610	25,415	-	25,415	1.8%
	EMPLOYEE BENEFITS	681,681	578,347	700,377	-	700,377	
105401100	POSTAGE	2,000	1,000	1,500	-	1,500	(25.0%)
105401200	PRINTING	490	2,000	490	-	490	0.0%
105401300	TELEPHONE	7,300	2,500	3,060	-	3,060	(58.1%)
105401400	TRAINING & TRAVEL	18,500	9,500	18,250	-	18,250	(1.4%)
105401600	EQUIPMENT MAINTENANCE	-	-	-	-	-	0.0%
105401700	AUTO REPAIR	1,000	500	1,000	-	1,000	0.0%
105401800	UTILITIES	2,000	1,600	1,800	-	1,800	(10.0%)
105403100	AUTO OPERATING	1,000	1,000	1,200	-	1,200	20.0%
105403300	DEPARTMENTAL SUPPLIES	8,000	9,000	8,250	-	8,250	3.1%
105404500	CONTRACTUAL SERVICES	12,000	5,000	12,000	-	12,000	0.0%
105404501	CONTRACTUAL SRVCS-GRANT	-	20,000	55,000	-	55,000	0.0%
105404510	INS-PROPERTY & GENERAL	10,000	10,000	12,500	-	12,500	25.0%
105404600	PROFESSIONAL SERVICES	225,000	130,376	100,000	-	100,000	(55.6%)
105404700	CARD PROCESSING FEE	230	230	250	-	250	8.7%
105405300	DUES & SUBSCRIPTIONS	7,500	3,900	4,750	-	4,750	(36.7%)
	OPERATING EXPENDITURES	295,020	196,606	220,050	-	220,050	
105407402	CAPITAL-MOTOR VEHICLE	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	\$ 976,701	\$ 774,953	\$ 920,427	\$ -	\$ 920,427	

Inspections



The inspections division ensures compliance of building codes by performing necessary inspections on building & structures and enforcing applicable codes.

We set a positive example and earn the trust of our community and others.
It's the Southern Pines Way.

Inspections

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- Finalized Certificates of Occupancy for 17 commercial and 210 residential projects, completing all required inspections.
- Two inspectors earned Level III and Level I state certifications.

Salaries & Benefits \$511,227

**Operating
\$93,700**

**Capital
\$45,000**

**Proposed Inspections
FY 25 Budget
\$649,927**

FY 25 NOTABLE ITEMS

- Replacement vehicle: \$45,000

Learn more about the Inspections Department
at sopinesnc.info/inspections



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.

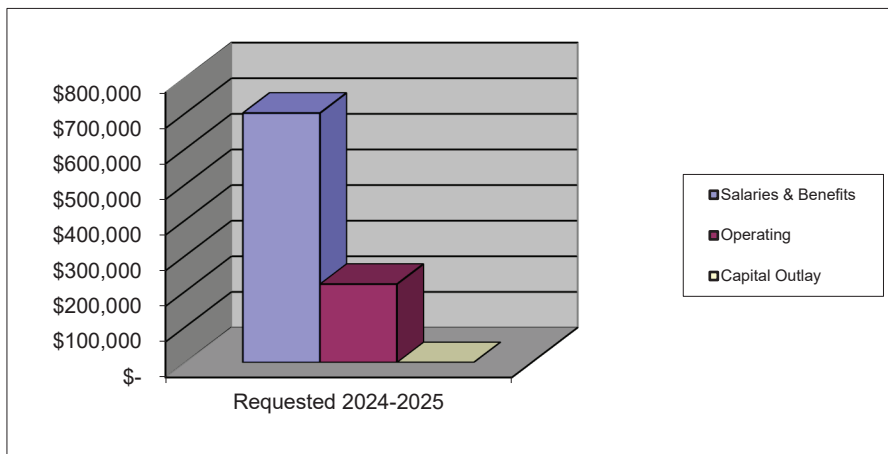
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 407,577	\$ 478,265	\$ 459,985	\$ 511,227
Operating	69,310	96,300	74,020	93,700
Capital Outlay	-	-	-	45,000
Total	\$ 476,887	\$ 574,565	\$ 534,005	\$ 649,927

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Fees	\$ 740,151	\$ 325,000	\$ 341,740	\$ 325,000
Homeowner Recovery	2,860	1,000	2,500	2,500
General Revenues	(266,124)	248,565	189,765	322,427
Total	\$ 476,887	\$ 574,565	\$ 534,005	\$ 649,927

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees	5.0	5.0	5.0	5.0
Budgeted Employees-Part Time	1.0	1.0	1.0	1.0

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

Replacement Vehicle \$ 45,000



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Inspections	Function: Economic & Physical Development			Fund: 10	Department: 545	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
105450200	SALARIES & WAGES	\$ 354,726	\$ 341,560	\$ 377,127	\$ -	\$ 377,127	6.3%
105450400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
105450500	FICA EXPENSE	27,137	26,130	28,850	-	28,850	6.3%
105450600	GROUP INSURANCE EXPENSE	39,200	37,701	41,875	-	41,875	6.8%
105450700	RETIREMENT EXPENSE	41,215	39,336	46,339	-	46,339	12.4%
105450800	DEFERRED COMPENSATION	15,987	15,258	17,036	-	17,036	6.6%
	EMPLOYEE BENEFITS	478,265	459,985	511,227	-	511,227	
105451100	POSTAGE	300	20	100	-	100	(66.7%)
105451200	PRINTING	300	-	100	-	100	(66.7%)
105451300	TELEPHONE	9,500	4,000	6,000	-	6,000	(36.8%)
105451400	TRAINING & TRAVEL	9,000	9,000	9,000	-	9,000	0.0%
105451600	EQUIPMENT MAINTENANCE	200	-	-	-	-	(100.0%)
105451700	AUTO REPAIR	5,000	1,500	5,000	-	5,000	0.0%
105451800	UTILITIES	7,000	1,400	3,000	-	3,000	(57.1%)
105453100	AUTO OPERATING	9,000	7,300	9,000	-	9,000	0.0%
105453300	DEPARTMENTAL SUPPLIES	15,000	13,500	18,500	-	18,500	23.3%
105454500	CONTRACTUAL SERVICES	18,500	18,000	19,000	-	19,000	0.0%
105454510	INS-PROPERTY & GENERAL	15,000	15,000	16,500	-	16,500	10.0%
105454600	PROFESSIONAL SERVICES	-	-	-	-	-	0.0%
105454700	CARD PROCESSING FEE	2,500	200	2,500	-	2,500	0.0%
105455300	DUES & SUBSCRIPTIONS	2,000	1,100	2,000	-	2,000	0.0%
105456000	HOMEOWNER RECOVERY FD	3,000	3,000	3,000	-	3,000	0.0%
	OPERATING EXPENDITURES	96,300	74,020	93,700	-	93,700	
105457402	CAPITAL-MOTOR VEHICLE	-	-	-	45,000	45,000	0.0%
	CAPITAL OUTLAY	-	-	-	45,000	45,000	
	TOTAL EXPENDITURES	\$ 574,565	\$ 534,005	\$ 604,927	\$ 45,000	\$ 649,927	

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Inspections

Function: General
Government

Project Title: Vehicle Replacement

Fund: General Fund

Project Description:

Replace Building Inspections Pick-Up Truck 00001-9.

This is a 2003 Ford 150 with 116,179 miles. It is used five days a week to conduct building inspections, it will be replaced with a Toyota Tacoma 4x4 pick-up truck.

The Fleet Maintenance Supervisor has been consulted about this replacement and concurs with this replacement.

Costs		2024-2025
Total		\$45,000

Streets



The streets division works to keep all public transportation routes open and in a safe traveling condition.

We help create a bright & sustainable future for our residents & businesses.
It's the Southern Pines Way.

Streets Maintenance

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- Completed 1.59 miles of crack sealing on Town roads
- Re-striped the parking spaces on the new one-way section of SW Broad St, increasing the number of downtown spaces.
- Reconstruction of W. New York Avenue.
- Continued work towards the annual resurfacing projects.

Salaries & Benefits \$959,949

Operating \$599,500

Capital \$427,000

**Proposed Streets
FY 25 Budget
\$1,981,449**

FY 25 NOTABLE ITEMS

- Street sweeper replacement: \$400k
- Toro material buggy: \$27k

Learn more about the Streets Department
at sopinesnc.info/streets



STREET

Fund: General

Function: Transportation

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

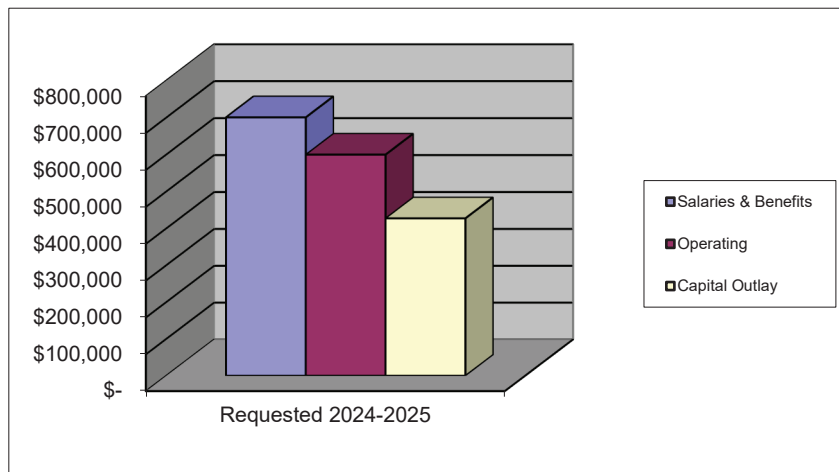
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 837,107	\$ 922,114	\$ 837,166	\$ 954,949
Operating	466,811	567,900	559,600	599,500
Capital Outlay	18,425	-	30,000	427,000
Total	\$ 1,322,343	\$ 1,490,014	\$ 1,426,766	\$ 1,981,449

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Powell Bill	\$ 484,069	\$ 481,723	\$ 546,561	\$ 546,500
Street Revenue	46,776	30,000	55,000	60,000
General Revenues	791,498	978,291	825,205	1,374,949
Total	\$ 1,322,343	\$ 1,490,014	\$ 1,426,766	\$ 1,981,449

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees	15.0	15.0	15.0	15.0

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

Street Sweeper \$ 400,000
Material Buggy 27,000



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Street	Function: Transportation			Fund: 10	Department: 560	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
105600200	SALARIES & WAGES	\$ 625,840	\$ 580,220	\$ 643,505	\$ -	\$ 643,505	2.8%
105600300	OVERTIME	15,000	6,000	15,000	-	15,000	0.0%
105600400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
105600500	FICA EXPENSE	49,025	44,845	50,377	-	50,377	2.8%
105600600	GROUP INSURANCE EXPENSE	117,600	101,225	125,625	-	125,625	6.8%
105600700	RETIREMENT EXPENSE	82,605	75,565	87,517	-	87,517	5.9%
105600800	DEFERRED COMPENSATION	32,044	29,311	32,925	-	32,925	2.7%
	EMPLOYEE BENEFITS	922,114	837,166	954,949	-	954,949	
105601300	TELEPHONE	6,500	4,550	6,000	-	6,000	(7.7%)
105601400	TRAINING & TRAVEL	15,000	10,600	15,000	-	15,000	0.0%
105601600	EQUIPMENT MAINTENANCE	40,000	45,000	50,000	-	50,000	25.0%
105601700	AUTO REPAIR	18,000	14,000	18,000	-	18,000	0.0%
105601800	UTILITIES	165,000	157,000	185,500	-	185,500	12.4%
105603100	AUTO OPERATING	49,000	35,000	43,500	-	43,500	(11.2%)
105603300	DEPARTMENTAL SUPPLIES	185,500	216,300	185,500	-	185,500	0.0%
105604500	CONTRACTUAL SERVICES	43,500	30,700	43,500	-	43,500	0.0%
105604510	INS-PROPERTY & GENERAL	42,900	46,000	50,000	-	50,000	16.6%
105604600	PROFESSIONAL SERVICES	2,000	-	2,000	-	2,000	0.0%
105605300	DUES & SUBSCRIPTIONS	500	450	500	-	500	0.0%
	OPERATING EXPENDITURES	567,900	559,600	599,500	-	599,500	
105607300	PAVING	-	-	-	-	-	0.0%
105607402	CAPITAL-MOTOR VEHICLE	-	-	-	400,000	400,000	0.0%
105607403	CAPITAL-OTHER EQUIPMENT	-	30,000	-	27,000	27,000	0.0%
105607405	CAPITAL-BLDGS & STRUCTURE	-	-	-	-	-	0.0%
105607500	CONSTRUCTION	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	30,000	-	427,000	427,000	
	TOTAL EXPENDITURES	<u>\$ 1,490,014</u>	<u>\$ 1,426,766</u>	<u>\$ 1,554,449</u>	<u>\$ 427,000</u>	<u>\$ 1,981,449</u>	

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Streets -560

Function: Transportation

Project Title: Street Sweeper

Fund: General Fund

Project Description:

Street Department is looking to continue its sweeping program for the town. This new sweeper can be an effective way to reduce sediment build up and debris in the roadways and gutters to maintain safe travel and reduce storm water blockages at inlets. This can be important, not just because of sediment export concerns, but because sweepings can have variable and sometimes heavy debris build up in the roadways and storm gutters. The effectiveness of street sweeping varies considerably depending on geographic location with in the town city limits, sweeping frequency and equipment use. Street sweeping activities take place five days a week within Town on our curb and gutter streets.



		2024-2025
Street Sweeper		
Total		\$400,000

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Street 560	Function: General Government
Project Title: Toro 2500-TS Tracked Material Buggy	Fund: General Fund

Project Description:

This equipment will allow the Street department to operate more efficiently in hauling various materials during projects. It will also allow for the Department to get materials that's hard to get in some areas due to an incline or a decline grades, and also to reduce bodily injuries from pulling and pushing a manual wheel barrow up and down slopes. This machine will improve logistics of right of way maintenance being completed in a more time efficient manner and improve safety during the application process installing concrete sidewalks and backfill areas within the right of way. This machine can also be utilized by other departments such as Parks with mulch and dirt on the trail system.



		2024-2025
Toro 2500-TS		
Total		27,0000

Public Works Administration



Public Works maintains and improves essential infrastructure and services, ensuring the well-being and functionality of the Southern Pines community.

We take great pride in the natural beauty, historical sites, local businesses, public spaces, and schools in Southern Pines. We want everyone to be able to access and enjoy these wonderful assets safely. It's the Southern Pines Way.

Public Works & Environmental Services

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- Completed sidewalks on 2 blocks of S. Bennett St.
- Advanced new work order system
- Completed Pennsylvania-Pee Dee water line project
- Provided onsite inspections on all construction projects
- Launched environmental services division, providing yard debris and bulk collection services beginning January 1, 2024
- Increased bulk collection

Salaries & Benefits

\$966,458

Operating \$2,207,158

Capital \$38,750

**Proposed Public Works
FY 25 Budget
\$3,212,366**

FY 25 NOTABLE ITEMS

- Storage yard relocation: \$38,750

Learn more about the Public Works Department
at sopinesnc.info/publicworks



PUBLIC WORKS/SANITATION

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 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 376,150	\$ 745,737	\$ 663,192	\$ 966,458
Operating	2,334,563	2,527,078	2,421,134	2,207,158
Capital Outlay	-	685,813	691,831	38,750
Total	\$ 2,710,713	\$ 3,958,628	\$ 3,776,157	\$ 3,212,366

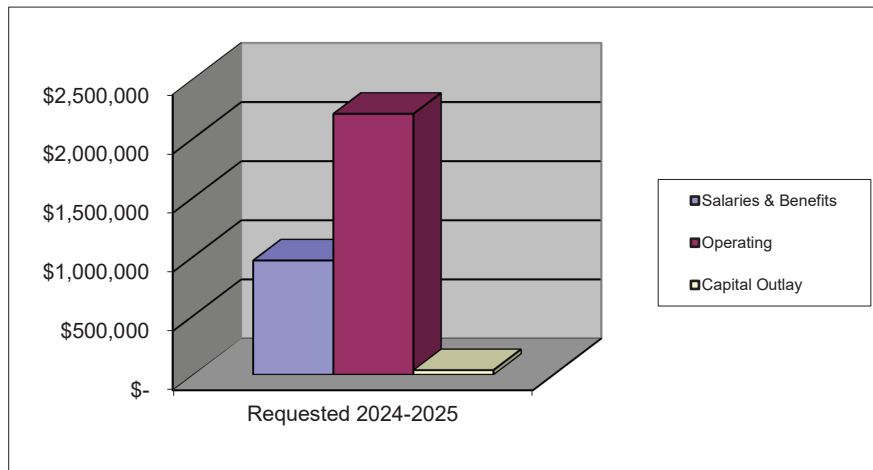
Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Fees	\$ 48,816	\$ 55,000	\$ 70,000	\$ 55,000
Disposal Fees	1,593,317	1,460,394	1,555,300	1,600,000
General Revenues	1,068,580	2,443,234	2,150,857	1,557,366
Total	\$ 2,710,713	\$ 3,958,628	\$ 3,776,157	\$ 3,212,366

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees	4.0	12.0	12.0	12.0

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

PW Storage & Yard

\$ 38,750



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Public Works/Sanitation	Function: General Government			Fund: 10	Department: 565	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
105650200	SALARIES & WAGES	\$ 533,010	\$ 480,955	\$ 685,021	\$ -	\$ 685,021	28.5%
105650300	OVERTIME	-	4,525	6,000	-	6,000	0.0%
105650400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
105650500	FICA EXPENSE	40,779	37,140	52,404	-	52,404	28.5%
105650600	GROUP INSURANCE EXPENSE	74,480	53,720	96,312	-	96,312	29.3%
105650700	RETIREMENT EXPENSE	70,816	62,578	92,470	-	92,470	30.6%
105650800	DEFERRED COMPENSATION	26,652	24,274	34,251	-	34,251	28.5%
	EMPLOYEE BENEFITS	745,737	663,192	966,458	-	966,458	
105651100	POSTAGE	300	250	300	-	300	0.0%
105651200	PRINTING	500	-	500	-	500	0.0%
105651300	TELEPHONE	14,220	11,959	9,440	-	9,440	(33.6%)
105651400	TRAINING & TRAVEL	13,750	8,400	13,750	-	13,750	0.0%
105651700	AUTO REPAIR	32,600	7,500	32,600	-	32,600	0.0%
105651800	UTILITIES	1,500	1,350	1,500	-	1,500	0.0%
105653100	AUTO OPERATING	20,000	24,800	46,800	-	46,800	134.0%
105653300	DEPARTMENTAL SUPPLIES	38,500	57,848	50,000	-	50,000	29.9%
105654500	CONTRACTUAL SERVICES	2,366,158	2,277,062	2,010,588	-	2,010,588	(15.0%)
105654510	INS-PROPERTY & GENERAL	17,850	18,500	20,000	-	20,000	12.0%
105654600	PROFESSIONAL SERVICES	20,000	12,000	20,000	-	20,000	0.0%
105655300	DUES & SUBSCRIPTIONS	1,700	1,465	1,680	-	1,680	(1.2%)
	OPERATING EXPENDITURES	2,527,078	2,421,134	2,207,158	-	2,207,158	
105657401	CAPITAL-SOFTWARE/COMP EQ	-	-	-	-	-	0.0%
105657402	CAPITAL-MOTOR VEHICLE	685,813	691,831	-	-	-	(100.0%)
105657403	CAPITAL-OTHER EQUIPMENT	-	-	-	38,750	38,750	0.0%
	CAPITAL OUTLAY	685,813	691,831	-	38,750	38,750	
	TOTAL EXPENDITURES	\$ 3,958,628	\$ 3,776,157	\$ 3,173,616	\$ 38,750	\$ 3,212,366	

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Street & Utilities	Function: Transportation & Utilities
Project Title: Relocate Public Works Storage and Laydown Yard	Fund: General Fund & Enterprise Fund

Project Description:

With the recent sell of the Henson Street property, the Public Works storage yard will need to be relocated to allow for the construction of the proposed YMCA. The proposed work includes relocating the street sweeper dumpster pad and ramp, and construction of block bays for material (soil, gravel, mulch, etc.), and a cover to keep the materials dry.

New Dumpster Pad & Ramp - \$7,500

Block Bays - \$20,000

Material Storage Cover - \$50,000

Costs		2024-2025
General Fund		\$38,750
Enterprise Fund		\$38,750
Total		\$77,500



Fleet Maintenance



This division provides regular and preventive maintenance services for all Town vehicles and equipment.

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

Fleet Maintenance

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- Implemented a successful upgrade for Gasboy fleet management system
- Projected to complete over 1,000 work orders for the Town's fleet
- Maintain 222 vehicles/rolling stock as well as 134 small engines to keep these items in safe operating condition and in service.
- Received delivery of 3 trucks for environmental services and put them into service.

Salaries & Benefits \$386,022

Operating \$125,010

**Proposed Fleet Maintenance
FY 25 Budget
\$511.032**

FY 25 NOTABLE ITEMS

- 1 additional mechanic: \$62,532

Learn more about the Fleet Management Team
at sopinesnc.info/publicworks



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 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 268,503	\$ 289,434	\$ 287,779	\$ 386,022
Operating	57,857	88,880	84,462	125,010
Capital Outlay	-	-	-	-
Total	\$ 326,360	\$ 378,314	\$ 372,241	\$ 511,032

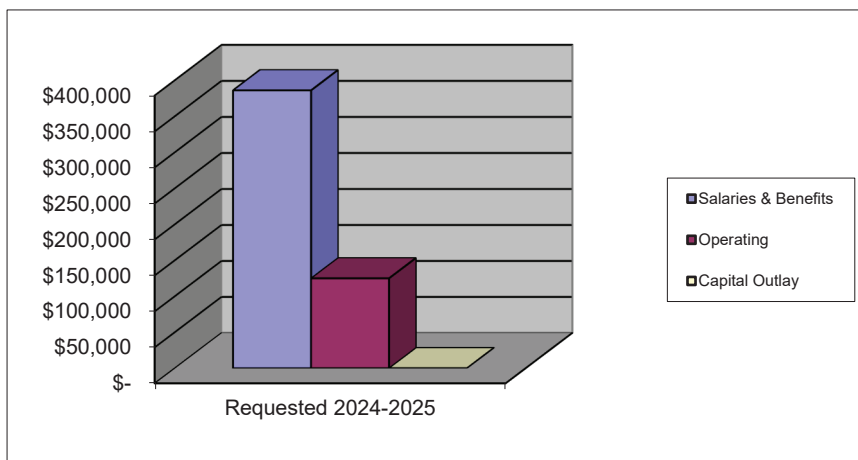
Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
General Revenues	\$ 326,360	\$ 378,314	\$ 372,241	\$ 511,032

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees-Full Time	4.0	4.0	4.0	5.0
Budgeted Employees-Part Time	-	-	-	-

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

New Position - Mechanic

\$ 62,532



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Fleet Maintenance	Function: General Government			Fund: 10	Department: 580	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
105800200	SALARIES & WAGES	\$ 204,770	\$ 204,300	\$ 229,283	\$ 42,500	\$ 271,783	32.7%
105800300	OVERTIME	1,000	540	1,000	-	1,000	0.0%
105800400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
105800500	FICA EXPENSE	15,667	15,667	17,540	3,252	20,792	32.7%
105800600	GROUP INSURANCE EXPENSE	31,360	30,635	33,500	8,375	41,875	33.5%
105800700	RETIREMENT EXPENSE	26,396	26,396	31,197	5,780	36,977	40.1%
105800800	DEFERRED COMPENSATION	10,241	10,241	11,470	2,125	13,595	32.8%
	EMPLOYEE BENEFITS	289,434	287,779	323,990	62,032	386,022	
105801300	TELEPHONE	1,200	800	1,200	-	1,200	0.0%
105801400	TRAINING & TRAVEL	7,700	7,580	7,700	-	7,700	0.0%
105801600	EQUIPMENT MAINTENANCE	5,500	4,460	5,500	-	5,500	0.0%
105801700	AUTO REPAIR	2,000	1,850	2,000	-	2,000	0.0%
105801800	UTILITIES	6,940	5,830	6,940	-	6,940	0.0%
105803100	AUTO OPERATING	4,000	3,360	4,000	-	4,000	0.0%
105803300	DEPARTMENTAL SUPPLIES	30,000	28,000	30,000	30,000	60,000	100.0%
105804500	CONTRACTUAL SERVICES	23,440	24,482	29,070	500	29,570	26.2%
105804510	INS-PROPERTY & GENERAL	7,500	7,500	7,500	-	7,500	0.0%
105805300	DUES & SUBSCRIPTIONS	600	600	600	-	600	0.0%
	OPERATING EXPENDITURES	88,880	84,462	94,510	30,500	125,010	
105807401	CAPITAL-SOFTWARE/COMP EQ	-	-	-	-	-	0.0%
105807402	CAPITAL-MOTOR VEHICLE	-	-	-	-	-	0.0%
105807403	CAPITAL-OTHER EQUIPMENT	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	\$ 378,314	\$ 372,241	\$ 418,500	\$ 92,532	\$ 511,032	

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Fleet Maintenance

Function: General
Government

Project Title: New Mechanic

Fund: General Fund

Project Description:

Request for an additional Mechanic to meet the needs to perform maintenance and repairs to include Town cars, SUV's, trucks, heavy duty trucks, heavy equipment, small equipment for the Town's entire Fleet.

Costs		2024-2025
Mechanic position		\$62,532
Total		

Parks and Recreation



The Parks & Recreation department enhances life for Southern Pines citizens by maintaining quality parks, recreational facilities & community centers as well as programs & leisure activities.

We enhance the lives of everyone in Southern Pines through learning opportunities, recreation activities, parks and natural spaces, and superior services. It's the Southern Pines Way.

Parks & Recreation

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- Resurfaced playgrounds at Downtown Park & Pool Park
- Added lights to Memorial Park field B, so all baseball fields are now lit
- Converted 2 tennis courts to permanent pickleball courts
- Received a \$185k grant from the CVB for Whitehall carriage house

Salaries & Benefits \$1,227,019

Operating \$393,583

Capital \$50,000

**Proposed Parks & Recreation
FY 25 Budget
\$1,670,602**

FY 25 NOTABLE ITEMS

- Parks & Trails wayfinding signs: \$25,000
- Parks security & camera project: \$25,000
- 2 part-time seasonal positions for parks & grounds

Learn more about Parks & Recreation
at sopinesnc.info/ParksRec



RECREATION

Fund: General

Function: Cultural & Recreation

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

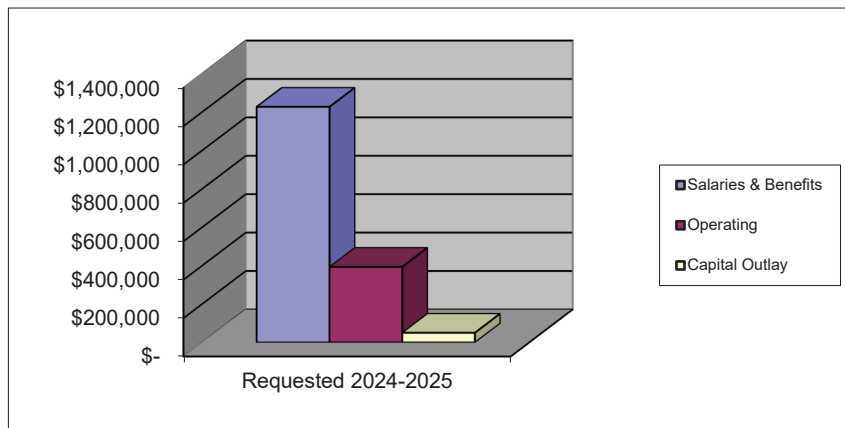
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 890,755	\$ 1,094,673	\$ 1,081,832	\$ 1,227,019
Operating	470,696	649,085	660,435	393,583
Capital Outlay	12,978	38,135	38,135	50,000
Total	\$ 1,374,429	\$ 1,781,893	\$ 1,780,402	\$ 1,670,602

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Fees	\$ 241,308	\$ 188,000	\$ 245,000	\$ 195,000
Facility Rental Fees	55,875	42,500	45,700	50,000
Grants	6,750	750	8,750	750
General Revenues	1,070,496	1,550,643	1,480,792	1,424,852
Total	\$ 1,374,429	\$ 1,781,893	\$ 1,780,402	\$ 1,670,602

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees-Full Time	13.0	13.0	14.0	14.0
Budgeted Employees-Part Time	31.5	32.5	30.5	32.5

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

Wayfinding Signage	\$ 25,000
Security Locks & Cameras - various locations	25,000
New Positions - 2 PT	22,400



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Recreation	Function: Cultural & Recreation			Fund: 10	Department: 620	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
106200200	SALARIES & WAGES	\$ 824,950	\$ 824,307	\$ 896,086	\$ 18,100	\$ 914,186	10.8%
106200300	OVERTIME	500	1,500	1,500	-	1,500	200.0%
106200400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
106200500	FICA EXPENSE	63,153	63,175	69,263	1,485	70,748	12.0%
106200600	GROUP INSURANCE EXPENSE	101,920	88,700	117,250	-	117,250	15.0%
106200700	RETIREMENT EXPENSE	75,041	75,041	90,180	-	90,180	20.2%
106200800	DEFERRED COMPENSATION	29,109	29,109	33,155	-	33,155	13.9%
	EMPLOYEE BENEFITS	1,094,673	1,081,832	1,207,434	19,585	1,227,019	
106201100	POSTAGE	150	75	150	-	150	0.0%
106201200	PRINTING	2,800	2,800	2,800	-	2,800	0.0%
106201300	TELEPHONE	4,635	6,780	4,635	1,200	5,835	25.9%
106201400	TRAINING & TRAVEL	7,500	7,500	7,500	2,400	9,900	32.0%
106201500	BUILDING & GROUNDS	1,000	1,000	1,000	-	1,000	0.0%
106201600	EQUIPMENT MAINTENANCE	-	100	400	-	400	0.0%
106201700	AUTO REPAIR	4,000	4,000	4,000	-	4,000	0.0%
106201800	UTILITIES	45,000	46,500	47,800	4,500	52,300	16.2%
106202100	RENT	-	-	-	-	-	0.0%
106202200	LEASED EQUIPMENT	-	-	-	-	-	0.0%
106203100	AUTO OPERATING	4,000	12,500	4,000	8,500	12,500	212.5%
106203300	DEPARTMENTAL SUPPLIES	97,620	100,000	97,620	17,750	115,370	18.2%
106203500	LAUNDRY & CLEANING	100	50	100	-	100	0.0%
106204500	CONTRACTUAL SERVICES	352,930	348,280	112,510	713	113,223	(67.9%)
106204501	CONTRACTUAL SERV-GRANT	5,750	5,750	750	-	750	(87.0%)
106204510	INS-PROPERTY & GENERAL	40,000	40,000	40,000	-	40,000	0.0%
106204600	PROFESSIONAL SERVICES	50,000	50,000	-	-	-	0.0%
106204700	CARD PROCESSING FEE	6,000	6,000	6,000	-	6,000	0.0%
106205200	CHEMICALS	-	-	-	-	-	0.0%
106205300	DUES & SUBSCRIPTIONS	2,600	4,100	2,600	1,655	4,255	63.7%
106207300	RESERVOIR PARK EXPENSE	25,000	25,000	25,000	-	25,000	0.0%
	OPERATING EXPENDITURES	649,085	660,435	356,865	36,718	393,583	
106207403	CAPITAL-EQUIPMENT	38,135	38,135	-	50,000	50,000	0.0%
106207403	CAPITAL-BLDGS/STRUCTURES	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	38,135	38,135	-	50,000	50,000	
	TOTAL EXPENDITURES	\$ 1,781,893	\$ 1,780,402	\$ 1,564,299	\$ 106,303	\$ 1,670,602	

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Parks & Recreation	Function: Culture & Recreation
Project Title: Way Finding Entrance Signage	Fund: General Fund

Project Description:

As a result of the most recent Parks Assessment, it was recommended that we prioritize the need for wayfinding and park entrance signage. This will be a phased project and staff will identify areas of priority. The new branding package will be utilized as part of the new signage.

Costs		2024-2025
Phase I		\$25,000
Total		\$25,000

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Parks & Grounds

Function: General
Government
Fund: General Fund

Project Title: Parks & Grounds
Techs

Project Description:

1. Two part-time seasonal Parks & Grounds Techs (level 1) to assist with watering and high volume of trash collection in the warmer months, in addition to the routine maintenance of the parks, trails, sports fields, and other grounds and facilities.

Wages (2 positions): \$18,100 base salary: assumes 24 hours/week each, working April through October (26 weeks total). We would hire for 7/1/24 and end employment at end of October 2024 and then re-hire/hire new employees to begin around April 1, 2025.

Costs		2024-2025
2 PT seasonal positions (26 weeks)		\$22,400
Total		\$22,400

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: Parks & Recreation	Function: Culture & Recreation
Project Title: Security Locks and Cameras	Fund: General Fund

Project Description:

In FY 23/24, we were budgeted for \$18,550 for camera system at Morganton Road Park. We are in the testing mode of a less expensive mechanism due to the vandalism we have experienced at the park. We will be testing the next few months, therefore may not need to utilize all of these funds this fiscal year.

To establish a mainstreamed system for our lock system, a fob system would be recommended. Each year, the Parks & Recreation department issues a number of keys to part-time staff, renters and full-time staff. Within the year, we are making multiple copies of keys to replenish lost keys not turned in, as well as replacement keys for when a handle or lock has gone out of service. We are also leaving some park bathrooms opened overnight making us more vulnerable for vandalism.

Staff will prioritize the various locations depending on use over the next few years.

Costs		2024-2025
Security Mechanisms		\$25,000
Total		\$25,000

Library



The Southern Pines Public Library is dedicated to opening avenues of discovery. SPPL adds value to the lives of all generations through dynamic programming, services, and resources found within the Library's physical & digital spaces.

We take pride in working for the Town of Southern Pines and serving our citizens. It is an honor to help make our community a better place.
It's the Southern Pines Way.

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- No revenue loss from “fine-free” transition; actually had an 8% increase in fees.
- Increased programs and program attendance.
- Registered 1,415 new patrons - 30% growth.
- Opened the Whitehall StoryWalk.

Salaries & Benefits \$834,214

**Operating
\$282,515**

**Proposed Library FY 25 Budget
\$1,116,729**



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.

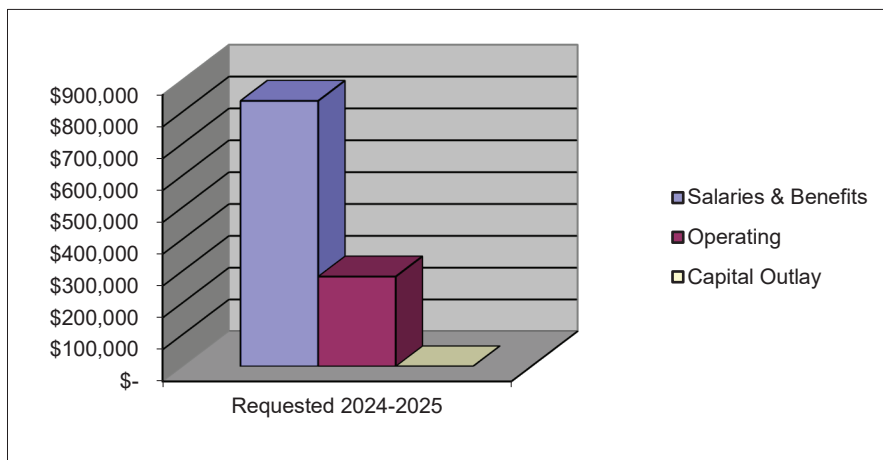
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 733,248	\$ 787,539	\$ 756,344	\$ 834,214
Operating	258,398	315,695	307,175	282,515
Capital Outlay	44,478	-	-	-
Total	\$ 1,036,124	\$ 1,103,234	\$ 1,063,519	\$ 1,116,729

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
State Aid	\$ 8,314	\$ 7,500	\$ 9,729	\$ 9,000
Grants	47,604	-	-	-
Fees	48,760	45,000	50,000	50,000
General Revenues	931,446	1,050,734	1,003,790	1,057,729
Total	\$ 1,036,124	\$ 1,103,234	\$ 1,063,519	\$ 1,116,729

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees-Full Time	9.0	9.0	9.0	9.0
Budgeted Employees-Part Time	4.0	4.0	4.0	4.0

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

There are no capital outlay requests in this budget.



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Library	Function: Cultural & Recreation			Fund: 10	Department: 630	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
106300200	SALARIES & WAGES	\$ 581,085	\$ 568,505	\$ 613,896	\$ -	\$ 613,896	5.6%
106300400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
106300500	FICA EXPENSE	44,455	43,491	46,964	-	46,964	5.6%
106300600	GROUP INSURANCE EXPENSE	70,560	55,165	75,375	-	75,375	6.8%
106300700	RETIREMENT EXPENSE	65,883	64,258	73,834	-	73,834	12.1%
106300800	DEFERRED COMPENSATION	25,556	24,925	24,145	-	24,145	(5.5%)
	EMPLOYEE BENEFITS	787,539	756,344	834,214	-	834,214	
106301100	POSTAGE	2,000	2,500	3,000	-	3,000	50.0%
106301200	PRINTING	-	-	-	-	-	0.0%
106301300	TELEPHONE	700	300	100	-	100	(85.7%)
106301400	TRAINING & TRAVEL	8,000	8,000	8,000	-	8,000	0.0%
106301600	EQUIPMENT MAINTENANCE	500	500	500	-	500	0.0%
106301800	UTILITIES	55,200	45,500	53,000	-	53,000	(4.0%)
106302200	LEASED EQUIPMENT	500	556	600	-	600	20.0%
106303300	DEPARTMENTAL SUPPLIES	30,000	30,000	28,500	-	28,500	(5.0%)
106303400	MATERIALS & LIBRARY BOOKS	100,000	100,000	110,000	-	110,000	10.0%
106303401	STATE AID MATERIALS	7,500	9,729	9,000	-	9,000	20.0%
106303403	DONATION EXPENSES	3,000	3,000	3,000	-	3,000	0.0%
106303500	PERIODICALS	7,500	7,800	7,800	-	7,800	4.0%
106303600	AUDIO-VISUAL	2,000	2,000	1,500	-	1,500	(25.0%)
106304500	CONTRACTUAL SERVICES	48,700	48,695	49,500	-	49,500	1.6%
106304501	CONTRACTUAL SRVCS - GRANT	40,580	40,580	-	-	-	0.0%
106304510	INS-PROPERTY & GENERAL	4,515	4,515	4,515	-	4,515	0.0%
106305300	DUES & SUBSCRIPTIONS	5,000	3,500	3,500	-	3,500	(30.0%)
	OPERATING EXPENDITURES	315,695	307,175	282,515	-	282,515	
106307401	CAPITAL-SOFTWARE/COMP EQ	-	-	-	-	-	0.0%
106307403	CAPITAL-OTHER EQUIPMENT	-	-	-	-	-	0.0%
	CAPITAL OUTLAY	-	-	-	-	-	
	TOTAL EXPENDITURES	\$ 1,103,234	\$ 1,063,519	\$ 1,116,729	\$ -	\$ 1,116,729	

Buildings and Grounds



These teams provide labor, supplies, expertise, equipment, and management to maintain the buildings and properties owned by the Town of Southern Pines.

Southern Pines is a beautiful and safe place. People choose Southern Pines over other places because of its charm, and we are proud to contribute to maintaining its appeal. It's the Southern Pines Way.

Buildings & Grounds

FY 23-24 ACCOMPLISHMENTS & ACTIVITIES

- Painted downtown Train Station
- Remodeled two bathrooms, upgraded floors in 3 locations, and conducted more than a dozen other upgrades to facilities
- Improved multiple park & greenway trails, shifting to a new maintenance process to improve efficiency & surface loss

Salaries & Benefits \$782,933

Operating \$1,143,302

**Capital
\$216,000**

**Proposed Buildings & Grounds FY 25
Budget
\$2,142,235**

FY 24/25 NOTABLE REQUESTS

- Irrigation system replacement at soccer complex: \$150,000
- Backhoe replacement: \$66,000

Learn more about the Building & Grounds Department
at sopinesnc.info/grounds



BUILDING & GROUNDS

Fund: General

Function: General Government

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

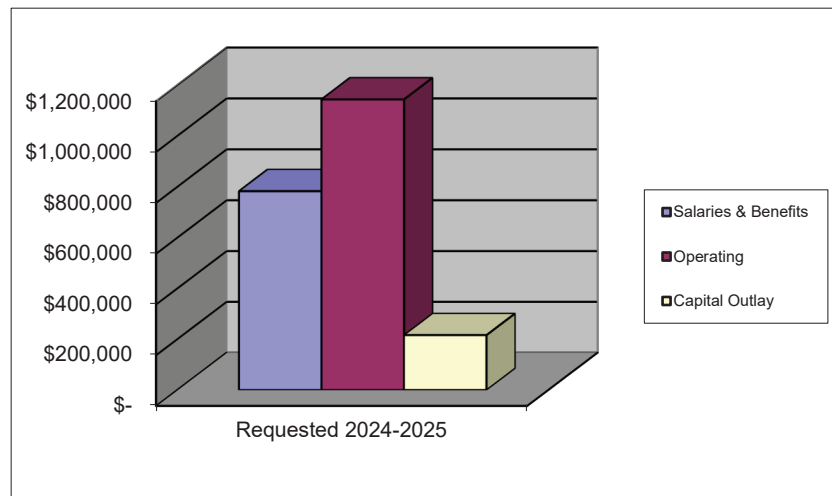
Object of Expenditures	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Salaries & Benefits	\$ 626,519	\$ 704,112	\$ 651,016	\$ 782,933
Operating	665,673	1,123,352	1,027,860	1,143,302
Capital Outlay	34,377	108,895	145,156	216,000
Total	\$ 1,326,569	\$ 1,936,359	\$ 1,824,032	\$ 2,142,235

Revenues by Type	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
General Revenues	\$ 1,326,569	\$ 1,936,359	\$ 1,824,032	\$ 2,142,235

	Actual FY 2022-23	Budget FY 2023-24	Expected FY 2023-24	Requested FY 2024-25
Budgeted Employees-Full Time	11.0	11.0	11.0	11.0

2024-2025 CAPITAL OUTLAY DETAIL AND NEW REQUESTS

Soccer Complex Irrigation replacement	\$ 150,000
Backhoe replacement	66,000



2024-2025 ANNUAL BUDGET DETAILED ACTIVITY SPENDING REQUEST							
Fiscal Year 2024-2025	Department: Building & Grounds	Function: General Government			Fund: 10	Department: 640	
Object Code	Object Title	2023-2024 Budget as of 03/15/24	2023-2024 Expected	2024-2025 Continuation	2024-2025 New Budget Requests	2024-2025 Total Request	% Increase (Decrease)
106400200	SALARIES & WAGES	\$ 487,672	\$ 450,981	\$ 539,173	\$ -	\$ 539,173	10.6%
106400300	OVERTIME	4,500	7,000	8,000	-	8,000	77.8%
106400400	UNEMPLOYMENT INSURANCE	-	-	-	-	-	0.0%
106400500	FICA EXPENSE	37,650	35,035	41,860	-	41,860	11.2%
106400600	GROUP INSURANCE EXPENSE	86,240	76,065	92,125	-	92,125	6.8%
106400700	RETIREMENT EXPENSE	63,442	59,035	74,416	-	74,416	17.3%
106400800	DEFERRED COMPENSATION	24,608	22,900	27,359	-	27,359	11.2%
	EMPLOYEE BENEFITS	704,112	651,016	782,933	-	782,933	
106401300	TELEPHONE	10,000	9,800	11,000	-	11,000	10.0%
106401400	TRAINING & TRAVEL	5,000	3,000	5,000	-	5,000	0.0%
106401450	TRAINING & TRAVEL	6,000	5,000	5,000	-	5,000	0.0%
106401500	BUILDING & GROUNDS	147,000	104,000	149,500	-	149,500	1.7%
106401600	EQUIPMENT MAINTENANCE	2,000	1,900	2,000	-	2,000	0.0%
106401650	EQUIPMENT MAINTENANCE	20,000	15,000	20,000	-	20,000	0.0%
106401700	AUTO REPAIR	14,500	10,000	14,500	-	14,500	0.0%
106401800	UTILITIES	119,000	100,000	119,000	-	119,000	0.0%
106402100	RENT	6,000	3,000	3,000	-	3,000	0.0%
106402200	LEASES/SBITA's	10,000	-	-	-	-	0.0%
106403100	AUTO OPERATING	15,000	14,000	15,000	-	15,000	0.0%
106403150	AUTO OPERATING	31,000	18,000	21,000	-	21,000	0.0%
106403300	DEPARTMENTAL SUPPLIES	65,000	70,400	69,000	-	69,000	6.2%
106403350	DEPARTMENTAL SUPPLIES	111,700	95,900	149,500	-	149,500	0.0%
106404500	CONTRACTUAL SERVICES	172,052	206,234	190,902	-	190,902	11.0%
106404550	CONTRACTUAL SERVICES	176,000	179,550	180,600	-	180,600	0.0%
106404510	INS-PROPERTY & GENERAL	45,000	45,000	45,000	-	45,000	0.0%
106404600	PROFESSIONAL SERVICES	77,800	70,346	40,000	-	40,000	(48.6%)
106405200	CHEMICALS	50,000	45,000	50,000	-	50,000	0.0%
106405300	DUES & SUBSCRIPTIONS	1,500	800	1,500	-	1,500	0.0%
106405700	APPEARANCE COMMISSION	38,800	30,930	51,800	-	51,800	33.5%
	OPERATING EXPENDITURES	1,123,352	1,027,860	1,143,302	-	1,143,302	
106407402	CAPITAL-MOTOR VEHICLE	-	50,344	-	-	-	0.0%
106407403	CAPITAL-OTHER EQUIPMENT	92,895	78,813	-	66,000	66,000	(29.0%)
106407405	CAPITAL-BLDGS/STRUCTURES	16,000	15,999	-	150,000	150,000	837.5%
	CAPITAL OUTLAY	108,895	145,156	-	216,000	216,000	
	TOTAL EXPENDITURES	<u>\$ 1,936,359</u>	<u>\$ 1,824,032</u>	<u>\$ 1,926,235</u>	<u>\$ 216,000</u>	<u>\$ 2,142,235</u>	

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department:	640	Function:	General
Parks and Grounds			Government
Project Title: Irrigation System Replacement at Soccer Complex		Fund:	General Fund

Project Description:

The current system in place is reaching it's expected life span with ongoing repairs to the system as needed and wire failures it would be beneficial to replace the system To aid in over all quality of the fields. During the growing season we had the irrigation system a total of 8 weeks from having to make repairs as valve and wire failures happen throughout. The system is still not at 100% due to wire failure. With the irrigation down during the growing season this heavily impacts the quality of the playing surface.

Costs		2024-2025
		\$150,000
Total		\$150,000

DEPARTMENTAL NEW BUDGET REQUESTS DETAIL

Department: 640
Parks and Grounds

Function: General
Government
Fund: General Fund

Project Title: John Deere
Backhoe

Project Description:

To replace 2009 Kubota Landscape Backhoe with a John Deere 5050e with 485A backhoe attachment. The size of this piece of equipment greatly aids our ability to access areas that can not be reached with bigger equipment.

The Kubota has had 11 Repair tickets this fiscal year with 4 on the hydraulic system which has resulted in approx. 14 weeks of downtime. The Kubota is an integral part of our operation as it is used for all large material handling on trail maintenance and grounds work to include tree planting.



Costs		2024-2025
		\$66,000
Total		\$66,000

FY 24-25 BUDGET *Environmental Services*

Effective January 1, 2025, the Town will begin its contract with Meridian for garbage & recycling services.

GFL will continue to provide these services through December 31.

Staff has analyzed the terms of both contracts to project the total costs to the Town. We estimate the total expenditures to be around \$1.72M for collection & disposal.



The Town established its new environmental services division in FY 24. This team of 7 employees collects yard debris twice a month from residential neighborhoods. They also pick up bulk items and white goods, as requested.

We have recently completed our first full quarter of providing these services. We estimate total expenditures for FY 25 to be around \$950k or about \$12 per month for each of the 6,500 homes served.

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

Fees for Standard Residential Service

The following fees are proposed for households who receive:

- weekly curbside garbage collection (or back door, if eligible) of one can
- curbside collection of yard debris twice a month
- curbside collection of bulk items and white goods (as-needed basis - requires call for service)

Customer Fees	100%	90%	80%	70%	60%	50%
Monthly Fee	\$28.75	\$26.00	\$23.50	\$21.25	\$19.25	\$17.25
Increase from Current \$17.25	\$11.50	\$8.75	\$6.25	\$4.00	\$2.00	--
Impact of Subsidy	100%	90%	80%	70%	60%	50%
Cost to Town in FY 25	--	\$215k	\$410k	\$586k	\$742k	\$898k
Customer Savings Over FY 25	--	\$33	\$63	\$90	\$114	\$138
Monthly Customer Savings	--	\$2.75	\$5.25	\$7.50	\$9.50	\$11.50

Fees for Multi-Family Residential Service

The following fees are proposed for households who receive garbage collection via dumpster service (frequency varies based on volume).

Customer Fees	100%	90%	80%	70%	60%	50%
Monthly Fee	\$19.50	\$17.50	\$15.75	\$14.25	\$13.00	\$11.75
Change from Current \$17.25	\$2.25	\$0.25	(\$1.50)	(\$3.00)	(\$4.25)	(\$5.50)
Impact of Subsidy	100%	90%	80%	70%	60%	50%
Cost to Town in FY 25	--	\$27k	\$50k	\$70k	\$86k	\$103k
Customer Savings Over FY 25	--	\$24	\$45	\$63	\$78	\$93
Monthly Customer Savings	--	\$2	\$3.75	\$5.25	\$6.50	\$7.75

Why would some households pay different amounts each month?

Multi-family neighborhoods don't receive as many services from the Town. The other neighborhoods have yard debris collection and the removal of bulk items & white goods.

Why would multi-family residents potentially see a cost reduction?

These residents are currently paying for both garbage and recycling collection. The new contract with Meridian does not include recycling service in these neighborhoods, so they will only receive garbage collection via dumpster service after January 1, 2025.



Fees for Commercial Services

The Town provides services to 436 small businesses - those who do not generate enough garbage to need dumpster service. The cost to provide these services in FY 24-25 will be \$25.50 per month, which is an increase of \$5.50. These fees are based on the direct billing to the Town from GFL and Meridian, per our contract terms. Effective January 1, Meridian will collect 1 garbage cart per week from our customer customers who use the Town's solid waste services.

Recommended fee: \$25.50 per commercial business per month - 100% cost recovery

Fees for Recycling Subscription

Through December 31, all customers served by the Town will receive weekly curbside recycling collection & disposal services by GFL. These costs are reflected in the recommended fees.

On January 1, 2025, the Town's contract with Meridian begins and Southern Pines will transition to service via recycling subscription. Customers who opt-in Meridian will receive curbside collection every *other week* - 1 recycling cart (95-gallon). Meridian will bill the Town a fixed cost per month based on the total number of customers served. This includes collection & disposal based on the structure below.

Recommended fee: no less than \$7.31 per subscriber (could round down to \$7.25)

Number of Customers	Monthly Meridian Bill to Town	Lowest Cost Per Customer: 100% of tier subscribed, i.e. 650, 1300, etc.	Highest Cost Per Customer: 1 customer above tier threshold, i.e. 651, 1301, etc.	Median Cost Per Customer: subscriptions equal 50% of the tier size
1 to 650	\$4,752	\$7.31	\$4,752	\$14.62
651 to 1300	\$9,503	\$7.31	\$14.60	\$9.75
1301 to 1950	\$14,255	\$7.31	\$10.96	\$8.77
1951 to 2600	\$19,006	\$7.31	\$9.74	\$8.35

Why is the Town changing to this model?

Previously, local governments could generate revenues from selling recyclables, which helped cover solid waste service costs. In 2018, China's changes to recyclable imports disrupted the market. Since that time, we have paid increasingly higher fees for disposing of recyclables, often double the cost of landfill disposal. Moore County will charge \$120/ton for recyclables compared to \$61.90/ton for garbage in FY 25.



To manage rising expenses and keep costs as low as possible for citizens, effective January 1, 2025, the Town will shift to a recycling subscription model. This means customers only pay for recycling if they opt in, instead of being billed for it regardless of use. Those who don't subscribe can take recyclables to Moore County convenience sites or put them in their garbage cart.

How will the subscription service work?

Those customers who subscribe will be provided with a 95-gallon recycling cart. This cart will be collected at the curb every other week. The subscription fee will be added to the monthly utility fees. The Town will confirm details for signing up as we move toward this transition.

Draft Budget Notes

Just a few notes relative to line-item expenditures that differ significantly from current year as most capital includes a separate cut-sheet within your budget book.

Revenues:

- Ad Valorem based on 31 penny (\$0.31) tax rate
- Ad Valorem based on 99% collection rate
- Sales Tax based on 3 year rolling average
- Revenue Replacement funds assigned to Ladder Truck and Carriage House upfit
- One loan for replacement Street Sweeper (\$400k)
- Disposal recycling Fee based on current rate

General Notes effecting all Departments:

- .04 COLA for all positions except Town Manager and Town Attorney
- Individual market adjustments for a number of positions (mostly entry level/PW)
- State mandated increase in Employer Pension contribution (civilian/Police)
- 9% adjustment for major medical plan – still finalizing details
- ¼ of .03 salary for implementation of a 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: Increased Council travel, added Board Training, Attorney
- Contractual: Drop due to no election expense
- Special App: Partners (MCED) \$30,500, MCHA \$1000, Vets Parade \$1,000, MLK \$500, MPO \$15,000

Administration 10-420:

- Salary: additional HR position, full year of Comm. Specialist
- Training and Travel: new position, comm specialist
- Dept. Supplies: increased for new position
- Contractual: Background checks (# and per have increased), Seamless Docs (digitizing)
- Professional: \$20,000 for specific staff-wide training, \$25,000 for digitization project
- Dues and Subscriptions: New position, “software/access” fees for Comm. Spec.

IT 10-430:

Supplies: Replacing sixty phones that are end-of-life/upgrade incompatible, also 2 SAN switches. UPS units due for replacement include the large main Data Center units, two at \$9900 each

Contract Services: Apparent increase is due to a SBITA adjustment *decreasing* current year expenses by \$127,070

Finance 10-440:

No significant changes outside of inflationary increases year over year. Salary line-item includes some market adjustment beyond COLA.

Police Patrol 10-450:

No significant changes outside of inflationary increases year over year.

.Communications 10-514:

Outside of the separately noted purchase of replacement consolettes, no significant changes outside of inflationary increases year over year. The equipment maintenance increase is tied to the Motorola Service contract.

Investigations 10-515:

Outside of expenses tied to the new Detective position, most everything represents a continuance. There is an additional \$2500 (\$7500 total) in the Contractual Services line-item requested toward the continually growing need to recover cell data (We expect to spend \$7383 this year after planning for \$5000.)

Fire 10-530:

Uniforms: Increased due to replacement of a number of Class A Uniforms (some dating to 2015.)

Supplies: Includes twelve sets of outdated Turnout Gear, in addition to \$105,000 in VIPER radio replacements (currently offset by potential Moore County grant funding that will be discussed with revenues.)

Planning 10-540:

No significant changes outside of inflationary increases year over year.

Inspections 10-545:

Supplies: Includes an increase in uniform allowance amount based on current years' experience.

Streets 10-560:

The seemingly low growth in the salary line-item (compared to elsewhere) is a result of two tenured employees with multiple credentials transferring to the new Environmental Services team (under PW Admin) and being replaced by entry level individuals at lower salaries.

PW/Sanitation 10-565:

Most all significant divergences here are a result of having a full year of Yard Waste services in-house and/or changes between GFL contract and Meridian contract mid Fiscal Year. In addition, Moore county is increasing the yard waste tipping fee from \$35 to \$40/ton

Fleet Maintenance 10-580:

Changes are generally tied to the addition of a mechanic. The supplies line item includes a new diesel diagnostic scan tool (\$10,000), an updated AC machine (8500), and a replacement of a vehicle lift (\$11,500.) The contractual increase includes a necessary fuel tank repair (\$5,500).

Recreation 10-620:

The pool operation has increased in cost due to both chemical increased costs and the loss of the Sandsharks relationship as they covered a portion of expenses.

The Contractual decrease is the result of the completion of the Whitehall Master Plan that had been budgeted here.

Library 10-630:

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

Buildings and Grounds 10-640:

Pro Services: Has dropped upon completion of the LED retrofit project.

UTILITY FUND

Revenues:

Sales based on a 4% increase in base and per/1000g rates for both water and sewer
No change to Tap Fees (will auto adjust in October)
SDF to be discussed, current work assumes adoption of new report and max fees

Water Treatment Plant:

Changes in contract as described by James at Work Session, in addition to significant Duke Energy increases.

Water Extension:

Salaries: An administrative position is being requested.

Contractual Services: The \$115,00 item involves the review of commercial properties lacking backflow prevention devices for the purpose of potential certification toward exemption. James will be present Wednesday morning and can discuss detail.

Sewer Extension:

Contractual Services: Engineering has laid out three areas, based upon overflow history and data, within which to clear easements and avoid future environmental damage and fines. Maps have been included with your packet.

Billing and Collections:

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