

**TOWN OF WEDDINGTON
REGULAR TOWN COUNCIL MEETING
MONDAY, FEBRUARY 8, 2021 – 7:00 P.M.
WEDDINGTON TOWN HALL
1924 WEDDINGTON ROAD WEDDINGTON, NC 28104
AGENDA**

1. Open the Meeting
2. Pledge of Allegiance
3. Determination of Quorum
4. Additions, Deletions and/or Adoption of the Agenda
5. Mayor/Councilmember Reports
6. Public Comments
7. Public Safety Report
8. Consent Agenda
 - A. Authorize Tax Collector to Advertise 2020 Delinquent Taxes
 - B. 2022 Deer Urban Archery Season Renewal
 - C. Approve Release of Performance and Maintenance Bonds for Highclere Subdivision in the amount of \$179,148
 - D. Approve Release of Maintenance Bonds for Bromley Subdivision in the amount \$32,850
9. Approval of Minutes
 - A. January 11, 2021 Regular Town Council Meeting Minutes
10. Old Business
11. New Business
 - A. Discussion and Consideration of Planning Board Appointments
 - B. Discussion of Employee Handbook Revisions
 - C. Discussion and Consideration of Resolution 2021-04 Opposing the Proposed High-Density Residential Rezoning at the Southwest Corner of New Town Road and Providence Road for Aventon Apartment Complex
12. Update from Town Planner
13. Code Enforcement Report
14. Update from Finance Officer and Tax Collector
15. Transportation Report
16. Council Comments
17. Adjournment



Union County Sheriff's Office

Events By Nature

For the Month of: January 2021

Date of Report

2/1/2021

9:00:36AM

<u>Event Type</u>	<u>Total</u>
911 HANG UP	108
ABANDONED VEHICLE	1
ACCIDENT EMD	2
ACCIDENT HITRUN PD LAW	1
ACCIDENT PD ONLY	13
ALARMS LAW	25
ANIMAL BITE REPORT LAW	1
ANIMAL COMP SERVICE CALL LAW	10
ASSIST EMS OR FIRE	1
ATTEMPT TO LOCATE	5
BOLO	1
BURGLARY HOME OTHER NONBUSINESS	1
BURGLARY VEHICLE	1
BUSINESS CHECK	40
CARDIAC RESPIRATORY ARREST EMD	3
CARELESS AND RECKLESS	8
DISTURBANCE OR NUISANCE	3
DOMESTIC DISTURBANCE	1
ESCORT	4
FOLLOW UP INVESTIGATION	5
FOOT PATROL	6
FRAUD DECEPTION FORGERY	6
FUNERAL ESCORT	3
HARASSMENT STALKING THREATS	2
INTOXICATED DRIVER	1
INVESTIGATION	5
JURISDICTION CONFIRMATION LAW	4
LARCENY THEFT	1

<u>Event Type</u>	<u>Total</u>
LOST OR FOUND PROPERTY	3
MASK VIOLATION	1
MENTAL DISORDER	1
MOTORIST ASSIST	3
NOISE COMPLAINT	3
PREVENTATIVE PATROL	864
PROP DAMAGE VANDALISM MISCHIEF	3
PUBLIC SERVICE	1
RADAR PATROL INCLUDING TRAINIG	4
REFERAL OR INFORMATION CALL	6
REPOSESSION OF PROPERTY	1
RESIDENTIAL CHECK	1
SERVE CIVIL PAPER	10
SHOTS FIRED	4
SUSPICIOUS CIRCUMSTANCES	3
SUSPICIOUS PERSON	4
SUSPICIOUS VEHICLE	8
TRAFFIC HAZARD	6
TRAFFIC STOP	56
TRESPASSING	2
WANTED PERSON	1
WELL BEING CHECK	4

Total Calls for Month: 1,251

TO: Mayor and Town Council
FROM: Kim H. Woods, Tax Collector
DATE: February 8, 2021
SUBJECT: 2020 Authorization to Advertise

In accordance with North Carolina General Statute 105.369(a), the following represents the total of unpaid 2020 taxes that are liens on real property to date:

\$ 69,642.35

In accordance with General Statutes 105.369(a), I am hereby requesting authorization to advertise unpaid 2020 taxes that are liens on real property.

State of North Carolina
Town of Weddington
To the Tax Collector of the Town of Weddington

The Town of Weddington Tax Collector is ordered to advertise all unpaid 2020 taxes that are liens on real property, pursuant to North Carolina General Statute 105-369(a), -369(c).

Witness my hand and official seal this 8th day of February 2021.

Elizabeth Callis, Mayor

Attest:

Karen Dewey, Town Clerk

FY 2020-2021

TOWN OF WEDDINGTON
UNPAID BALANCE REPORT BY NAME
TAX YEARS 2020 TO 2020

UNPAID AS OF 02/01/2021

<u>NAME</u>	<u>REC NO</u>	<u>MAP NUMBER/ID</u>	<u>REAL</u>	<u>PERSONAL</u>	<u>MERCHANT</u>	<u>UTILITIES</u>	<u>TOTAL</u>	<u>INTEREST</u>
TAX YEAR: 2020								
A W GRIFFIN LLC	1914	06147194	273.05				273.05	
ADAMS ROBERT W	6266	06066284	263.82				263.82	
ADUSUMALLI HEMALATHA	1459	06120301	29.70				29.70	
AGUILAR GUILLERMO	277	06066276	18.62				18.62	
AIRBORN DEVELOPMENT LLC	2136	06153046	5.30				5.30	
ALIPOUR SEPIDEH	2519	06177081	84.86				84.86	
ALLEGRETTI MARK D	804	06096090	125.70				125.70	
AMUJURI JAYA P	648	06093264	49.33				49.33	
ANDERSON SHAWN	6258	06066266	241.28				241.28	
ARIAS SALOMON	6488	06090135	49.33				49.33	
ARTZT GREGORY B	7248	06117226	397.06				397.06	
ASSELL WILLIAM J JR	1525	06123053	197.04				197.04	
AUBEL DAVID J	463	06090053	283.87				283.87	
AUTRY PEGGY M	3714	E7150011	209.61				209.61	
AUTRY PEGGY M	3718	F7150011A	78.82				78.82	
AVEY SCOTT E	2067	06150172	328.90				328.90	
BALLETTA PETER J	1709	06129013	355.10				355.10	
BARBOZA-HAINES PAULA	1034	06099248	275.01				275.01	
BARDEN SUE A	2320	06174023	113.08				113.08	
BEILKE KEVIN J	1081	06099358	273.74				273.74	
BELTRAN CAROLINA A	985	06099116	271.46				271.46	

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BENZING MARTHA S	546	06093035	348.84				348.84	
BERRETTA FREDERICK R JR	6527	06093024	264.46				264.46	
BETHEL CHRISTIAN	1788	06132001H	104.54				104.54	
BLUE MOON CITY TRUST	302	06069062	193.33				193.33	
BMCH NORTH CAROLINA LLC	2603	06180425	63.65				63.65	
BMCH NORTH CAROLINA LLC	2604	06180426	63.65				63.65	
BOCHICCO JOSEPH	1115	06102031	188.92				188.92	
BOGGS SUSAN BREWER	452	06090033	889.53				889.53	
BOLER DANIEL J	7045	06099366	225.95				225.95	
BRAGA EMERSON	2734	07150012A	34.79				34.79	
BRAGA EMERSON	2736	07150012C	29.87				29.87	
BRAMAN JACK KENNETH	1749	06129068	427.93				427.93	
BREAREY CRISTEN B	7818	06150119	5.40				5.40	
BRIDGET HOLDINGS LLC	2536	06180003	89.69				89.69	
BROOKS JAMES R	2713	07138142	41.37				41.37	
BROOKS JAMES R	2714	07138143	449.57				449.57	
BROOKS JAMES R	2715	07138143A	44.82				44.82	
BROWN CRAIG P	8176	07138042A	184.00				184.00	
BROWN SYLVIA S TRUSTEE	2527	06177098	689.84				689.84	
BROWN THOMAS EDWARD	7197	06117112	243.40				243.40	
BRUPBACHER WILLIAM G	2845	07153050	193.07				193.07	
BUNKLEY MICHAEL T	896	06096322	361.90				361.90	

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BURKE TODD MICHAEL	7925	06153165	9.40				9.40	
BUTLER MARY V ET AL	579	06093125	433.17				433.17	
BUTTREY DOUGLAS A	1254	06117257	332.35				332.35	
BUZHARDT MICHELE L	7775	06147167	517.83				517.83	
CARPENTER BRENDA JEAN	528	06093008	40.94				40.94	
CASTANO THEODORE	7803	06150084	118.54				118.54	
CATO JAMES	1105	06102011	183.68				183.68	
CAUSSE JEAN DANIEL	6130	06063175	171.85				171.85	
CHERRY HOMES INC	263	06066248	5.83				5.83	
CLYMER CADRIA	6788	06096220	317.18				317.18	
CORIGLIANO SUSAN ANNE	6965	06099233	293.31				293.31	
COURTRIGHT HEATH L	178	06066069	13.10				13.10	
CULBERTSON ROCKY S	2143	06153057	119.34				119.34	
CUSHING ROSALIND MAY	292	06069025	51.08				51.08	
CUYLEN MARCEL & SPOUSE	1541	06123099	186.33				186.33	
D'AMICO-LAVIN MEGAN L	6512	06090178	287.48				287.48	
DARLINGTON PETER BARRIE	531	06093009	414.72				414.72	
DAVIS THOMAS	2217	06153201	1,332.36				1,332.36	
DAVIS WILLIAM RUSSELL	2559	06180067	40.21				40.21	
DAVIS WILLIAM RUSSELL	2560	06180068	199.59				199.59	
DAVOLI MELINDA M	6636	06093214	343.65				343.65	
DEAL ROAD VENTURES LLC	396	06072003E	76.38				76.38	

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DEAL ROAD VENTURES LLC	402	06072345	57.81				57.81	
DEAL ROAD VENTURES LLC	403	06072346	57.81				57.81	
DEAL ROAD VENTURES LLC	407	06072350	57.81				57.81	
DEAL ROAD VENTURES LLC	409	06072352	57.81				57.81	
DEAL ROAD VENTURES LLC	413	06072356	57.81				57.81	
DEAL ROAD VENTURES LLC	414	06072357	57.81				57.81	
DEAL ROAD VENTURES LLC	415	06072358	57.81				57.81	
DEAL ROAD VENTURES LLC	417	06072360	45.51				45.51	
DEAN REAL ESTATE	340	06069157	166.44				166.44	
DENISOVICH SERGEY	2174	06153132	573.10				573.10	
DERRICK MARGARET MCCALL	1727	06129041	77.65				77.65	
DESAI HIRAL	6484	06090129	289.81				289.81	
DESALE JEETENDRA S	1622	06123290	351.71				351.71	
DEVADHASON SHARMILA	7943	06153320	308.16				308.16	
DEVANE-BROWN MICHAELLE	6599	06093153	482.93				482.93	
DIXON JILL M	2672	07138072	254.01				254.01	
DOBUG ENTERPRISE LLC	314	06069094	16.76				16.76	
DOERNER BRYAN DOUGLAS	819	06096141	251.51				251.51	
DRAPER THOMAS A	6980	06099253	260.91				260.91	
DVORAK DAVID ALEXANDER	1843	06147048	176.46				176.46	
EGAN THOMAS S	1040	06099262	338.34				338.34	
EPIC HOMES LLC	2385	06174119	111.97				111.97	

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FANALE ANTHONY	1626	06123298	338.66				338.66	
FERGUSON KENNETH R	366	06069213	154.61				154.61	
FERRAZZO SILVANO	1355	06120072	213.75				213.75	
FRASER GALE W III	6395	06069240	138.96				138.96	
FRIEDL MARIO GONZALEZ	566	06093101	197.68				197.68	
GADIRAJU VENKATA R	6504	06090161	295.75				295.75	
GARNETT MARLON ERROL	1014	06099190	297.39				297.39	
GARRETT JOHN	1750	06129071	367.52				367.52	
GEISE BRANDON DAVID	1390	06120149	135.73				135.73	
GIBBS MARYLU B	541	06093023	292.30				292.30	
GILMORE ANDREW F	517	06090183	254.91				254.91	
GOBBLE DAVID LEE JR	6727	06096112	134.94				134.94	
GOODWIN LAURA L	328	06069134	163.47				163.47	
GREENE ARNOLD R	1385	06120137	237.78				237.78	
GRIFFIN LAND HOLDINGS LLC	1985	06150053A	15.46				15.46	
GRIFFITH PETER	564	06093090	244.88				244.88	
GRODSKY LYUDMILA	444	06090023	134.35				134.35	
GUION WADE E	1136	06117002	47.04				47.04	
GURUMURTHY KIRAN K	7553	06123187	365.50				365.50	
HALL JOHN R	2693	07138108	175.56				175.56	
HAMMOND JENNIFER ASHLEY	7073	06099405	267.64				267.64	
HANES MICHAEL J	8255	07150088	178.16				178.16	

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HAUGHWOUT PAUL C	1164	06117054	172.75				172.75	
HAYES KENT L	1315	06120018	137.32				137.32	
HAZELTINE MARY H	555	06093055	203.19				203.19	
HEMPHILL-NOLAN LOUISE C	900	06099004P	10.03				10.03	
HENDRIKSEN HAROLD C	807	06096097	170.89				170.89	
HERBERICH SUSAN L	6976	06099246	242.92				242.92	
HIATT EARL RAY	1141	06117005A	298.19				298.19	
HILLMER JOSEPH	6126	06063168	216.51				216.51	
HONEYCREEK INC	1676	06126015	89.06				89.06	
HONEYCREEK INC	1684	06126019	24.83				24.83	
HONEYCREEK INC	1687	06126024	34.69				34.69	
HONEYCREEK INC	1694	06126046	8.17				8.17	
HORTON RONALD L	2498	06177047	338.56				338.56	
HOWIE EDWARD STEVENS	1509	06123020	212.64				212.64	
HUNTV BINH T	535	06093013	166.49				166.49	
IBACH CHARLES R IV	7176	06117062	166.71				166.71	
IVEY PAIGE H	2117	06153014G	154.61				154.61	
JACKSON TRINETTA	799	06096077	13.53				13.53	
JARVIE TERRY L	269	06066263	6.82				6.82	
JCH FALLS LLC	656	06093272	49.33				49.33	
JCH FALLS LLC	713	06093335	49.33				49.33	
JETTON CHARLES	1857	06147073	201.02				201.02	

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KALCZUK CLAUDIO	2561	06180069	40.10				40.10	
KALIDINDI VAMSEE	6457	06090078	273.47				273.47	
KALYUZHNY YELENA A	2120	06153021A	31.34				31.34	
KANTIMAHANATHI RICHARD	7088	06099422	280.48				280.48	
KAPILAVAYI	7076	06099408	281.16				281.16	
KAPOOR JAIME	6191	06066134	274.05				274.05	
KARIBIAN JACK	1013	06099188	258.84				258.84	
KASTRICHES DENNIS	65	06063020	50.55				50.55	
KAY BRIAN C	7585	06123239	393.72				393.72	
KENNEDY ALAN	2771	07150605	10.61				10.61	
KENNEDY ALAN	2772	07150606	10.61				10.61	
KHOURI CHRISTOPH E	2411	06174323	602.90				602.90	
KILGO JAMES W	2823	07153002B	48.48				48.48	
KISER PATTY R	744	06096004	103.16				103.16	
KLIER KRISTINA	7467	06123043	166.18				166.18	
KOVAL LYUBOV	1821	06147020	909.85				909.85	
KUMAR JAYANTHI	512	06090172	175.83				175.83	
LAMBERT FRANCOIS	123	06063150	240.80				240.80	
LAMBERT FRANCOIS	124	06063151	37.13				37.13	
LAMONICA JOE	7680	06129062	431.69				431.69	
LANGEVIN EDWARD H	1025	06099218	316.49				316.49	
LAUTERSACK MICHAEL	7589	06123245	356.27				356.27	

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LAVENDER ANNETTE	6658	06093281	331.71				331.71	
LAWD PROPERTIES LLC	1918	06147198	22.76				22.76	
LEDER MARY ELLEN	1214	06117159	89.89				89.89	
LESTER WILLIAM M	872	06096268	370.75				370.75	
LEWIS RICHARD JR	2451	06174389	927.88				927.88	
LINEBERGER DEBRA M	8088	06180023	237.35				237.35	
LIVINGSTON BRENDA	6927	06099169	278.78				278.78	
LOFTIN-HAYES MARY GRACE	1397	06120161	226.16				226.16	
LONG ANN E	271	06066267	230.41				230.41	
LURZ JONATHAN R	7155	06117009	259.58				259.58	
M/I HOMES OF CHARLOTTE	1451	06120283	29.70				29.70	
M/I HOMES OF CHARLOTTE	1462	06120305	29.70				29.70	
M/I HOMES OF CHARLOTTE	1463	06120306	29.70				29.70	
MABRY ELWOOD D JR	1114	06102028	51.00				51.00	
MANNION LANCE WILLIAM	232	06066179	198.21				198.21	
MANTE EBENEZER	1907	06147183	473.81				473.81	
MARTIN CHRISTOPHER C	6230	06066221	273.74				273.74	
MARTINS EDER	2469	06177010	68.16				68.16	
MAYE STEPHEN J	7251	06117230	406.12				406.12	
MCGEE WILLIAM CORNELL	2047	06150124	149.94				149.94	
MCLAUGHLIN DANIEL N	2298	06156013A	231.20				231.20	
MCRAE INEZ B TRUST THE	220	06066139	125.54				125.54	

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MEAD PAUL W	7884	06153055	198.74				198.74	
MERITAGE HOMES OF THE	479	06090095	49.33				49.33	
MERITAGE HOMES OF THE	488	06090112	49.33				49.33	
MEYER JEFFREY	2068	06150173	432.44				432.44	
MILLER ASHLEY TAYLOR	7807	06150091	14.16				14.16	
MISTRETTA PAUL	6513	06090179	255.34				255.34	
MOISEYENKO NIKOLAY	848	06096209	418.49				418.49	
MOORE JAMES K	7881	06153040	166.76				166.76	
MORRIS BRYAN STEVEN	762	06096020D	39.57				39.57	
MORRISON HENDERSON JR	1782	06132001A	29.70				29.70	
MORRISON SAMUEL ELLIOTT	1786	06132001F	124.70				124.70	
MORRISON WORTHELL JR	1787	06132001G	88.58				88.58	
MURRAY KEVIN D	6699	06096068	67.94				67.94	
MURRAY KEVIN D	6736	06096127A	29.75				29.75	
MURRAY KEVIN D	6737	06096127B	41.64				41.64	
MUTHA PARESH	7910	06153135	563.18				563.18	
NAINI SARASIJA	489	06090116	49.33				49.33	
NAPRIYENKO ANATOLIY V	2170	06153125	110.43				110.43	
NEWMAN ANN PARSONS	2724	07138163	158.38				158.38	
NEWMAN SIMON J	2255	06153305	64.71				64.71	
NGUYEN LOAN	6434	06090043	282.22				282.22	
NVA PROPERTIES LLC	1661	06126002	2,375.03				2,375.03	

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NVA PROPERTIES LLC	1671	06126010	92.98				92.98	
NVA PROPERTIES LLC	1672	06126010A	9.18				9.18	
NVA PROPERTIES LLC	1673	06126010B	307.47				307.47	
NVA PROPERTIES LLC	1674	06126011	28.48				28.48	
NVA PROPERTIES LLC	2005	06150071	336.32				336.32	
O'HARA SCOTT S	1281	06120001A	149.21				149.21	
OKOCHA CHIEDU	2190	06153166	619.29				619.29	
OXENDINE KATHERINE C	25	06042056	166.02				166.02	
PAMULA MADHUSUDHAN S	615	06093209	320.41				320.41	
PASQUITH MICHAEL	1195	06117125	216.09				216.09	
PATEL DEESHA R	639	06093254	9.93				9.93	
PATEL KENAR A	8142	06180392	293.58				293.58	
PATEL PINKESH	1891	06147149	513.64				513.64	
PATEL PRINESH	7734	06147089	334.20				334.20	
PATEL RAJENDRA	7905	06153123	485.85				485.85	
PATEL SACHEEN K	239	06066195	319.73				319.73	
PATTERSON DONALD M	1815	06147009	291.62				291.62	
PEARSON CALVIN LEE	74	06063032	132.23				132.23	
PERI CHANDRA S	1123	06102366	368.46				368.46	
PERLA SREEDHAR BABU	7092	06099426	302.76				302.76	
PICCIRILLI MICHAEL TRUSTEE	1051	06099288	307.05				307.05	
PODREBARAC DREW	1692	06126038	132.60				132.60	

FY 2020-2021

TOWN OF WEDDINGTON
UNPAID BALANCE REPORT BY NAME
TAX YEARS 2020 TO 2020

UNPAID AS OF 02/01/2021

<u>NAME</u>	<u>REC NO</u>	<u>MAP NUMBER/ID</u>	<u>REAL</u>	<u>PERSONAL</u>	<u>MERCHANT</u>	<u>UTILITIES</u>	<u>TOTAL</u>	<u>INTEREST</u>
POLEMIDES MILTON	2156	06153097	204.20				204.20	
POPOVIC MICHELLE L	225	06066153	221.28				221.28	
PRENDERGAST CRYSTAL A	7438	06120284	266.36				266.36	
PRICE WILLIAM M	1666	06126006	119.71				119.71	
PRICE WILLIAM MCSWAIN	1668	06126007	92.92				92.92	
PRINCE VICTORIA A	345	06069167	185.21				185.21	
PRODDATURU MITHUN REDDY	7085	06099419	263.71				263.71	
PULEIO DOMENICO	1349	06120060	154.18				154.18	
QUIMBY KIMBERLY ANN	1348	06120059	190.25				190.25	
REIN BARBARA J	2033	06150100	160.50				160.50	
RICHARDSON BARRY	2635	07138014	178.43				178.43	
RICHMOND HILL	2572	06180353	66.30				66.30	
RICHMOND HILL LAND	2577	06180362	66.30				66.30	
RILEY DEBORAH L	1162	06117052	29.60				29.60	
RITTER GRADING &	1156	06117028	33.47				33.47	
RIVER BIRCH LAND TRUST D	556	06093063	26.15				26.15	
RIVERS REGINALD W	1248	06117243	385.65				385.65	
ROBERTSON BERYL H	206	06066117	182.67				182.67	
ROBINSON ROBERT A	8091	06180026	180.29				180.29	
RODRIGUES MILANA	822	06096149	29.01				29.01	
ROGERS AMANDA PERRY	6680	06096033A	179.81				179.81	
ROWLES J MATTHEW	936	06099025	152.86				152.86	

FY 2020-2021

TOWN OF WEDDINGTON
UNPAID BALANCE REPORT BY NAME
TAX YEARS 2020 TO 2020

UNPAID AS OF 02/01/2021

<u>NAME</u>	<u>REC NO</u>	<u>MAP NUMBER/ID</u>	<u>REAL</u>	<u>PERSONAL</u>	<u>MERCHANT</u>	<u>UTILITIES</u>	<u>TOTAL</u>	<u>INTEREST</u>
RUNTY JAY STEVEN	922	06099014B	98.87				98.87	
SABLOWSKI MICHAEL J	7611	06123299	330.65				330.65	
SALAMI SAID ZIAOLDIN	2127	06153030	37.76				37.76	
SAN JOSE MANUEL VITO III	6857	06099033	114.99				114.99	
SANDERSON DENNIS	6385	06069220	179.91				179.91	
SARIN VIKRAM	7551	06123185	449.03				449.03	
SATTERLEE ALAN J	597	06093159	395.10				395.10	
SAVAGE DONNA P TRUSTEE	1827	06147020F	454.34				454.34	
SCANLON MARNI	363	06069210	178.91				178.91	
SCHWARZ KEVIN	6616	06093186	321.85				321.85	
SCHWIEGER RICK ALLEN	2108	06153012K	32.35				32.35	
SCHWIEGER RICK ALLEN	2109	06153012L	11.24				11.24	
SEAGRAVES JAMES ANTHONY	6067	06063059	275.01				275.01	
SEEHORN JENNIFER A	168	06066046	182.56				182.56	
SERGEANT ROBERT L	361	06069204A	15.22				15.22	
SERGEANT ROBERT L	372	06069223	40.26				40.26	
SETZER ZACHARY	389	06069267	243.09				243.09	
SEXTON MICHAEL C	801	06096083	45.96				45.96	
SHAW WILLIAM ARNOLD JR	1996	06150061	88.94				88.94	
SHEA ATHERTON LLC	1641	06123328	13.31				13.31	
SHEFFIELD WARD T TRUSTEE	563	06093079	179.59				179.59	
SHELL ROXANA J	1708	06129011	392.02				392.02	

FY 2020-2021

TOWN OF WEDDINGTON
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SHILDT MICHAEL T	1442	06120265	174.82				174.82	
SHILDT MICHAEL TIMOTHY	1441	06120264	14.48				14.48	
SHILOH I LLC	1807	06147002A	37.23				37.23	
SIDNEY KENNETH D	7877	06153029A	29.39				29.39	
SIMPSON DANNY W	2226	06153214	182.03				182.03	
SITLER SCOTT R	1406	06120190	116.89				116.89	
SMITH-WHITE SHERRIE	2798	07150678	59.99				59.99	
SOFTLEY DAVID L	6781	06096207	200.23				200.23	
SOUTHALL JEFFREY RICKS	1535	06123076	248.76				248.76	
STEWART GARY L	1381	06120128	224.94				224.94	
STREERWITZ PETER G VON	873	06096270	369.47				369.47	
SULLIVAN TARA L	834	06096172	150.10				150.10	
SURESHKUMAR MOSES S	7094	06099430	312.30				312.30	
SWEENEY KRISTIN	7595	06123268	375.52				375.52	
SYKES ALAN JOYNER	1356	06120073	204.37				204.37	
TAYLOR THOMAS A	921	06099014A	120.83				120.83	
THIEL MICHAEL JAMES	780	06096049	91.33				91.33	
THOMAS C GREGORY	6798	06096233	237.25				237.25	
THOMAS MARK STEPHEN	153	06066012	212.16				212.16	
THR NORTH CAROLINA II LP	165	06066040	179.01				179.01	
TIGANI GREGORY J	8133	06180377	381.67				381.67	
TOLL NC I LLC	626	06093231	49.33				49.33	

FY 2020-2021

TOWN OF WEDDINGTON
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TAX YEARS 2020 TO 2020

UNPAID AS OF 02/01/2021

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TOLLES MICAH	7173	06117056	179.11				179.11	
TOTARO SCOTT D	2842	07153043	204.52				204.52	
TRINITY BANK	1983	06150050A	607.68				607.68	
TROXELL RICHARD R	134	06063174	198.47				198.47	
TSYUPA IGOR JOHN	1908	06147185	67.36				67.36	
TURNER RAYMOND H III	1237	06117212	185.64				185.64	
TURNER WALLACE REID JR	2369	06174093	368.79				368.79	
TURPIN DOUGLAS C	2332	06174041	633.08				633.08	
UDOH ETIM J	2268	06153326	334.20				334.20	
VALENTINE JAMES J	2346	06174059	583.60				583.60	
VUONG ALAN TUYEN	623	06093222	335.26				335.26	
WALKER AUBREY O	6313	06069082	206.54				206.54	
WALTER GEORGE ALBERT	527	06093006	147.50				147.50	
WALTERS CLAYTON INGRAM	429	06090011B	32.41				32.41	
WALTERS CLAYTON INGRAM	448	06090029	29.17				29.17	
WALTERS CLAYTON INGRAM	449	06090030	29.34				29.34	
WALTERS CLAYTON INGRAM	450	06090031	29.34				29.34	
WALTERS CLAYTON INGRAM	451	06090032	46.51				46.51	
WAN SHAOSHAN	1098	06099433	305.30				305.30	
WANG LIANG	8139	06180389	288.80				288.80	
WARREN JONATHAN D	6873	06099062	120.67				120.67	
WATTS DAVID WILLIAM	7344	06120102	213.12				213.12	

FY 2020-2021

TOWN OF WEDDINGTON
UNPAID BALANCE REPORT BY NAME
TAX YEARS 2020 TO 2020

UNPAID AS OF 02/01/2021

<u>NAME</u>	<u>REC NO</u>	<u>MAP NUMBER/ID</u>	<u>REAL</u>	<u>PERSONAL</u>	<u>MERCHANT</u>	<u>UTILITIES</u>	<u>TOTAL</u>	<u>INTEREST</u>
WEAVER MELISSA ANNE	7637	06126021	136.89				136.89	
WHEELING MICHAEL RAY	968	06099095	203.99				203.99	
WHITE JONATHAN W	2348	06174061	442.94				442.94	
WILLETS ADAM	2378	06174111	702.99				702.99	
WILLIAMS DANTAYA	666	06093288	368.73				368.73	
WILLIAMS DE'ANGELO	2199	06153177	654.78				654.78	
WILLIAMSON MICHAEL	1495	06123004C	138.65				138.65	
WILSON WILLIAM TIMOTHY	2425	06174350	555.38				555.38	
WOOD ADAM	1743	06129059	60.63				60.63	
WRIGHT PHILLIP H	6225	06066212	256.18				256.18	
YUREK MEGAN	8274	07150613	215.92				215.92	
ZALAQUETT EDDIE M	6810	06096254	202.83				202.83	
ZARRABZDEH HOSSEIN	1735	06129047B	11.28				11.28	
ZHANG BINHAI	469	06090074	191.26				191.26	
ZHAO HONGQUAN	2767	07150598	233.86				233.86	
ZILISCH JAMES R	8012	06174125	733.97				733.97	
TAX YEAR: 2020			69,642.35				69,642.35	
GRAND TOTAL:			69,642.35				69,642.35	

BALANCE WITHOUT INTEREST:

TOWN OF W E D D I N G T O N

MEMORANDUM

TO: Mayor and Town Council

FROM: Karen Dewey, Town Clerk

DATE: February 8, 2021

SUBJECT: Deer Urban Archery Season Renewal

The Town has received a renewal form for participation in the 2022 Deer Urban Archery Season from the North Carolina Wildlife Resources Commission. The 2022 Deer Urban Archery Season will run from January 15, 2022 through February 20, 2022.

The intention of the Urban Archery Season is to enable municipalities to reduce urban deer populations through increased hunter opportunity. The Urban Archery Season does not obligate private landowners to allow hunting on their property, nor does it eliminate the requirement for hunters to obtain permission from the landowner before hunting. Hunters are legally required to obtain written permission to hunt on posted property.

January 22, 2021

Ms. Lisa Thompson, Zoning Administrator/Town Planner
Town of Weddington
1924 Weddington Road
Weddington, NC 28104

SUBJECT: Highclere Development Phases 1 and 2
Release of Performance Bond and Roadway Maintenance Bond (updated letter)

Dear Lisa:

LaBella conducted a field inspection to verify satisfactory completion of all improvements previously bonded by the developer, for the purposing of releasing the performance bond. An as-built survey and Engineer's certification for the stormwater BMP have been provided to the Town.

LaBella staff was onsite to witness the final lift of asphalt paving. There were some concerns with the paving noted by the LaBella Inspector, Gary Wright. His field notes from December 29, 2020 are copied below:

For the record: Contractor for Century Communities placed surface course of asphalt pavement 12/01, 12/02 and 12/03/2020. Most went well besides 12/02/2020. Paver overheated after starting paving at 11:00am. Contractor said he had another paver on way. Second paver arrived at site 3:00pm. Summit was testing temperature of asphalt in trucks (says they maintained acceptable temperature). Kept paving into darkness with temperatures dropping. Informed contractor that they did not have a sufficient spray of asphalt tack on cul-de-sac. He called the track truck driver to place more, however they did it directly in front of paving operation, not giving tack time to emulsify and get tacky. Would suggest holding funds for time frame for this street (Downton Abbey).

Pavement asphalt and subgrade tests results by Summit Engineering were submitted (Attachment 1) showing satisfactory conformance of the construction to the project specifications. Upon request by the Town, Summit also provided documentation that asphalt temperatures met acceptable NCDOT parameters during all phases of the construction (Attachment 2). These documents should be provided to the HOA by the Developer for their records.

Therefore, LaBella recommends release of the performance bond in the amount of \$150,564.00. and the roadway maintenance bond in the amount of \$28,584.00. Please let us know of any questions.

Sincerely,

LaBella Associates



Bonnie A. Fisher, PE
Project Manager

cc: Engineer of Record

TOWN OF W E D D I N G T O N

MEMORANDUM

TO: Mayor and Town Council

FROM: Lisa Thompson, Town Administrator/Planner

DATE: February 8, 2021

SUBJECT: Cash Surety Release for Bromley Subdivision

The town is holding four surety checks for road maintenance within the Bromley Subdivision for phases 2-5. The checks are from 2008 from the Pace Development Group. Municipalities can no longer hold maintenance sureties and therefore staff is seeking release of the following amounts:

Bromley Map 2	Road Maintenance	\$10,494
Bromley Map 3	Road Maintenance	\$11,838
Bromley Map 4	Road Maintenance	\$7,704
Bromley Map 5	Road Maintenance	\$2,814

Draft

**TOWN OF WEDDINGTON
REGULAR TOWN COUNCIL MEETING
MONDAY JANUARY 11, 2021 – 7:00 P.M.
WEDDINGTON TOWN HALL
MINUTES
PAGE 1 OF 8**

Prayer – Pastor Matt Simpkins-Christ South

1. Open the Meeting

Mayor Callis called the meeting to order at 7:02 p.m.

2. Pledge of Allegiance

Councilmembers led the Pledge of Allegiance

3. Determination of Quorum

Quorum was determined with all Councilmembers present: Mayor Elizabeth Callis, Mayor Pro Tem Janice Propst, Councilmembers Jeff Perryman, Anne Pruitt, and Mike Smith

Staff Present: Town Planner/Administrator Lisa Thompson, Town Clerk Karen Dewey, Finance Officer Leslie Gaylord, Town Attorney Karen Wolter

Visitors: Walt Hogan, Nancy Anderson, Craig Horne, Jen Conway, Randy Peterson

4. Additions, Deletions and/or Adoption of the Agenda

Staff requested to add item 12.F. Discussion and Consideration of Resolution 2021-03 Resolution Opposing Glenhurst Subdivision Rezoning Request

Motion: Councilmember Perryman made a motion to adopt the agenda as amended.
Vote: The motion passed with a unanimous vote.

5. Mayor/Councilmember Reports

Mayor Callis stated: I have 2 things that I would like to share. First, On January 2nd I received a letter from Smokey Bissell, owner of Roots Farm, stating that as a result of the planning board meeting on December 21st he was withdrawing his application for the conditional rezoning. I was listening to the meeting and must say I was embarrassed of the behavior by the Chairman. The planning board is a volunteer group of residents appointed by the town council. They are an advisory board only and we look to them for recommendations. We strive to fill the board with professional and courteous volunteers who will represent the town in a manner that is just that, professional and courteous. After attending the virtual meeting, I feel that I need to apologize to the planning board members, our town staff, the Roots Farm team, and Mr. Bissell. In my opinion, the chairman overstepped his appointed authority by not allowing the members to have an open discussion on the topics that he brought forward. On several occasions, while fellow board members were trying to present concerns, the chairman promptly hushed them. These board members were not acting out of order, only trying to speak and offer their thoughts. While it is well within his scope as Chairman to preside over the meetings, the expectation is that it is done in a courteous manner that allows all members to participate in the discussions. I would like to apologize to our planner, Lisa Thompson, who

works hard to represent herself and this town with the highest of integrity. The chairman challenged our planner on the sequential order of the text amendment and rezoning process, undermining her professional knowledge openly during the meeting. He was dismissive of her knowledge insinuating that he did not like the timeline therefore it should be revisited. Lisa is an invaluable employee, and we appreciate her professionalism and the face that she puts forth representing this town. And lastly, I would like to offer my apology to the Roots Farm team and the Bissell's. Every applicant that presents an idea to this town should be afforded the same courtesy and respect, regardless to one's opinion. It was made very clear that that Chairman had an opposing view of the project. It is certainly well within his obligation as a board member to share that view, it is not however, acceptable to present that view in a way is disrespectful, degrading and undermines the intent of the applicant. The goal of the meeting was to listen to comments, questions, and concerns from the collective planning board. That feedback would be a starting point to revisit the initial plan presented. After speaking with staff, no one, including the applicant had any clear picture of what the planning board was looking for. I am embarrassed at the representation of this town that was put forth at the last planning board meeting, and I apologize to all those that witnessed it.

The second thing I would like to share is about a nice card that I received last week from a resident. He was commending the town on our very thoughtful employee, Kim Woods. Inadvertently an important piece of mail that he was expecting was delivered at Town Hall. Kim promptly contacted him and stayed late to allow him to drive up and collect it. We say often how fortunate we are to have such a wonderful staff, and I am thrilled that I can share that others feel the same. Thank you, Kim, for your hard work and dedication to this town and our residents.

Mayor Pro Tem Propst stated her agreement with Mayor Callis and extended her apologies. She stated that everyone should get to present their application and expressed her disappointed that the town was presented in a negative light. To Randy Peterson and the Bissell's, she expressed appreciation for their farm. She believes that they deserve respect and the town can't tolerate behavior like that.

Councilmember Pruitt agreed and extended her apologies to the Roots Farm applicants, town staff, and Mr. Bissell.

Councilmember Perryman echoed the sentiments and stated his disappointment in the way the meeting was conducted and that nobody should be treated like that. He also reported that he received an email from the safe teen driving class. The program has been suspended and any deposits will be refunded. When the program starts up again, the town will be able to schedule the class. Councilmember Perryman also gave a WUMA update. At the December meeting, all municipalities reported that their elected officials passed the ETJ resolution. The next meeting will be held on January 28 at Weddington Town Hall and the delegates will be looking at when to make the formal presentation to the county commissioners. He stated that a county commissioner has come to every meeting that has been held.

6. Public Comments

Nancy Anderson: Expressed her love of farming and the land and of sharing her farm with the public. She expressed positive support for the Roots Farm Agrihood application to preserve the rural atmosphere. She believes that this is the only proposal that has come forward that offers something other than asphalt and rooftops and doesn't add to the sprawling suburb that Weddington has become since the 1983 incorporation. Ms. Anderson expressed her displeasure about the misinformation that circulated on social media by several formal colleagues that cultivated dissent and didn't correct misinformation. She stated that she attended the December Planning Board meeting and believes the chairman didn't trust the process. She acknowledged

that it is his job to ask the hard questions, but believes it was done in a shameful manner. She expressed her disappointment at this missed opportunity. She urged the council to take action to try to remedy the situation to bring back the project or something similar.

Jen Conway: As a resident and planning board member, she expressed her disappointment with the behavior of a handful of Weddington residents concerning the Roots Farm project. She acknowledged her mistake of interacting on social media platforms. She stated that the applicant should be allowed the opportunity to have their submission to flow through the process equally and fairly. Elected and appointed members have responsibility to do the job of following rules and procedures. The Roots Farm application was withdrawn and Ms. Conway believes it was due to disrespect from the planning board chair. Ms. Conway apologized for not interjecting at the time of the meeting. She stated that any applicant before the planning board should be treated with professionalism and respect. She issued a personal apology to Mr. Bissell and all the Roots Farm team for how they were treated at the December meeting.

Jim Vivian: submitted an email: The past few weeks with the announcement of the proposed Roots Farm development the collective voice of the Town of Weddington has not been at its best moment. Far from it, an embarrassment at the least. A lot of loud voices with misinformation and loose labels on many items with the concept. There is some tremendous benefit if people would follow proper avenues for expressing themselves and their opinions. The Planning Board Meeting of December 21st was almost a waste of everyone's time. We owe it to the Town of Weddington to do this correctly. Going forward, I support those who will welcome the challenge of seeing how something like this can work. Of course, there will be differences of opinion, but that is why we have the Land Use Plan. It's there for a reason and it serves a purpose. It's about time we paid attention to the process. I've heard for over 10 years as a Planning Board Member, how Weddington residents wanted a park, walking trails, fine dining, etc. and now when a very successful group brings forward a concept that could help in achieving many of those goals, they are called names and treated with the poorest professional manners imaginable. Think about it!

7. Public Safety Report

Ms. Dewey read the Public Safety Report: In the last month, there have been reports of mail stolen from mailboxes on a Weddington neighborhood Facebook page. Please report this type of activity to the Union County Sheriff's Office. Deputies are continuing to monitor the traffic issue on Twelve Mile Creek between 1:45 and 2:15 p.m. to prevent collisions. Deputies continue to increase preventative patrols in neighborhoods and are making community contacts. Please report all suspicious vehicles or subjects to the Union County Sheriff's Office by dialing 911.

8. Consent Agenda

A. Approve reduction of Weddington Acres subdivision bond

Motion: Mayor Pro Tem Propst made a motion to adopt the consent agenda as presented.
Vote: The motion passed with a unanimous vote.

9. Approval of Minutes

A. December 14, 2020 Town Council Regular Meeting Minutes

Motion: Councilmember Perryman made a motion to approve the December 14, 2020 Town Council Regular Meeting Minutes as presented.
Vote: The motion passed with a unanimous vote.

B. December 17, 2020 Town Council Special Meeting Minutes

Motion: Mayor Pro Tem Propst made a motion to approve the December 17, 2020 Town Council Special Meeting Minutes as presented.

Vote: The motion passed with a unanimous vote.

10. Public Hearing

A. Discussion and Consideration of Text Amendment to Section 46-79 Connection to Public Water Lines – Fire Hydrant Placement

Mayor Callis opened the public hearing. There was no public comment. Mayor Callis closed the public hearing. Ms. Thompson presented the staff report: The fire department is having issues with water accessibility when a fire hydrant is only available on the opposite side of the street from a development with a home needing fire services causing them to have to shut the entire road down. This text amendment requires a hydrant to be placed on the same side of a development and within 500' of a principal structure.

Councilmember Pruitt questioned the language regarding the requirement for major and minor subdivisions. The text was amended to read "which result in more than three lots and in which a road or shared access is being installed"-to preclude the requirement for subdivision resulting in only two lots.

Motion: Councilmember Pruitt made a motion to approve the text amendment to Section 46-79 Connection to Public Water Lines – Fire Hydrant Placement as amended.

Vote: The motion passed with a unanimous vote.

11. Old Business

12. New Business

A. Discussion of Solid Waste and Recycling Services

Ms. Thompson presented the staff report: Per Statute 160A-327 the town published notice of the January 11, 2021 meeting where a possible change in solid waste collection service will be discussed. Notice was published for four consecutive weeks in the newspaper and the town sent written notice by certified mail, return receipt requested, to all companies in the area.

The town has six months after January 11, 2021 to take formal action to displace a private company. The town cannot start services if it chooses to move forward for 15 months from the date of the first publication of notice without compensation to the haulers, which was December 6, 2020.

Staff has begun preparing a Request for Proposals for Solid Waste and Recycling Services. Staff is seeking feedback on contract components and bid alternatives:

- Types of Services-solid waste and recycling/yard waste/bulk/hazardous waste/
- Level of Service-weekly/biweekly/monthly/seasonal events
- Cart color-quantity/size/type/lease vs. purchase
- Cart extras
- Trucks-type/size/fleet
- Collections-day/time
- Legal issues-fail to perform/missed collections/private road damage/insurance limits
- Recycle and Yard Waste outlet-letter certifying hauler has an outlet and will accept the town's volume

- Location of landfill and services
- Adjacent municipalities-bid together/separate price if one withdraws or chooses different provider

Ms. Thompson stated that the plan is to bid with the Village of Marvin with an option to go separate if the levels of service aren't the same. Staff will work to get a draft RFP together for Council review the end of February or beginning of March.

Councilmember Pruitt stated that customer service shouldn't fall to town staff. She suggested sharing a part-time employee with Marvin to cover issues. Councilmember Smith stated that if complaints are only handled through the company, the town won't know what problems may arise. Councilmember Perryman stated that something should be put out to explain the financial cost. He asked if something could be included in the contract if other municipalities wanted to join the contract at a later date.

Councilmember Smith agreed that getting word out to residents as to why the town is considering this and list benefits like less wear and tear on the roads.

B. Discussion and Consideration of Resolution for Welcome Signs

To get approval for slogan signs from NCDOT, town is required to approve a resolution showing support for the slogans.

Motion: Mayor Pro Tem Propst made a motion to approve Resolution R 2021-01 for Welcome signs.

Vote: The motion passed with a unanimous vote.

C. Discussion and Consideration of Resolution in support of Wesley Chapel against high-density rezoning of donut hole

Councilmember Perryman discussed WUMA and the effort to get the county to give municipalities extra territorial jurisdiction over donut holes and parcels on the borders. This resolution supports Wesley Chapel in asking for county denial of a high-density development with 2.67 units per acre.

Motion: Councilmember Perryman made a motion to approve Resolution R 2021-02 in support of Wesley Chapel against high-density rezoning of donut hole.

Vote: The motion passed with a unanimous vote.

D. Review and Discussion of UDO Sections 9-14 and Conditional Zoning

Ms. Thompson presented the review: Mr. Bringewatt is reviewing and reorganizing these sections. A lot of the more technical documents will become appendices. Currently, staff is working on the technical edits and getting final charts and graphics in place. The official text amendment process will start in February with the Planning Board review and recommendation and a public hearing will be called in March. If all goes well, the documents will be approved in April.

Ms. Thompson stated that she would like to review Section 7 in light of the Roots Farm application being withdrawn. The town has conditional zoning. At any time, the town will accept applications for this type of zoning. The new UDO is removing most of the listed uses and will require almost all applications to go through this process in the future. It allows for unique ideas that don't fit in a

predetermined set of standards and allows for the town to look at the specific uses on a specific site and decide if that use meets the land use plan and if it is a better use than what the ordinances would usually allow. If there is any discomfort with moving toward more conditional zoning, the UDO project will need to pause and a review of conditional zoning in Section 7 will need to happen.

E. Discussion of possible dates for Town Council Retreat

Council discussed possible dates in February for the Town Council Retreat. Staff will check with Rolling Hills Country Club to check availability on February 5, 12, or 26.

**** F. Discussion and Consideration of Resolution Opposing Glenhurst Subdivision Rezoning Request**

Indian Trail has received an application for annexation and high-density rezoning for 116 lots on 40 acres.

Councilmember Pruitt asked why Indian Trail is deviating from current land use plan and density and how effective runoff or floodplain issues. Ms. Thompson stated she would check on that.

Motion: Councilmember Perryman made a motion to approve Resolution R 2021-03 Opposing Glenhurst Subdivision Rezoning Request.

Vote: The motion passed with a unanimous vote.

13. Update from Town Planner

Ms. Thompson presented the update: A community meeting for a 10-lot subdivision off Old Mill Road called Belle Mar was held virtually on January 6. The sketch plan should be approved in the next two weeks, then preliminary plat and construction plans will go to the Planning Board and Council for review and approval around February/March.

Ms. Thompson stated: I wanted to mention Roots Farm again. I've been called passionate and I've been questioned on how much I knew about the project, how much the Council knew, and why it is where it is in the process. I have been working with Roots Farm for a year and a half. I knew they wanted to do an inn on the property, but there was debate on whether to put it in Weddington or on the County side, I knew they wanted to do single family homes and lease them to fund the farm and to allow for more programming but I didn't know the final proposed number until the submittal. I also knew they wanted to do an artisan only farmers market. These uses fit in our current definition of agritourism. What the public didn't know is every time I went out there or met the representative, it was to discuss programming for the site and answer their continued questions on what the Weddington residents wanted. Every time. Ideas about a farm to table restaurant, a demonstration kitchen and cooking classes with the top chef from Charlotte, kids farm programming, a place to grab a drink and listen to music on a patio, a place for 4-H groups and girl scout troops and boy scouts to meet, a place for HOAs to hold meetings, demonstration gardening. Every idea was about bringing agriculture back to Weddington while we are losing it to single family home development at a significant rate. Other ideas included education programs, art programs, library, museum, things for kids to do in Weddington. This was an \$80 million cash debt free investment with every intention to have the entire project open to the public to enjoy it. It was 6 miles of hiking and biking trails and a way to get out and see Weddington preserved and the rural atmosphere preserved. It would have showcased Weddington. It was basically a free park and park programming.

I've been doing this for 15 years and was skeptical like everyone else but after meeting the team and hearing the vision and talking with the people, I believed in the idea and yes, I was passionate about it. , I'm sad that we weren't able to bring the ideas forward to the public and that it was painted in the light that it was. I appreciate those who reached out and asked questions It's unfortunate.

14. Code Enforcement Report

No report

15. Update from Finance Officer and Tax Collector

Ms. Gaylord presented the finance report: We are halfway through the fiscal year and everything looks good. It's time to start working on next fiscal year budget, with tax revaluation and fire service as variables, there won't be too many numbers to work with for the retreat.

16. Transportation Report

Mayor Callis gave the report: the CRTPO released money for road and bicycle/pedestrian projects across Iredell, Mecklenburg, and Union counties. Weddington did not receive any but will continue to apply for grants as they become available.

17. Council Comments

Councilmember Smith: I am going to weigh in on Roots Farm. I want to thank everybody who came out and spoke and gave comments. It is very important that you do so and continue to do that whenever you feel for or against it and voice your opinion. It is very important for me as a councilmember to know how the public feels. So, I truly appreciate all the comments tonight and the people standing here and giving their feelings. I do want to say that I agree totally with the council that it is important that we maintain a level of professionalism and civility when we give our comments. I want to hear what you have to say, but it is very important that it is done in the correct manner. Thank you very much for coming out and sharing your comments and thank you for attending the meeting.

Mayor Pro Tem Propst: I want to thank everybody that came out tonight. I wish everybody a Happy New Year and a safe new year. Again, the Roots Farm withdraw is a big disappointment to the community. I don't know if it would have been approved, but the way it was handled was very unfortunate for the town and I wish those people the very best with their property. It is a beautiful property and no matter what they decide to do, I wish them the best.

Councilmember Pruitt: I just want to comment that if any resident has any questions, if they have a concern, if they have a comment, I am always available to take those calls, take those emails. I appreciate the feedback. We're all in this to make Weddington better. If you do have comments, feel free to reach out to me. I appreciate you guys being her tonight and those comments from the people that did speak today.

Councilmember Perryman: I would like to take my time this evening to address the recent Roots Farm Project and specifically, some comments that were made on social media. This was a project of a scope and size never before seen in Weddington. After the initial presentation to our planning board I began to see questions and comments appearing on social media. I reached out to our residents and tried to answer these questions and concerns. However, much more than questions were being posted. After doing some research,

I would like to share the following. If any resident believes that a member of council or town staff has committed a violation of our ethics code, here is what they need to do: make a formal complaint to town hall. Make your complaint in writing-an email to town hall will meet this criterion. The complaint should include the evidence of the ethics violations, and once received and reviewed by our town attorney, the appropriate investigation will be conducted in public and for the record. Accusations have been made against this council of serious breaches of ethical conduct. None of which were made in any official manner, but simply circulated on social media. I have read where we allegedly hid or withheld information, were secretly influenced by the developer, agreed to approve this project ahead of the conditional zoning process, and of using the COVID crises to stifle resident input. These, and other social media posts along the same vein, are categorically untrue. I have served on both the planning board and now the town council for Weddington, and I have never seen this level of vitriol directed against the people who serve this town, and it needs to stop. I have no issue with people who disagree on proposals, there are legitimate questions that can and should be asked. However, making statements claiming shady deals and secret agendas is not productive in any way. I have the greatest respect for my other members of council and our town staff. I know how hard everyone works for the benefit of our residents. We don't always agree, we aren't supposed to, but we work together, we follow the rules, and we all want what is best for Weddington. For our residents who may have read or heard these comments about council or staff, the first question you need to ask the messenger is, have you made a formal complaint? If the answer is "no", then ask why not? Spreading rumors and unfounded accusations is at best poor judgement, and at worst a deliberate attempt to create distrust and suspicion. It is a disservice to everyone who lives in Weddington. My challenge to those spreading this information is, if you claim you are speaking truth on social media, then have the strength of your convictions and make the accusations formal and for the record. Otherwise, don't make them at all.

Mayor Callis: I just have an Amen and a Happy New Year to everyone.

18. Enter closed session pursuant to NCGS 143-381.11(a)(5) To instruct staff regarding the negotiation points of a contract

Motion: Mayor Pro Tem Propst made a motion to enter into closed session at 8:08 p.m.
Vote: The motion passed with a unanimous vote.

Mayor Callis called the meeting back to order at 8:38 p.m.

19. Adjournment

Motion: Councilmember Perryman made a motion to adjourn the January 11, 2021 Regular Town Council Meeting at 8:38 p.m.
Vote: The motion passed with a unanimous vote.

Approved: _____

Elizabeth Callis, Mayor

Karen Dewey, Town Clerk

TOWN OF WEDDINGTON

Employee Handbook

Adopted _____, 2021
Amended and Adopted by Resolution [fill in date]

IMPORTANT NOTICE/EMPLOYEE ACKNOWLEDGMENT

I ACKNOWLEDGE THAT I HAVE RECEIVED AND REVIEWED A COPY OF THE TOWN OF WEDDINGTON'S ("THE TOWN") EMPLOYEE HANDBOOK. I UNDERSTAND THAT THE POLICIES CONTAINED IN THIS EMPLOYEE HANDBOOK SUPERSEDE AND REPLACE ANY AND ALL PRIOR POLICIES OR PRACTICES OF THE TOWN. I UNDERSTAND THAT IT IS MY RESPONSIBILITY TO READ AND COMPLY WITH THE PROVISIONS OF THE EMPLOYEE HANDBOOK.

I ACKNOWLEDGE THAT I HAVE REVIEWED THE TOWN'S ANTI-HARASSMENT POLICY. I FURTHER ACKNOWLEDGE THAT I HAVE BEEN GIVEN AN OPPORTUNITY TO ASK ANY QUESTIONS I MAY HAVE, AND THAT I UNDERSTAND ITS TERMS AND PROVISIONS.

I ACKNOWLEDGE THAT THIS EMPLOYEE HANDBOOK IS MERELY A STATEMENT OF POLICIES AND DOES NOT CONSTITUTE A CONTRACT OF EMPLOYMENT, EXPRESS OR IMPLIED, BETWEEN ME AND THE TOWN. I UNDERSTAND THAT NOTHING CONTAINED IN THE HANDBOOK MAY BE CONSTRUED AS CREATING A PROMISE OF FUTURE BENEFITS OR A BINDING CONTRACT WITH THE TOWN FOR BENEFITS OR FOR ANY OTHER PURPOSE. I UNDERSTAND THAT THE TOWN IS AN "AT-WILL" EMPLOYER AND AS SUCH, EMPLOYMENT WITH THE TOWN IS NOT FOR A FIXED TERM OR DEFINITE PERIOD AND EITHER I OR THE TOWN CAN TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON NOT PROHIBITED BY LAW, WITH OR WITHOUT PRIOR NOTICE. NO SUPERVISOR OR OTHER REPRESENTATIVE OF THE TOWN HAS THE AUTHORITY TO ENTER INTO ANY AGREEMENT FOR EMPLOYMENT FOR ANY SPECIFIED PERIOD, OR TO MAKE ANY AGREEMENT CONTRARY TO THE ABOVE, UNLESS EXPRESSED IN WRITING, WITH THE UNDERSTANDING SPECIFICALLY SET FORTH AND SIGNED BY MYSELF AND THE TOWN COUNCIL.

I AGREE THAT IF THERE IS ANY POLICY OR PROVISION IN THE HANDBOOK THAT I DO NOT UNDERSTAND, I WILL SEEK CLARIFICATION FROM MY SUPERVISOR OR THE TOWN ADMINISTRATOR. I UNDERSTAND THAT THIS HANDBOOK IS A GENERAL GUIDE TO THE TOWN'S POLICIES AND PRACTICES. I ALSO UNDERSTAND THAT THESE POLICIES AND PROCEDURES MAY BE EVALUATED, AND THAT THE TOWN RESERVES THE RIGHT TO INTERPRET, AMEND, MODIFY OR TERMINATE THEM AT ANY TIME, WITH OR WITHOUT NOTICE.

DATE

EMPLOYEE NAME (PRINTED)

EMPLOYEE SIGNATURE

TOWN OF WEDDINGTON

Employee Handbook

Table of Contents

IMPORTANT NOTICE/EMPLOYEE ACKNOWLEDGMENT

Index	i
<u>IMPORTANT NOTICE/EMPLOYEE ACKNOWLEDGMENT</u>	i
Purpose.....	1
I. GENERAL POLICIES	1
Complaint Policy	1
Supervision/Management	1
Equal Employment Opportunity	1
Anti-Harassment	2
Immigration Law Compliance	3
Employee Activities.....	3
At-Will Employment	4
Employment Classifications.....	4
II. COMPENSATION AND PAYROLL PRACTICES	4
Work Hours and Overtime Pay.....	4
Time Keeping Procedures.....	4
Change of Personal Data.....	5
III. ON THE JOB.....	5
Performance Evaluations	5
Absences and Tardiness.....	5
Rules of Conduct.....	6
Corrective Action Procedure.....	7
Dress Policy	8
Personnel Records.....	8
Destruction of Records	9
Town Property	9
Gifts and Favors.....	9
Conflict of Interest	9
Political Activity	10
IV. EMPLOYEE BENEFITS	10
Vacation	10
Earned Amount and Proration	11
Holidays	13

Sick Time Policy	13
Sick Leave Accrual	13
Leaves of Absence	14
I. Leave for Jury Duty/Compliance with a Subpoena	14
II. Bereavement/Funeral Leave	15
III. Military Leaves Of Absence	15
IV. Parental Leave.....	15
V. Short-Term Leave of Absence for Birth, or Adoption or Care of Immediate Family Member.....	16
Health Insurance	16
Short Term Disability	16
 V. EMPLOYEE HEALTH, SAFETY AND SECURITY	16
Drug/Alcohol Policy	16
Smoking/Tobacco Policy	18
Weapon-Free Workplace Policy	18
Inclement Weather	19
Travel Policy	19
Credit Card Policy.....	20
 VI. ELECTRONIC MAIL AND COMMUNICATIONS POLICIES	20
Telephone Policy	20
E-mail, Internet, Computer, and Voice Mail Communications	20
Social Media/Networking Guidelines.....	21

Purpose

The purpose of this Handbook is to provide employees with an overview of the Town of Weddington's policies, procedures, and benefits. Employees are expected to read the employee handbook and be familiar with its contents. If you have questions or concerns about the information outlined in this handbook you should contact the Town Administrator.

I. GENERAL POLICIES

A. Complaints

Town employees who believe there is evidence of misinterpretation or inappropriate application of Town personnel policies; a mismanagement, gross waste of funds or abuse of authority, or believe there is evidence that an employee or town official created a substantial and specific danger to public health and safety by their actions are encouraged to file a complaint. Reasonable efforts will be made to resolve complaints informally. When an employee is unable to resolve the issue on their own or feels uncomfortable trying to do so, the employee may file a written, signed complaint with the Town Administrator. The Town Administrator shall evaluate the complaint and render a written decision within five working days of receiving the complaint.

If the Town Administrator is the subject of the complaint, the employee can file the complaint with the Town Council Member. The Town Council Member shall forward the complaint to the Town attorney and shall work with the Town attorney to evaluate the complaint. The Town Council Member shall render a written decision within ten working days of receiving the complaint. Employee complaint forms are located on the Town's server and is accessible to all employees.

B. Supervision/Management

Each employee reports to a direct supervisor or the direct supervisor's designee in the supervisor's absence.

As part of each employee's job duties, the employee is expected to carry out all directives set forth by their supervisor unless such directives would compromise the safety of the employee, representative, co-workers or others and/or may violate federal, state or local laws or regulations. Failure to cooperate with or follow said directives may result in disciplinary action up to and including termination of employment.

C. Equal Employment Opportunity

The Town is committed to the principles and spirit of equal employment opportunity. Our employment policy and practice is to recruit and employ the most qualified applicants available and to give equal employment opportunity to all qualified persons without regard to race, color, religion, sex, national origin, age, disability, veteran status, or any other characteristic protected by law. The Town actively seeks to employ qualified persons in all job classes and administers all personnel actions affecting employees without discrimination that is unlawful under applicable federal and state laws.

This policy of equal employment opportunity extends to all aspects of employment, including, but not limited to, recruitment, hiring, training, promotion, transfer, reassignment, demotion, discipline, discharge, performance evaluation, compensation and benefits. In addition, it is the policy of the Town to provide a work environment that is free from unlawful harassment and discrimination. Employees with questions or concerns regarding any type of discrimination or unfair treatment in the workplace are encouraged to bring these issues to the attention of the appropriate person as outline in Section “I A Complaint Policy” of this Employee Handbook. The confidentiality of all such inquiries and reports will be respected to the fullest extent possible. No employee will be penalized or otherwise disciplined for appropriately raising a claim of discrimination in the workplace. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment

D. Anti-Harassment

The Town is committed to an environment that is free from unlawful harassment. Therefore, all forms of behavior that are harassing, intimidating, coercive or disruptive, demeaning or belittling related to an employee’s race, color, religion, sex, national origin, age, disability, veteran status, or any other characteristic protected by law constitute violations of this policy. The Town will not tolerate the use of racial, religious, sexual, ethnic, gender-related, age-related, or disability-related epithets, innuendoes, slurs, jokes, written materials, symbols, paraphernalia, clothing or other verbal or physical conduct that promote unlawful harassment. In addition, all forms of verbal and physical harassment based on the above categories are prohibited and will not be tolerated.

With regard to sexual harassment in particular, unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature are considered instances of sexual harassment when:

- Submission to and/or tolerance of the unwelcome conduct is explicitly or implicitly made a term or condition of a person’s employment;
- An employee’s submission to, tolerance of, and/or rejection of such unwelcome conduct is used as the basis of employment decisions that affect the employee; or
- Such conduct has the purpose or effect of unreasonably interfering with an employee’s work performance or creates an intimidating, hostile or offensive work environment.

It is important to remember that behavior which one individual considers innocent or harmless may be regarded as unlawful harassment by another person. Beyond being in violation of the Town’s policy, harassment of a sexual nature or based on some other protected characteristic is against the law, and the Town will not tolerate such harassment of its employees by anyone, including officials of the Town, other employees or individuals conducting business with the Town. Any employee who violates this harassment policy or the Town’s commitment to equal employment opportunity will be subject to disciplinary action, up to and including termination of employment.

Employees are encouraged to report every instance of harassment, regardless of whether the reporting employee or someone else is the subject of the harassment. (See Section "I A. Complaints.") Employees should write down what happened, including the date, time, location of the incident, names of persons involved, and any witnesses. The employee can discuss the incident with the employee's Supervisor without fear of reprisal. The confidentiality of all such inquiries and reports will be respected to the fullest extent possible. Retaliation against employees who make complaints under this policy is expressly prohibited. No employee will be penalized in any way for appropriately voicing a problem, concern, or complaint.

E. Immigration Law Compliance

The Town is committed to employing only United States citizens and aliens who are authorized to work in the United States and does not unlawfully discriminate on the basis of citizenship or national origin.

In compliance with the Immigration Reform and Control Act of 1986, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9. The employee may also be required to participate in the E-Verify program and present documentation establishing identity and employment eligibility.

Employees with questions regarding this practice are encouraged to contact the Town Administrator. Employees may raise questions or complaints about immigration law compliance without fear of reprisal.

F. At-Will Employment

All employment with the Town is "at will." This means that either the employee or the Town can terminate the employment relationship at any time, with or without notice, and for any reasons not prohibited by law.

G. Employment Classifications

The following employment status terms are defined for the purpose of benefits:

Full-time - at least 40 hours per week on a regular and consistent basis.

-Part-time - less than 40 hours per week on a regular and consistent basis.

-Seasonal - employed for a temporary, non-regular, limited period of time.

Employees are classified and paid in accordance with the Fair Labor Standards Act ("FLSA"). The terms "exempt" and "non-exempt" identify whether or not jobs are subject to the FLSA's overtime and minimum wage requirements. The exempt or non-exempt status of a job is determined by the Town Administrator in accordance with FLSA regulations and standards. The Town Administrator will inform each employee of their exempt or non-exempt status at the time of their hire. This information will also be stated on the job description. The status is determined on the basis of legal criteria which include, for example, the employee's job duties and the level and form of compensation that the employee receives.

1. Exempt Employees

Exempt positions are not governed by the minimum wage and overtime requirements of the FLSA and, thus, are not entitled to overtime pay.

2. Non-Exempt Employees

Employees in non-exempt positions are subject to the minimum wage and overtime requirements of the FLSA, and will be paid one and one-half (1.5) times their normal rate of pay for any hours worked beyond forty (40) hours per week. All overtime work must receive the Town Administrator's prior authorization. Failure to receive prior authorization before working the overtime may result in disciplinary action, up to and including termination of employment. Non-exempt employees must record all of the hours they actually work, and may secure a time sheet for this purpose from the Town Administrator. Time sheets are turned into and are approved by the Town Administrator. Hours of work should be reported according to the procedures explained at the time of hire.

II. COMPENSATION AND PAYROLL PRACTICES

A. Work Hours and Overtime Pay

Work hours and break times will be scheduled based on the employee's assignment and by the supervisor responsible for the schedule. When activities of a particular employee require a change to the employee's schedule, the supervisor may authorize a deviation from the normal schedule. Due to changing business conditions, start times and days of the employee's normal work schedule must remain flexible. Other than meal breaks, which are unpaid, each non-exempt employee may take two 15 minute paid breaks per day.

Employees will be informed of their specific pay date(s) when hired. The Town reserves the right to change specific pay dates with proper notice. Employees are required to participate in the Town's direct deposit program.

When operating requirements or other business needs cannot be met during scheduled working hours, employees may be required to work overtime hours. When possible, advance notification of these mandatory assignments may be provided. All overtime work must receive the Town Administrator's prior authorization. Failure to work scheduled overtime, or failure to receive prior authorization before working the overtime may result in disciplinary action, up to and including termination of employment. Overtime assignments will be distributed as equitably as practical to employees qualified to perform the work required. Overtime pay is based on hours actually worked. Vacation, Sick Leave, bereavement leave, military leave, and paid holidays are not considered "hours worked" in the computation of overtime.

B. Time Keeping Procedures

Non-exempt employees are responsible for recording their time and ensuring that their time records are reported accurately and completely and free of fraud and misrepresentation. No employee shall ever fill out another employee's time record. The Town Administrator will

validate each time record per pay period. Any misrepresentation of time records could result in disciplinary action up to and including termination of employment and/or criminal prosecution.

Should the employee feel there is an error in the employee's pay or improper deduction, the employee should report the discrepancy within five (5) business days. All discrepancies will be investigated and if necessary, changes will be reflected in the next scheduled pay check.

C. Change of Personal Data

Each employee is responsible for keeping the town informed of the employee's current address and phone number. This enables the town to disseminate information to the employee regarding the employee's pay, benefits, or employment status. Employees who change their address or phone number, should notify the Town in writing within two (2) weeks of any such change.

Failure to notify the Town of any change in the employee's personal data may result in the employee's failure to receive information which may affect the employee's pay, benefits or employment status.

III. ON THE JOB

A. Performance Evaluations

Feedback and evaluations of performance, attendance, teamwork, and general attitude will be ongoing throughout employment. A formal, written evaluation may be conducted following the completion of a 90 day probationary period. The Town will endeavor to conduct a formal, written annual evaluation of each employee's previous year's performance at or near the end of the 1st quarter of each calendar year. Evaluations shall be conducted by the Administrator and a report shall be given to the Town Council. The Town Council shall conduct the evaluation for the Town Administrator. Any changes in compensation, including both an increase or decrease in same, may be made when there is a promotion, demotion, or additional duties are added to or removed from an employee's job description. This increase or decrease in pay may not coincide with a formal, written evaluation.

B. Absences and Tardiness

Employees are expected to attend work in accordance with their set schedules. Any non-compliance with an assigned work schedule disrupts the efficient operation of the Town, poses a hardship on coworkers, and could result in disciplinary action up to and including termination of employment. When an employee expects to be absent from work, the employee is required to give the employee's direct supervisor prior notice. Acceptable notice is a phone call and email to the employee's direct supervisor.

Should an employee fail to report to a scheduled work assignment without prior notice to the employee's supervisor ("no-call/no-show"), the employee may receive disciplinary action up to and including immediate termination of employment. Employees who are absent for three (3) consecutive scheduled work days and fail to notify their immediate supervisor or the Town

Administrator will be terminated from employment and classified as having resigned without notice.

An employee who is sick is expected to advise their direct supervisor of the employee's status of returning to work. The employee's supervisor may require the employee to produce a Doctor's note.

Employees are expected to show up to work at their regularly scheduled time. Tardiness is rarely excusable. If the employee will be late/tardy, they should make every effort to phone and advise their supervisor in advance of the shift. Repeated tardiness is grounds for disciplinary action up to and including termination of employment.

C. Rules of Conduct

All employees of the Town are expected to act in a professional manner and to use good common sense. To ensure orderly operations and provide the safest possible work environment, the Town expects all employees to abide by certain rules of conduct.

While it is not possible to list all the forms of behavior that are considered unacceptable in the workplace, the following are examples of conduct which may result in disciplinary action in the sole and exclusive discretion of the Town, up to and including termination of employment:

1. theft or concealment of Town property;
2. damage or abuse of Town property;
3. cash shortages or overages;
4. "no shows/no-calls";
5. insubordination;
6. fighting;
7. 'outrageous behavior';
8. violation of confidentiality;
9. violation of safety policies and procedures, which cause hazardous or dangerous situations, or failing to report, and where appropriate, correct such situations;
10. use of obscene language;
11. threatening a co-worker, supervisor, vendor, customer or guest;
12. harassment of any kind towards employees, vendors, visitors or anyone during the course of employment;
13. discrimination towards employees, vendors, visitors or anyone during the course of employment on the basis of race, color, religion, sex, national origin, age, disability, veteran status, or any other characteristic protected by law;
14. imposing deliberate stoppage or slowing of productivity or quality within the work place;

15. solicitation on work-site premises during any time without written authorization;
16. use, possession, or distribution of alcohol or illegal drugs while on duty or on Town property;
17. being intoxicated or under the influence of alcohol or illegal substances while on duty;
18. falsification of time on any Town records or recording the time of an employee other than yourself;
19. violation of the Town's Gifts and Favors policy;
20. violation of the Town's Conflict of Interest policy;
21. gambling or conducting illegal activities on Town property or using Town equipment to do so;
22. unauthorized use, damaging, tampering, or negligent use of Town equipment;
23. smoking or using smokeless tobacco while operating any Town vehicle, or on any Town-owned or leased property;
24. unauthorized carrying of concealed weapons or other violation of any criminal law;
25. sleeping while on duty;
26. conviction of a crime; and
27. forced or unauthorized access into locked areas or restricted Town property or equipment.

These acts of misconduct are by no means complete, but are intended to serve as a general framework for employee conduct. The Town reserves the right, in its sole and absolute discretion, to add or delete offenses and to take such disciplinary actions, up to and including immediate termination of employment, as are necessitated by the particular circumstances of a given case.

D. Disciplinary Action

The Town may impose discipline up to and including termination of employment for various infractions of expected standards of behavior or performance at whatever level it deems appropriate, in its sole discretion. If management counsels with an employee regarding their attendance, performance or conduct, it may be documented on a Corrective Action letter. The employee and the supervisor issuing the Corrective Action should sign the letter. The signature of the employee does not indicate the employee's agreement with the contents of the letter, but merely acknowledges that the discussion took place and that the employee received a copy of the letter. The employee may offer information to attach to the Corrective Action letter. This document will become a part of the employee's personnel file.

E. Dress Policy

All employees are required to present themselves professionally at all times. Attention to neatness, cleanliness, and personal hygiene is encouraged in order to promote professionalism and ensure confidence in an employee's ability to perform the assignment.

Attire during business hours at Town Hall shall be professional business attire and/or work day appropriate.

F. Personnel Records

Personnel records will be maintained by the Town Administrator. The Town shall maintain in personnel records only information that is necessary and relevant to accomplishing legitimate personnel administration needs or as otherwise required by law.

The following information on each employee is a matter of public record:

- (1) Name.
 - (2) Age.
 - (3) Date of original employment or appointment to the service.
 - (4) The terms of any contract by which the employee is employed whether written or oral, past and current, to the extent that the city has the written contract or a record of the oral contract in its possession.
 - (5) Current position.
 - (6) Title.
 - (7) Current salary.
 - (8) Date and amount of each increase or decrease in salary with that municipality.
 - (9) Date and type of each promotion, demotion, transfer, suspension, separation, or other change in position classification with that municipality.
 - (10) Date and general description of the reasons for each promotion with that municipality.
- NC General Statutes - Chapter 160A 76
- (11) Date and type of each dismissal, suspension, or demotion for disciplinary reasons taken by the municipality. If the disciplinary action was a dismissal, a copy of the written notice of the final decision of the municipality setting forth the specific acts or omissions that are the basis of the dismissal.

(12) The office to which the employee is currently assigned. As required by N.C.G.S. Section 160A-168, any person may have access to the information listed above for the purpose of inspection, examination and copying during regular business hours, subject only to such rules and regulations for the safekeeping of public records as the Town Council may have adopted.

All information contained in an employee's personnel file, other than the information listed above, will be maintained as confidential in accordance with the requirement of N.C.G.S. Section 160A-168 and shall be open to public inspection only in accordance with the exceptions provided in N.C.G.S. Section 160A-168(A) thru (F).

Even if considered part of an employee's personnel file, as provided by N.C.G.S. Section 160A-168, certain information may not be disclosed to an employee nor to any other person.

G. Destruction of Records

No employee may destroy, sell, loan, or otherwise dispose of any public record, except in accordance with N.C.G.S. 121-5(b).

H. Town Property

Particular job responsibilities may require Town issued items such as keys, laptops, etc. Upon acceptance of these items, the employee will be personally responsible for them and are expected to return them within 24 hours if their employment with the Town is terminated, voluntarily or involuntarily.

Property records must be maintained that include a description of the property, a serial number or other identification number, the source of funding for the property, who holds title, the acquisition date, and cost of the property.



All property, including but not limited to, desks, telephones, computers and other items issued to or used by employees shall remain the property of the Town and shall be subject to inspection at any time.

I. Gifts and Favors

No employee of the Town shall accept any gift or favor, whether in the form of service, loan, thing, or promise from any person who, to the employee's knowledge, is interested directly or indirectly in any manner whatsoever in business dealings with the Town. The following serve as exceptions, but employees should consult with the Town Administrator when in doubt as to the propriety:

- A. Advertising items or souvenirs of nominal value;
- B. Meals furnished at banquets;
- C. Honorariums for participating in meetings; and
- D. Consumable gifts offered to an entire work group where rejection would damage the spirit in which the gifts were offered.

No employee shall accept any gift, or thing of value worth more than fifty dollars (\$50.00). No employee shall grant in the discharge of their duties any improper favor, service, or thing of value.

Any violation of this section shall subject the employee to disciplinary action up to and including immediate termination of employment.

J. Conflict of Interest

Employees of the public are held to higher standards and their actions shall not impact the Town negatively. No employee shall use information, confidential or otherwise, acquired during their employment with the Town for their personal gain.

An employee cannot work in a job outside of the employee's Town job if that job either (a) is in conflict with the Town job, or (b) appears to be in conflict with the Town job, or (c) has a negative effect on the Town job.

Violations of this policy may result in disciplinary action, up to and including immediate termination of employment.

K. Political Activity

Every employee of the Town has a civic responsibility to support good government by every available means and in every appropriate manner. Any employee may join or affiliate with civic organizations of a partisan or political nature, may attend political meetings, and may advocate and support the principles or policies of civic or political organizations in accordance with the constitution and the laws of the State of North Carolina and the constitution and the laws of the United States of America. However, while on duty, no employee of the Town shall:

1. Engage in any political or partisan activity;
2. Use official authority or influence for the purpose of interfering with or affecting the result of an election or a nomination for office;
3. Be required as a duty or a condition of employment, promotion, or tenure of office to contribute funds for political or partisan purposes;
4. Coerce or compel contributions for political or partisan purposes by another employee of the Town; or
5. Use funds, supplies, or equipment of the Town for political or partisan purposes.

Violations of this policy may result in disciplinary action, up to and including immediate termination of employment.

IV. EMPLOYEE BENEFITS

A. Vacations

Employee Eligibility

1. The annual vacation period is between January 1 and December 31.
2. All active regular full time employees are eligible for paid vacations each year based on their length of service with the Town.

3. First year employees are granted vacation days that are prorated in accordance with their start date. These employees are eligible to take vacation days after their first 90 days of employment. All vacation is prorated for first year employees and may be taken after the employee's first 90 days of employment. The length of Vacation will depend upon the month in which service commences, as follows:

MONTH EMPLOYMENT STARTED	LENGTH OF VACATION
January	10 Days
February	9 Days
March	8 Days
April	7 Days
May	6 Days
June	5 Days
July	4 Days
August	3 Days
September	2 Days
October	1 Day
November	0
December	0

4. Full-Time employees are eligible for paid vacations each year based on their credible service with the state local government employees' retirement system (LGERS).

5. Part-Time employees who work at least thirty (30) hours per week are eligible for paid Vacation in direct proportion to the percentage of time normally worked. For purposes of this example there are 5 business days per week and a full work week is defined as 40 hours.

For example, an employee works four days a week for seven and one half (7.5) hours a day (a total of thirty (30) hours per week)) is eligible for ten (10) Vacation days a year and will receive six (6) hours pay for each day of Vacation.

Earned amount and proration

1. The length of Vacation to which an employee is entitled in any year shall be determined by the number of years of service which the employee will complete on the employment anniversary in that fiscal year, in accordance with the following schedule:

YEARS OF SERVICE	LENGTH OF VACATION
Those completing 10 or more years of service	20 days
Those completing 5 or more but less than 10 years of service	14 days
Those completing 3 or more but less than 5 years of service	12 days
Those completing 1 or more but less than 3 years of service	10 days

2. In the event an employee voluntarily terminates their employment their Vacation will be prorated from the schedule identified above as applicable. Vacation will be prorated through the end of the month in which the employee terminates and rounded up to the next whole day. Refer to Termination Vacation Pay for further information.

3. Vacations are to be scheduled with the approval of an employee's supervisor up to the number of days for which an employee is eligible. Any request for more than ten (10) consecutive days requires the approval of Council and Mayor.

4. Eligible Vacation may be taken anytime beginning on or after January 1.

5. Any employee who is on inactive status on December 31 of any year as the result of an approved leave of absence will be eligible for Vacation in the following calendar year upon return to active employment status before October 1 of that year.

Procedures

1. Payment in lieu of taking vacations will not be permitted.

2. Employee wellness is important to the Town and as such the employee should utilize their Vacation benefit in the year the benefit is earned. However, any unused Vacation days can be carried over to the following year as sick time.

3. Town approved holidays that fall during an employee's actual Vacation time will be recorded as holidays rather than Vacation.

4. Scheduled Vacation days may be subject to prior Council and Mayor approval. The Town may request an employee reschedule a Vacation depending upon Town needs.

5. The Town Administrator is responsible for monitoring employee's vacation day balance.

6. Any exceptions must be approved in writing by the Council and Mayor.

7.

Termination Vacation Pay

1. Any employee whose employment terminates during the year shall receive, at the time of termination, pay for their accrued but unused Vacation time.

2.

3. Vacation will be prorated in the year of termination for reasons of voluntary termination. Full Vacation eligibility will be provided to employees who die, retire or are involuntarily terminated for reasons other than cause.

Example (Vacation taken is less than earned)

An employee on January 1 is entitled to 14 days of Vacation. One week (5 days) is taken in February. The employee subsequently terminates employment on May 5. Vacation pay is calculated as follows:

January 1 to May 5 involves five (5) full months. (each month in which an employee partially worked is counted as a full month.)

Pro-ration rate is 42% (5 months/12 months)

Full year's Vacation is 14 days

Prorated Vacation is 6 days ($14 \times .42 = 5.88$ days, rounded up to 6 days)

Vacation taken is 5 days. Vacation still to be paid is 1 day.

B. Holidays

1. The Town Council shall adopt a holiday schedule prior to the start of each calendar year. The paid holidays are based on Union County's Holiday Schedule. The holiday schedule shall be published on the town's website.

2. All employees are eligible for Holiday Pay when a holiday falls on a day the employee is scheduled to work. Payment shall be in direct proportion to the hours normally worked. For purposes of this example, there are five business days per week and a full work week is defined as 40 hours.

C. Sick Leave

Employee Eligibility

1. Regardless of the number of years of service to the Town, Full-time employees shall get up to 12 business days of Sick Leave per calendar year.

2. Part-Time employees who work at least thirty (30) hours per week are eligible for paid Sick Leave in direct proportion to the percentage of time normally worked. For purposes of this example, there are five business days per week and a full work week is defined as 40 hours.

For example, an employee works four days a week for seven and one half (7.5) hours a day (a total of 30 hours per week) is eligible for 12 Sick days a year and will receive 6 hours pay for each day of Sick Leave.

3. Each employee's annual Sick Leave allotment will be available at the beginning of each calendar year.

Procedures

1. Employees are expected to manage their Sick Leave allotment. Employees cannot carry a negative balance of Sick Leave.

2. Employees may carry unused accumulated sick days to the following calendar year.

3. A doctor's note will be required for employees missing 3 or more consecutive scheduled work days.

4. Sick Leave is provided to allow employees the opportunity to recover from illness, return to work and productively contribute to the work environment. However, Sick Leave shall not be abused, nor should it be used in lieu of or in the absence of available vacation leave.

5. Sick Leave will be cumulative and may be used towards retirement consistent with the provisions of the North Carolina Local Government Employees' Retirement System. Except when used to bridge retirement, all unused Sick Leave accumulated by an employee shall end and terminate without compensation when the employee resigns or is separated from the Town. The Town may accept Sick Leave transfers when hiring employees directly from other North Carolina governmental entities.

D. Leaves of Absence

The Town recognizes the six (6) leaves of absence as defined below. All leaves of absences must be approved in advance. If the need for a leave of absence arises, the employee is expected to submit a written request for leave to their supervisor containing a specified start and projected end date for the leave prior to beginning the leave. While on a leave of absence, employees may continue to receive allotted Vacation Time, Sick Leave and Holiday Time unless otherwise contrary to applicable law.

I. Leave for Jury Duty/Compliance with a Subpoena. The Town recognizes the responsibility placed on citizens to serve in the judicial system. If an employee is summoned for

jury duty or subpoenaed as a witness, the employee will be granted leave to attend. Upon receipt of jury notification or subpoena, the employee is required to advise their supervisor, in writing, with a copy of the summons or subpoena.

If released from Jury Duty before the end of the normal work day, the employee is expected to call their supervisor immediately. If the employee's supervisor informs him that the employee is needed to return to work, the employee will be expected to do so. The Town will pay employees up to 40 hours per week, but no more than their normally scheduled hours for the week, at their normal base rate of pay for the time the employee is absent from work due to jury duty or to comply with a town related subpoena. The Town will pay employees up to a maximum of 10 paid days for jury duty service or to comply with a Town-related subpoena each calendar year. Employees will not be paid for attendance at jury duty on regularly scheduled days off. An employee required to serve on jury duty when the Town is closed for a holiday will be paid their regular pay for the holiday (up to eight hours at base pay), but no alternate time off will be granted. Employees will not be paid for absences related to compliance with a non-Town related subpoena.

II. Bereavement/Funeral Leave. The Town may grant employees up to three (3) days off with pay to attend a funeral, to arrange funeral services, or attend to family business as it relates to the loss of a member of an employee's immediate family. Immediate family is defined as the employee's spouse, child, step-child, parent, step-parent, parent-in-law, sibling, grandparent, or grandchild. Additional time may be granted without pay by an employee's supervisor upon request of the employee.

III. Military Leaves of Absence. Military leaves of absence are granted to eligible employees in accordance with applicable laws.

IV. Parental Leave. Under North Carolina law, an employee who is a parent, guardian, or person standing *in loco parentis* of a school-aged child will be granted four (4) hours of unpaid leave per year to attend or otherwise be involved in that child's school. Leave is subject to the following conditions:

1. the Town and the employee must mutually agree upon the time for the leave;
2. the Town may require a written request for the leave at least 48 hours prior to the leave; and
3. the Town may require written verification from the school that the employee attended or was otherwise involved at that school during the time of the leave.

V. Short-Term Leave of Absence for Birth, Adoption, or Care of Immediate Family Member. Regular full-time employees and part-time employees who work at least thirty (30) hours per week (eligible employees) may be eligible for a leave of absence per the Short-Term Leave of Absence for Birth, Adoption, or Care of Immediate Family Member Policy adopted by the Council Action on June 12, 2017.

VII. Leave to Obtain a Domestic Violence Protective Order. The Town shall grant employees reasonable time off of work to obtain or attempt to obtain a Domestic Violence Protective Order. Unless it is an emergency, employees are expected to give their supervisors forty-eight (48) hours advance notice.

E. Health Insurance

Full time Employees and employees who work at least 30 hours per week, may be eligible for group health insurance in accordance with applicable plan documents. See the Town Administrator for more information.

The Town of Weddington provides its employees with several levels of coverage in its Group Health Insurance Plan which provides them with medical and hospitalization insurance. All eligible employees shall enroll for Group Health Insurance coverage at the time of their employment or date of eligibility. New employees are eligible for benefits effective after they have worked for 60 days. Coverage for dependents is on an optional basis with some or all of the cost of premiums being paid by employees through payroll deductions. Details of medical care coverage and benefits are outlined for each employee in a separate booklet entitled "Group Health Insurance Benefits."

F. Short Term Disability

Employees working 30 hours or more per week may be eligible for short term disability in accordance with applicable plan documents. See the Town Administrator for more information.

G. Retirement

All employees who work at least 20 hours per week are eligible to participate in the Local Governmental Employee's Retirement System. In addition to the participating in the Local Governmental Employee's Retirement System, full time employees and employees who work at least 30 hours per week are eligible to participate in a supplemental 401k plan. Employees are eligible to contribute a portion of their annual salaries into this account and the Town will match at an equivalent percentage up to 5%. Contributions are made by payroll deductions.

VI. EMPLOYEE HEALTH, SAFETY AND SECURITY

A. Drugs/Alcohol

Our policy is zero tolerance.

A. Drug-Free Workplace

The Town is committed to having a safe drug-free workplace. Substance abuse undermines that safety, causing health, morale and security problems of the most severe kind. The Town has developed this policy in order to establish and maintain a work environment that is free from the adverse effects of drug and alcohol abuse.

An employee shall not unlawfully manufacture, distribute, dispense possess or use a controlled substance or alcohol in the workplace, while operating a vehicle that is owned or leased by the Town, or while attending a Town function or event. An employee found in violation of this policy shall be subject to disciplinary action, up to and including termination of employment. For purposes of this policy, a drug will be considered an "illicit or illegal drug" if its use or possession is prohibited by law and an employee uses or possesses the drug, regardless of whether the employee is criminally prosecuted and/or convicted for such conduct. Because federal law prohibits the use of marijuana, marijuana is included here as an illegal substance even in those jurisdictions where recreational or medical use has been authorized under state law.

Employees found to be involved with, illegal or illicit drugs, or controlled substances on their own time may be subject to disciplinary action, up to and including termination of employment, depending on the circumstances, job relevance or other Town/business considerations.

B. Drug and Alcohol Testing

Reasonable suspicion of employee use of an unlawful controlled substance or alcohol shall be based upon any of the following:

1. Observed abnormal behavior or impairment in mental or physical performance (e.g., slurred speech, difficulty walking);
2. Direct observation of use in the workplace;
3. The opinion of a medical professional;
4. Reliable information concerning use in the workplace, the reliability of any such information shall be determined by employer;
5. A work-related accident in conjunction with a basis for reasonable suspicion as listed above.

If a supervisor has reasonable suspicion to believe an employee is acting in an impaired or unsafe manner which may or may not result in an accident, the following actions may be taken:

1. The supervisor shall remove the individual promptly from work, regardless of whether the cause for the behavior is known to the supervisor.
2. The employee shall be referred to a medical facility for examination and determination of the cause of the problem. This may include a mandatory drug or alcohol screen as determined by the proper authority.
3. The designated medical facility shall determine if the employee may return to work, be sent home, or submit to treatment. If substance abuse is identified, the employee may be referred for mandatory counseling and/or rehabilitation.
4. If the employee returns to work following a period of drug abuse rehabilitation, he or she shall be required to submit to mandatory, unannounced drug screens.

Employees will be required to sign a consent form authorizing drug and/or alcohol tests to be done and allowing the release of the tests to the Town.

Employees who refuse to sign the consent form or refuse to be tested shall be subject to immediate termination of employment.

Any employee whose test results are confirmed positive shall be subject to disciplinary action up to and including termination of employment.

The Town will follow the North Carolina Controlled Substance Examination Regulation Act with regard to all drug and alcohol testing.

B. Smoking/Tobacco

Smoking and the use of Tobacco Products are prohibited in any Town building, Town vehicle, and on Town property pursuant to Town Ordinance No. 34-63.



Weapon-Free Workplace

To ensure that the Town maintains a workplace safe and free of violence for all employees, the Town prohibits the possession or use of weapons of any type on Town property, except that a person with a concealed carry permit is able to store their firearm within their motor vehicle while it is on Town grounds. A license to carry the weapon on Town property does not supersede Town policy. Any employee in violation of this policy will be subject to prompt disciplinary action, up to and including termination of employment. All Town employees are subject to this provision, including contract and temporary employees, visitors and customers on Town property (with the exception of law enforcement officers). Notwithstanding the above, nothing contained herein shall prohibit a law enforcement officer from carrying a weapon on Town property.

In addition, the Town will not tolerate violence or abuse by any employee or visitor which in any way suggests, threatens or creates harm to any employee or visitor. Any occurrence of violence perpetrated on an employee or member of the public by another employee or visitor may be considered grounds for immediate termination of employment in addition to appropriate legal action.

"Town property" is defined as all Town-owned or leased buildings and surrounding areas such as sidewalks, walkways, driveways and parking lots under the Town's ownership or control. This policy applies to all Town-owned or leased vehicles and all vehicles that come onto Town property.

"Dangerous weapons" include, but are not limited to, firearms of any make or model (registered and illegal), explosives, knives with fixed positions or blades in excess of four (4) inches long, and other instruments that could be used for fighting or defense or weapons that might be considered dangerous or that could cause harm. Employees are responsible for making sure that any item in their possession is not prohibited by this policy.

The Town reserves the right at any time and at its discretion to search all Town-owned or leased property, vehicles and all personal belongings, including vehicles, packages, containers, briefcases, purses, lockers, desks, enclosures, and persons entering its property, for the purpose of determining whether any weapon has been brought onto its property or premises in violation of this policy. Employees who fail or refuse to promptly permit a search under this policy will be subject to discipline up to and including termination of employment.

The Town will take all reasonable steps to provide a safe working environment for its employees; however, as team members, employees are expected to take ownership of their own safety and are required to report immediately to their supervisor, the Town Administrator or Town Mayor and Council any potential danger or violent situation an employee observes or suspects. Some recommendations for reasonable precautions that the employee may take include, but are not limited to, being aware and defensive of their surroundings in parking lots and unprotected areas, removing themselves immediately from the presence of excessively explosive and volatile individuals, and not residing in an unlocked office suite alone. Call 911 immediately if a supervisory official is unavailable or if the employee at any time feels their safety is in immediate danger.

A. Safety Hazards and Other Workplace Dangers

Similarly, employees should report any condition perceived to be dangerous or potentially creating a safety hazard to their supervisor or the Town Administrator as soon as possible.

B. Accidents or Injury

No matter how insignificant an accident or on-the-job injury may seem when it occurs, it is imperative that employees notify their supervisor and the Town Administrator immediately so that the appropriate documentation regarding each such accident or injury can be completed in a timely manner.

C. Fires, Bomb Threats, Earthquakes and Other Emergencies

Employees should follow the emergency procedures of the Town in the event of fires, bomb threats, natural disasters, or other emergencies. Employees should make themselves familiar with the location of exits, fire extinguishers, and first-aid kits in and near their offices. Exits and areas around the fire extinguishers must be kept clear of obstacles and hazards at all times.

In case of emergency, all employees are authorized to dial 911 or otherwise contact the local police department, fire department, or other local emergency personnel as appropriate.

Employees are expected to cooperate with fire drills and other exercises intended to ensure the effectiveness of emergency procedures.

D. Inclement Weather

It is the intent of the Town to remain open whenever possible. However, the Town does not encourage employees to travel to work when hazardous weather conditions exist. In the event of such conditions, employees will be notified by their supervisor of a cancellation or schedule change. The Town typically closes if Union County Government closes. If the Town closes, employees will be compensated for missed time. If the Town is not closed and an employee misses work, the employee will not be paid; however, employees may elect to use Vacation time for any missed work due to inclement weather. In this event, the employee must notify their supervisor immediately of their intent to use Vacation leave.

E. Travel

Employees traveling on Town business will receive an allowance of up to \$50.00 per day for meals. Receipts for travel-related expenses are required for reimbursement. Mileage for travel will be reimbursed at the IRS rate. Where possible, employees are encouraged to stay at hotels allowing the use of government rates. Consult the Town Administrator for any questions to this policy.

F. Credit Cards

Town credit cards are to be used for Town Business expenditures only. They are intended to be used primarily for the purchase of general office supplies for the Town as well as to facilitate travel arrangements. Where possible, expenditures for office supplies should continue to be made under purchase order agreements which grant the Town discounts (i.e. Office Depot). Town credit cards are not intended to be used for the purchase of capital expenditures. Issuance of Town credit cards to employees shall require authorization by both the Finance Officer and either the Mayor or a Councilmember with check signing authority. Town credit cards not issued in an employee's name will be maintained by the tax collector and will be given to employees on a need-only basis. Town credit cards may be cancelled or revoked at any time. Lost or stolen credit cards should be reported immediately to the Town Clerk. Employees receiving Town credit cards should sign a copy of the credit card policy to indicate their awareness and understanding of the policy.

Single purchases greater than \$100 shall require advance approval from the Finance Officer. Total purchases which will exceed \$2500 also require advance approval from the Finance Officer and such approval shall be in the form of specific written authorization. Credit limits shall be set at the Finance Officer's discretion. The maximum credit limit to be placed on a Town credit card shall not exceed \$5000.

Employees must submit receipts in a timely manner all receipts for Town credit card purchases to the Tax Collector. These receipts will be matched to the monthly credit card statements to validate the expenditures incurred. The Finance Officer will review and approve the credit card statements and related receipts prior to payment. Employees may be required to reimburse the Town for any unauthorized expenditures, or any expenditures incurred which do not have a receipt.

If an employee fails to provide timely receipts to facilitate the payment process or incurs unauthorized expenditures, the Town may revoke the employee's privilege to use a Town credit card. Use of the Town credit card for any personal expenditure may result in automatic removal of the employee as an authorized signer.

VII. ELECTRONIC MAIL AND COMMUNICATIONS POLICIES

A. Telephones

The Town recognizes that employees must occasionally place or receive personal calls on Town telephones. However, the telephone system is intended primarily to serve the needs of the town, and it is essential that personal use not interfere with that primary purpose. While at work, employees are expected to exercise the same discretion in using personal cell phones as is expected for the use of Town phones.

Excessive personal calls during the workday, regardless of whether the phone used is personal or Town property, can interfere with employee productivity and can be distracting to others. The Town encourages employees to limit personal calls to break times for non-emergency phone calls. Employees are therefore asked to make any non-emergency personal calls during non-work time and in non-work areas where possible, and to ensure that friends and family members are aware of the Town's policy. Flexibility may be provided in circumstances demanding immediate attention.

The Town reserves the right to restrict telephone (personal cell phone or Town phone) use that may interfere with its operations or an employee's job performance in any manner. Any violation of this policy may result in disciplinary action, up to and including termination of employment.

The Town will not be liable for the loss of personal cellular phones brought into the workplace.

B. E-mail, Internet, Computer, and Voice Mail Communications

The computer and other electronic communications and information systems of the Town, including voice mail, electronic mail and access to the Internet, are property of the Town and should be used for business purposes only. Although employees have passwords that restrict

access to their voice mail and computers, the Town Administrator and Mayor and Council may access any files, voice mail, or e-mail messages stored on or deleted from the computer system or voice mail system. The Town reserves the right to access such information and to monitor online activities for business purposes and employees should have no expectation of privacy.

Employees are strictly prohibited from accessing another employee's personal voice mail or e-mail messages. In addition, Internet, voice mail and e-mail systems are not to be used in a way that may be disruptive, offensive to others, or harmful to morale. For example, the Town prohibits the display or transmission of sexually explicit images, messages, or cartoons, or any transmission or use of voice mail, e-mail or Internet communications that contain ethnic slurs, racial epithets, or anything that may be construed as harassment or disparagement of others based on their race, color, religion, sex, national origin, age, disability, veteran status, or any other characteristic protected by law. Nor may employees use the Internet, voice mail or e-mail system to solicit or proselytize others for commercial ventures, religious or political causes, outside organizations, or other non-job-related solicitations.

Employees are responsible for maintaining the confidentiality of material on the Town's systems. Employees may not remove from the premises any hardware, software, files or data without permission from their supervisor, the Mayor and Town Council. Copyrights and restrictions that pertain to outside materials and trade secrets shall be respected, and employees are prohibited from the unauthorized downloading of music, software or other copyright materials.

Employees are prohibited from installing any software, program, or other executable without supervisor approval. If any user has a need for a program not included in the approved software list, that employee is required to gain approval from the Town Administrator prior to installing the software, program, or other executable file. X-rated uses of any Town property, e-mail, internet, computer, and/or voice mail communications are strictly prohibited.

Failure to adhere to these rules may result in discipline, up to and including termination of employment.

C. Social Media/Networking Guidelines

The Town understands that social media is frequently used to share life events and opinions with friends, family, co-workers and the general public. However, use of social media presents certain risks and carries with it certain responsibilities. The Town values its established brand reputation and good will relationships. These are important assets. Most social media sites are public and anyone, including Town residents, customers, supervisors and fellow employees, can read what the employee writes. Some readers may view the employee as a de facto spokesperson for the Town. Consequently, the employee should always use their best judgment and consider their audience before posting content.

To assist employees with making responsible decisions about the use of social media, the Town has established these guidelines. This policy applies to all Town employees and use of social media when on or off duty, or while using the Town's or personal electronic resources.

A. General Guidelines

- Make it clear to readers that the views expressed in any posting are yours alone and do not reflect the views of the Town. The employee should not speak on behalf of the Town without prior written authorization from the Town Administrator or Town Mayor and Council. All media inquiries related to the Town should be directed to the Town Administrator.
- Do not post inappropriate comments or materials, including discriminatory or harassing remarks, bullying tactics, threats of violence, or similar abusive, malicious or unlawful conduct. Remember that any abusive or inappropriate communications that are prohibited by the Town's Equal Employment Opportunity and Anti-Harassment policies are equally prohibited in cyberspace.
- The Employee is legally responsible for their social media postings and can be held liable if their comments or actions violate applicable laws, such as anti-discrimination laws or laws governing defamation.
- The Employee may also reject, without fear of retaliation, any "friend", "connection" or similar request from any Town resident, business-owner or other Town employee.
- The Employee is prohibited from disclosing any proprietary or confidential information about the Town. This includes but is not limited to information about Town residents or customers, or non-public financial information.
- All requests for references or recommendations from the prospective employer of a former employee received through social media activity must be forwarded to the Town Administrator for proper handling.
- It is critical that the employee show proper respect for the laws governing fair use of copyrighted material owned by others, trademarks and other intellectual property, including, the Town's own copyrights, trademarks and brands. The employee must comply with the rules governing such use, including not replicating such intellectual property without proper authorization.
- Social media should not be used to arrange business meetings, communicate with Town residents or customers, or to search for information about current or prospective employees without prior Town approval.
- The employee is prohibited from using social media during working time or while using Town-provided equipment unless it is work-related. Do not use Town email addresses to register on social networks, blogs or other online tools utilized for personal use.

B. Guidelines Applicable to Social Media Activity on Town-Sponsored Sites

The Town encourages employees to visit and participate in Town-sponsored social sites such as the Town's Facebook page or Twitter account, and where applicable to post on them. These sites provide a great opportunity to interact with our residents and customers and to provide useful information to them about the Town's products and services.

The following guidelines, in addition to the guidelines stated above, apply to employee participation in any Town-sponsored site:

- *Employee's Identity:* The employee is responsible for everything that the employee posts on Town-sponsored sites and should always identify himself when posting in those specific sites. Anonymous posting or use of pseudonyms is not allowed on Town-sponsored sites.
- *Be Respectful:* The words and images that employees post on Town-sponsored sites will be read and viewed by our residents and customers in the same way that residents and customers hear what employees say to them on the telephone and/or in other personal interactions. Please treat residents and business-owners that visit Town-sponsored sites with the same respect that the employee is provided on the phone and/or in person. Before completing a post, review it carefully, make sure it is grammatically correct and that the message cannot be misconstrued in a negative way.
- *Use Good Judgment:* The Town-sponsored sites provide an opportunity to tell our residents and customers about the Town's products and services. The employee is reminded to please keep this opportunity in mind when posting to any Town-sponsored site.
- *Add Value:* The Employee is encouraged to add value by posting on topics that the employee knows well. However, the employee is discouraged from speaking as a subject matter expert on our services or products. These tough questions and inquiries are to be handled by approved Town representatives.
- *No Solicitation:* The employee may not use Town-sponsored sites to solicit for or promote personal businesses or any organization, including but not limited to outside business ventures, charities, political campaigns, religious groups, or other membership organizations. Use of Town-sponsored sites to solicit for or promote Town-approved activities requires the prior approval of the Town Administrator.
- *On The Employee's Own Time:* Unless specifically authorized to engage in social media activity on the Town's behalf; visiting and participating in any Town-sponsored site is purely voluntary. While the employee is encouraged to enjoy Town-sponsored sites, the employee should only do so during non-working hours.
- *Monitoring Town-Sponsored Sites:* The Town monitors Town-sponsored sites as necessary to enforce Town policies. Town employees with appropriate authorization may remove or modify any posting that violates Town policies.

- *Complaints About Misuse:* The employee is expected to notify management to the extent the employee believes anyone is misusing a Town-sponsored site. Concerns of this nature should be as specific as possible and reported to the Town Administrator.

Failure to abide by the above Social Media Networking guidelines could result in the following: disciplinary action up to and including termination; exposing the Town to legal issues with residents or customers; losing residents or customers; legal action and/or criminal prosecution. The Town reserves the right to report suspected unlawful conduct to appropriate law enforcement authorities. Nothing contained in this policy should be interpreted to prohibit or restrict the rights of employees to engage in protected, concerted activity as permitted by law.



**TOWN OF WEDDINGTON
RESOLUTION OPPOSING THE PROPOSED HIGH-DENSITY RESIDENTIAL REZONING
AT THE SOUTHWEST CORNER OF NEW TOWN ROAD AND PROVIDENCE ROAD
FOR AVENTON APARTMENT COMPLEX
R-2021-04**

WHEREAS, the Town of Weddington Town Council's purpose is to represent the desires of its citizens and to serve as a voice for the greater good of the community; and

WHEREAS, the Town of Weddington recognizes that the Aventon rezoning has been proposed to Union County in an area bordered by the Town of Weddington and the Village of Marvin on a collection of parcels that are currently zoned R-40; and

WHEREAS, the proposed 310 multi-family apartments on 19 acres that will yield a density of over 16 units per acre will not be compatible with what the majority of citizens in Weddington and in neighboring areas desire, and the proposal contradicts residents' wishes to preserve the current way of living and not become urbanized; and

WHEREAS, the Town of Weddington recognizes that high density developments put a burden on the infrastructure and encourage growth that outpaces needed improvements; and

WHEREAS, traffic in the area is over capacity on Providence Road and New Town Road, with improvements to both being delayed significantly; these roads cannot sustain additional impact from high density residential development; and this proposed development may also create impact that can overwhelm adjacent minor roads; all of which will negatively impact existing property owners; and

WHEREAS, flooding and stormwater control problems are frequent complaints in this area, and will be heightened by this high density development; and

NOW THEREFORE, be it resolved that the Town of Weddington hereby requests the Union County Board of County Commissioners listen to the desires of the citizens and stay consistent with existing low-density residential zoning of R-40. Furthermore, the Town of Weddington stands with other municipalities in Union County in favor of this resolution.

Adopted this 8th day of February 2021.

Elizabeth Callis, Mayor

Attest:

Karen Dewey, Town Clerk

WEDDINGTON CODE ENFORCEMENT REPORT

January, 2021

1. 4005 Ambassador Ct., Inez B. McRae Trust
1/31/21----Deterioration continues, building vacant and closed.
2. 3232 Michelle Dr.
 - 9/30/20----Vehicles still being parked at residence
 - 1/31/21----Monitoring.
 -
3. 7200 Forest Ridge Rd.9/30/20
1/31/21----Monitoring.
4. 3343 Ironwood Dr.
10/31/20----NOV with citation issued to owner.
11/30/20----Attempting to meet with homeowner on site about fence height.
12/31/20---Owner will reduce height of fence.
1/31/21----Still waiting for owner to reduce fence height.
5. 3334 Ironwood Dr.
12/31/21----Notice of Violation and citation issued 1/18/21 for illegal business use (drums and used appliances).
6. 4208 Waxhaw Indian Trail Rd.
10/31/20---Courtesy letter to owner. He has indicated tenants will comply.
11/30/20----Monitoring.
12/31/21----Monitoring.
7. 5024 Oxfordshire Rd.
10/31/20----Courtesy letter to owner ordering fence for pool.
12/31/20---No Change.
8. New Town Rd.---OPE Investments
12/31/21—dog kennel on property without principal use; Courtesy letter to owner

TOWN OF WEDDINGTON
BALANCE SHEET

FY 2020-2021

PERIOD ENDING: 01/31/2021

10 GENERAL FUND

ASSETS

ASSETS

10-1120-000 TRINITY CHECKING ACCOUNT	2,433,051.53
10-1120-001 TRINITY MONEY MARKET	1,141,925.28
10-1170-000 NC CASH MGMT TRUST	558,767.69
10-1211-001 A/R PROPERTY TAX	71,288.16
10-1212-001 A/R PROPERTY TAX - 1ST YEAR PRIOR	12,655.51
10-1212-002 A/R PROPERTY TAX - NEXT 8 PRIOR YRS	7,877.74
10-1232-000 SALES TAX RECEIVABLE	347.27
10-1610-001 FIXED ASSETS - LAND & BUILDINGS	2,356,559.00
10-1610-002 FIXED ASSETS - FURNITURE & FIXTURES	10,255.10
10-1610-003 FIXED ASSETS - EQUIPMENT	18,445.58
10-1610-004 FIXED ASSETS - INFRASTRUCTURE	26,851.00
10-1610-005 FIXED ASSETS - COMPUTERS	10,155.51
10-1610-006 FIXED ASSETS - COMPUTER SOFTWARE	182,994.00
TOTAL ASSETS	<u><u>6,831,173.37</u></u>

LIABILITIES & EQUITY

LIABILITIES

10-2110-000 ACCOUNTS PAYABLE	3,500.00
10-2115-000 ACCOUNTS PAYABLE ACCRUAL	19,912.50
10-2120-000 BOND DEPOSIT PAYABLE	75,002.25
10-2155-000 HEALTH INSURANCE PAYABLE	-3,192.00
10-2156-000 LIFE INSURANCE PAYABLE	-36.12
10-2620-000 DEFERRED REVENUE - DELQ TAXES	12,655.51
10-2625-000 DEFERRED REVENUE - CURR YR TAX	71,288.16
10-2630-000 DEFERRED REVENUE-NEXT 8	7,877.74
TOTAL LIABILITIES	<u>187,008.04</u>

EQUITY

10-2620-001 FUND BALANCE - UNASSIGNED	2,525,514.17
10-2620-003 FUND BALANCE-ASSIGNED	726,000.00
10-2620-004 FUND BALANCE-INVEST IN FIXED ASSETS	2,605,260.19
10-2620-005 CURRENT YEAR EQUITY YTD	243,119.68
CURRENT FUND BALANCE - YTD NET REV	544,271.29

TOWN OF WEDDINGTON
BALANCE SHEET

FY 2020-2021

PERIOD ENDING: 01/31/2021

10

TOTAL EQUITY	<u>6,644,165.33</u>
TOTAL LIABILITIES & FUND EQUITY	<u><u>6,831,173.37</u></u>

TOWN OF WEDDINGTON
REVENUE & EXPENDITURE STATEMENT BY DEPARTMENT

FY 2020-2021

01/01/2021 TO 01/31/2021

	<u>CURRENT PERIOD</u>	<u>YEAR-TO-DATE</u>	<u>BUDGETED</u>	<u>% BUDGET REM</u>
REVENUE:				
10-3101-110 AD VALOREM TAX - CURRENT	140,427.73	1,138,723.57	1,145,000.00	1
10-3102-110 AD VALOREM TAX - 1ST PRIOR	373.68	3,900.00	3,000.00	-30
10-3103-110 AD VALOREM TAX - NEXT 8 Y	774.40	1,877.03	2,000.00	6
10-3110-121 AD VALOREM TAX - MOTOR V	0.00	43,928.00	105,000.00	58
10-3115-180 TAX INTEREST	425.99	975.74	2,250.00	57
10-3231-220 LOCAL OPTION SALES TAX RE	39,616.26	197,988.77	350,000.00	43
10-3322-220 BEER & WINE TAX	0.00	0.00	45,000.00	100
10-3324-220 UTILITY FRANCHISE TAX	0.00	224,843.33	460,000.00	51
10-3329-220 CARES SUBRECIPIENT AWARD	-736.30	13,766.06	18,220.00	24
10-3340-400 ZONING & PERMIT FEES	3,842.50	23,222.50	25,000.00	7
10-3350-400 SUBDIVISION FEES	0.00	4,435.00	53,500.00	92
10-3830-891 MISCELLANEOUS REVENUES	0.00	299.00	1,500.00	80
10-3831-491 INVESTMENT INCOME	0.00	917.21	7,000.00	87
TOTAL REVENUE	184,724.26	1,654,876.21	2,217,470.00	25
AFTER TRANSFERS	184,724.26	1,654,876.21	2,217,470.00	
4110 GENERAL GOVERNMENT				
EXPENDITURE:				
10-4110-126 FIRE DEPT SUBSIDIES	65,316.50	457,215.50	789,500.00	42
10-4110-127 FIRE DEPARTMENT BLDG/MAINT	0.00	0.00	10,000.00	100
10-4110-128 POLICE PROTECTION	75,855.73	227,567.19	305,425.00	25
10-4110-192 ATTORNEY FEES - GENERAL	20,000.00	40,000.00	75,000.00	47
10-4110-193 ATTORNEY FEES - LITIGATION	0.00	0.00	5,000.00	100
10-4110-195 ELECTION EXPENSE	0.00	0.00	3,500.00	100
10-4110-340 PUBLICATIONS	0.00	0.00	2,500.00	100
10-4110-341 WEDDINGTON FALL EVENT	0.00	0.00	4,100.00	100
10-4110-342 HOLIDAY/TREE LIGHTING	2,427.98	3,606.90	6,000.00	40
10-4110-343 SPRING EVENT	0.00	0.00	10,175.00	100
10-4110-344 OTHER COMMUNITY EVENTS	0.00	0.00	1,350.00	100
10-4110-495 EVENT PUBLIC SAFETY & OUTREACH	0.00	0.00	4,500.00	100
TOTAL EXPENDITURE	163,600.21	728,389.59	1,217,050.00	40
BEFORE TRANSFERS	-163,600.21	-728,389.59	-1,217,050.00	
AFTER TRANSFERS	-163,600.21	-728,389.59	-1,217,050.00	
4120 ADMINISTRATIVE				
EXPENDITURE:				
10-4120-121 SALARIES - CLERK	2,088.45	14,967.38	25,000.00	40
10-4120-123 SALARIES - TAX COLLECTOR	4,167.12	30,026.01	54,550.00	45
10-4120-124 SALARIES - FINANCE OFFICER	1,309.67	6,535.23	11,500.00	43
10-4120-125 SALARIES - MAYOR & TOWN COUNCIL	2,100.00	14,700.00	25,200.00	42
10-4120-181 FICA EXPENSE	739.34	5,066.04	9,000.00	44

TOWN OF WEDDINGTON
REVENUE & EXPENDITURE STATEMENT BY DEPARTMENT

FY 2020-2021

01/01/2021 TO 01/31/2021

	<u>CURRENT PERIOD</u>	<u>YEAR-TO-DATE</u>	<u>BUDGETED</u>	<u>% BUDGET REM</u>
10-4120-182 EMPLOYEE RETIREMENT	1,037.22	7,285.25	13,500.00	46
10-4120-183 EMPLOYEE INSURANCE	1,246.00	8,722.00	14,975.00	42
10-4120-184 EMPLOYEE LIFE INSURANCE	13.72	89.32	175.00	49
10-4120-185 EMPLOYEE S-T DISABILITY	12.00	84.00	200.00	58
10-4120-191 AUDIT FEES	0.00	0.00	8,500.00	100
10-4120-193 CONTRACT LABOR	2,286.50	7,821.50	50,100.00	84
10-4120-200 OFFICE SUPPLIES - ADMIN	514.95	3,808.35	14,000.00	73
10-4120-210 PLANNING CONFERENCE	0.00	0.00	2,500.00	100
10-4120-321 TELEPHONE - ADMIN	136.48	841.31	2,250.00	63
10-4120-325 POSTAGE - ADMIN	255.87	916.05	2,000.00	54
10-4120-331 UTILITIES - ADMIN	579.04	6,496.54	5,040.00	-29
10-4120-351 REPAIRS & MAINTENANCE - B	205.00	7,771.38	7,500.00	-4
10-4120-352 REPAIRS & MAINTENANCE - E	3,439.62	36,174.66	66,500.00	46
10-4120-354 REPAIRS & MAINTENANCE - G	3,750.00	25,180.00	118,500.00	79
10-4120-355 REPAIRS & MAINTENANCE - P	0.00	450.08	1,500.00	70
10-4120-356 REPAIRS & MAINTENANCE - C	400.00	3,100.00	6,250.00	50
10-4120-370 ADVERTISING - ADMIN	98.40	264.70	1,000.00	74
10-4120-397 TAX LISTING & TAX COLLECT	-334.15	-1,341.50	0.00	0
10-4120-400 ADMINISTRATIVE:TRAINING	0.00	824.00	4,500.00	82
10-4120-410 ADMINISTRATIVE:TRAVEL	269.54	998.37	6,000.00	83
10-4120-450 INSURANCE	0.00	14,377.47	14,500.00	1
10-4120-491 DUES & SUBSCRIPTIONS	0.00	18,195.82	22,000.00	17
10-4120-498 GIFTS & AWARDS	0.00	383.62	2,500.00	85
10-4120-499 MISCELLANEOUS	613.31	2,966.90	7,500.00	60
10-4120-500 CAPITAL EXPENDITURES	0.00	0.00	27,000.00	100
TOTAL EXPENDITURE	24,928.08	216,704.48	523,740.00	59
BEFORE TRANSFERS	-24,928.08	-216,704.48	-523,740.00	
AFTER TRANSFERS	-24,928.08	-216,704.48	-523,740.00	

4130 PLANNING & ZONING

EXPENDITURE:

10-4130-121 SALARIES - ZONING ADMINIS	6,666.66	47,797.02	82,440.00	42
10-4130-122 SALARIES - ASST ZONING ADM	0.00	0.00	500.00	100
10-4130-123 SALARIES - ADMINISTRATIVE	2,436.39	17,328.64	30,185.00	43
10-4130-124 SALARIES - PLANNING BOARE	425.00	2,925.00	5,100.00	43
10-4130-125 SALARIES - SIGN REMOVAL	278.43	1,990.40	4,660.00	57
10-4130-181 FICA EXPENSE - P&Z	722.00	5,160.79	9,500.00	46
10-4130-182 EMPLOYEE RETIREMENT - P&	1,539.48	10,775.10	19,050.00	43
10-4130-183 EMPLOYEE INSURANCE	1,547.00	10,829.00	18,565.00	42
10-4130-184 EMPLOYEE LIFE INSURANCE	22.40	140.00	250.00	44
10-4130-185 EMPLOYEE S-T DISABILITY	12.00	84.00	175.00	52
10-4130-193 CONSULTING	20,288.65	50,923.93	54,500.00	7
10-4130-194 CONSULTING - COG	0.00	0.00	11,500.00	100
10-4130-200 OFFICE SUPPLIES - PLANNING	514.96	3,485.38	5,000.00	30
10-4130-201 ZONING SPECIFIC OFFICE SUP	0.00	13,035.22	19,720.00	34

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TOWN OF WEDDINGTON
REVENUE & EXPENDITURE STATEMENT BY DEPARTMENT

FY 2020-2021

01/01/2021 TO 01/31/2021

	<u>CURRENT PERIOD</u>	<u>YEAR-TO-DATE</u>	<u>BUDGETED</u>	<u>% BUDGET REM</u>
10-4130-215 HISTORIC PRESERVATION	0.00	0.00	250.00	100
10-4130-220 INFRASTRUCTURE	0.00	-1,347.93	394,000.00	100
10-4130-226 STORMWATER EROSION CON	-65.00	-1,255.00	0.00	0
10-4130-321 TELEPHONE - PLANNING & ZC	136.49	841.37	2,250.00	63
10-4130-325 POSTAGE - PLANNING & ZONI	223.89	806.07	2,000.00	60
10-4130-331 UTILITIES - PLANNING & ZONI	579.07	1,847.66	5,035.00	63
10-4130-370 ADVERTISING - PLANNING & Z	98.40	144.20	1,000.00	86
TOTAL EXPENDITURE	<u>35,425.82</u>	<u>165,510.85</u>	<u>665,680.00</u>	<u>75</u>
BEFORE TRANSFERS	<u>-35,425.82</u>	<u>-165,510.85</u>	<u>-665,680.00</u>	
AFTER TRANSFERS	<u>-35,425.82</u>	<u>-165,510.85</u>	<u>-665,680.00</u>	
GRAND TOTAL	<u>-39,229.85</u>	<u>544,271.29</u>	<u>-189,000.00</u>	

**TOWN OF
W E D D I N G T O N
MEMORANDUM**

TO: Mayor and Town Council

FROM: Kim Woods, Tax Collector

DATE: February 8, 2021

SUBJECT: Monthly Report–January 2021

Transactions:	
Refunds	\$7502.93
Interest and Penalty Charges	\$1732.90
Penalty and Interest Payments	\$(515.67)
Adjustments <5.00	\$(42.15)
Balance Adjustments	\$(300.42)
Releases	\$(162.30)
Taxes Collected:	
2015	\$(193.60)
2016	\$(193.60)
2017	\$(193.60)
2018	\$(193.60)
2019	\$(373.68)
2020	\$(146,511.42)
As of January 31, 2021; the following taxes remain Outstanding:	
2010	\$530.18
2011	\$52.18
2012	\$265.34
2013	\$317.71
2014	\$626.10
2015	\$746.60
2016	\$644.49
2017	\$1391.66
2018	\$3303.48
2019	\$12655.51
2020	\$71288.16

Total Outstanding:	\$91,821.41
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