

BUDGET REVIEW

AGENDA FY 2025-26

1. May 1, 2025 Current Budget Financial Summary
2. 2025 Budget Priorities
3. Budget Message Review/Highlights
4. FY 2025-26 Capital Items
5. Staffing - FTE's and Changes
6. FY 2025-2030 GF Capital Improvement Program
7. FY 2025-2035 PU Capital Improvement Program
8. Projects – Summary
9. Debt Schedule
10. Pay Plan
11. Other

Committee of the Whole – May 27, 2025, 8:30 a.m.

- Any follow-up budget items
- Regular Department Updates



City of Lenoir
Financial Summary
As of 04/30/2025



General Fund					
	2024-2025 Budget	4/30/2025	% of Budget	Change from Previous Year	4/30/2024
Total Revenue	\$ 23,751,580.00	\$ 21,240,211.04	89%	\$ 328,019.65	\$ 20,912,191.39
Expenditures	\$ 23,751,580.00	\$ 18,890,933.86	80%	\$ 1,503,497.57	\$ 17,387,436.29
Over/Under	\$ -	\$ 2,349,277.18		\$ (1,175,477.92)	\$ 3,524,755.10
Downtown District					
	2024-2025 Budget	4/30/2025	% of Budget	Change from Previous Year	4/30/2024
Revenues	\$ 264,700.00	\$ 46,115.96	17%	\$ (4,874.46)	\$ 50,990.42
Expenditures	\$ 264,700.00	\$ 244,343.56	92%	\$ (7,553.44)	\$ 251,897.00
Over/Under	\$ -	\$ (198,227.60)		\$ 2,678.98	\$ (200,906.58)
Water/Sewer Fund					
	2024-2025 Budget	4/30/2025	% of Budget	Change from Previous Year	4/30/2024
Revenues	\$ 11,770,028.00	\$ 9,856,491.05	84%	\$ 455,699.42	\$ 9,400,791.63
Expenditures	\$ 11,770,028.00	\$ 9,334,460.73	79%	\$ 322,863.86	\$ 9,011,596.87
Over/Under	\$ -	\$ 522,030.32		\$ 132,835.56	\$ 389,194.76



City of Lenoir
Financial Summary By Department
As of 4/30/2025



General Fund			
	BUDGET	4/30/2025	% OF BUDGET
REVENUE			
PROPERTY TAXES	\$ 10,457,689.00	\$ 10,718,358.29	102%
SALES TAX	\$ 6,100,000.00	\$ 4,354,287.63	71%
FRANCHISE TAX	\$ 2,410,000.00	\$ 1,885,127.79	78%
SOLID WASTE FEE	\$ 1,111,000.00	\$ 935,513.09	84%
OTHER	\$ 3,672,891.00	\$ 3,346,924.24	91%
TOTAL	\$ 23,751,580.00	\$ 21,240,211.04	89%
EXPENDITURES			
LEGISLATIVE	\$ 409,640.00	\$ 182,259.71	44%
ADMINISTRATIVE	\$ 851,600.00	\$ 828,627.51	97%
FINANCE	\$ 904,739.00	\$ 587,119.46	65%
PLANNING	\$ 545,031.00	\$ 365,733.87	67%
POLICE	\$ 7,569,543.00	\$ 6,427,866.54	85%
FIRE	\$ 5,522,655.00	\$ 4,196,864.86	76%
RECREATION	\$ 1,810,535.00	\$ 1,544,311.45	85%
PUBLIC WORKS			
Administrative	\$ 362,604.00	\$ 219,766.85	61%
Cemetery & Grounds	\$ 1,328,240.00	\$ 1,067,113.83	80%
Building Maintenance	\$ 512,860.00	\$ 426,987.55	83%
Sanitation	\$ 1,136,766.00	\$ 934,507.96	82%
Streets	\$ 2,467,418.00	\$ 1,846,114.01	75%
Vehicle Services	\$ 329,949.00	\$ 263,660.26	80%
TOTAL	\$ 23,751,580.00	\$ 18,890,933.86	80%
OVER/UNDER	\$ -	\$ 2,349,277.18	
Downtown District			
	BUDGET	4/30/2025	% OF BUDGET
TOTAL REVENUES	\$ 264,700.00	\$ 46,115.96	17%
TOTAL EXPENDITURE	\$ 264,700.00	\$ 244,343.56	92%
OVER/UNDER	0	\$ (198,227.60)	
Water/Sewer Fund			
	BUDGET	4/30/2025	% OF BUDGET
REVENUE			
WATER SALES	\$ 7,585,127.00	\$ 6,457,698.96	85%
SEWER SALES	\$ 3,622,901.00	\$ 3,022,555.58	83%
OTHER	\$ 562,000.00	\$ 376,236.51	67%
TOTAL REVENUES	\$ 11,770,028.00	\$ 9,856,491.05	84%

EXPENDITURES			
ADMIN & ENGINEERING	\$ 625,706.00	\$ 487,859.56	78%
WATER RESOURCES	\$ 414,700.00	\$ 352,130.71	85%
RHODHISS PLANT	\$ 3,306,278.00	\$ 2,539,773.63	77%
WATER DISTRIBUTION	\$ 2,366,447.00	\$ 2,182,753.03	92%
WASTEWATER COLLECTION	\$ 1,842,826.00	\$ 1,123,841.21	61%
WASTEWATER PRETREATMENT	\$ 203,656.00	\$ 142,211.10	70%
GUNPOWDER WASTEWATER PL	\$ 984,868.00	\$ 701,602.68	71%
LOWER CREEK WASTEWATER PL	\$ 2,025,547.00	\$ 1,804,288.81	89%
TOTAL EXPENDITURE	\$ 11,770,028.00	\$ 9,334,460.73	79%
OVER/UNDER	\$ -	\$ 522,030.32	

2025 City Council Priorities

1. Continue efforts to offer competitive compensation and benefits for employees to improve recruitment and retention.
2. Develop options to increase code enforcement and improve beautification in three primary areas:
 - Abandoned and neglected housing
 - Dilapidated commercial properties
 - Appearance of downtown buildings
3. Update the Lenoir Comprehensive Pedestrian Plan and improve walkability.
4. Evaluate long-term Downtown parking needs.
5. Continue to fund and support the Water and Sewer Capital Improvements Plan.





CITY MANAGER
SCOTT E. HILDEBRAN

CITY OF LENOIR
NORTH CAROLINA

MAYOR
JOSEPH L. GIBBONS

CITY COUNCIL
J. T. BEAL
T. H. PERDUE
J. I. PERKINS
R. S. PRESTWOOD
K. R. ROGERS
D. F. STEVENS
C. D. THOMAS

May 20, 2025

Honorable Mayor Gibbons and Members of the City Council:

Pursuant to Section 159-11 of the North Carolina General Statutes (NCGS), Local Government Budget and Fiscal Control Act, I am pleased to submit the Recommended Fiscal Year (FY) 2025-2026 Budget for your review and consideration. This document provides a financial plan for the upcoming fiscal year and was developed in accordance with the City Council's Priorities established in both the February Strategic Planning Retreat and the March Budget Retreat as well as during Council and Departmental meetings held over the past year.

The recommended budget addresses Council's 2025 Priorities including: offering competitive compensation and benefits for recruitment and retention, increasing support for code enforcement and city beautification, evaluating long-term downtown parking needs, continuing to fund and support water and sewer infrastructure, implementing the new comprehensive plan, and updating the Lenoir Comprehensive Pedestrian Plan and improving walkability.

The proposed budget takes into account our current economic challenges such as concerns about rising costs, labor market conditions, increasing health and general liability insurance costs, tariff and trade uncertainty and overall financial market volatility.

A work session to review the Recommended FY 2025-2026 Budget is scheduled to be held on Thursday, May 22, 2025, at 6:00 p.m. and a public hearing on the budget is scheduled on Tuesday, June 3, 2025, at 6:00 p.m.

General Fund

The proposed General Fund budget totals \$25,241,845 and is balanced with the property tax rate of 46¢ per \$100 of assessed property value, a reduction of 11¢ per \$100 and is the lowest tax rate in over 25 years. The budget maintains the current Rescue Readiness Tax Rate of 0.85¢ per \$100 of assessed property value for a total tax rate of 46.85¢ per \$100. The recommended budget includes an increase in planning fees. All other fees and charges remain unchanged.

Under North Carolina law, each county must conduct a countywide revaluation of all real property (land, buildings, and other permanent improvements) within the county at least every eight years for tax assessment determination. The purpose of revaluation is to re-establish equity among properties that may have appreciated or depreciated in value at different rates since the county's revaluation in 2021. In 2025, Caldwell County completed the real property revaluation process. Personal property and motor vehicles are assessed for taxation every year.



Based on the revaluation, there was a 44.88% increase in assessed values for real property. Personal property values decreased by approximately 10.00%. Personal property generally refers to movable assets such as computers, boats, and business assets such as machinery, office furniture and electronics. Registered motor vehicle values remain unchanged. Public service company properties are assessed by the State of North Carolina and the projections will not be available until the fall of this year.

Overall, the combined actual values for real property, personal property, registered motor vehicles, and public service companies for 2024 compared to the estimated values for 2025 have changed in total 21.96%.

NC General Statute 159-11 requires local governments to publish the revenue-neutral property tax rate after a revaluation. Per the statute, “the revenue-neutral property tax rate is the rate that is estimated to produce revenue for the next fiscal year equal to the revenue that would have been produced for the next fiscal year by the current tax rate if no reappraisal had occurred”. This general statute also provides instruction on how the rate is to be calculated: 1) Determine a rate that would produce revenues equal those produced for the current fiscal year, and 2) Increase the rate by a factor equal to the average annual growth. The revenue neutral rate is the tax rate that would generate the same amount of revenue the City would expect to receive if no revaluation had occurred, including growth. Based on the revaluation information from Caldwell County, the estimated revenue-neutral property tax rate equals 45.05¢ per \$100.

Nearly 79% of the General Fund’s revenue comes from property tax (44%), sales tax (25%) and franchise tax (10%) revenue. The remainder comes from a combination of state-shared revenue, investment earnings, and sales and services. Staff is conservatively projecting revenues based on FY 2023-2024 actual collections for the coming year.

The Recommended General Fund Budget includes borrowing for a new ladder fire truck utilizing the Rural Economic Development Loan and Grant (REDLG) program with a 7-year, 0% interest rate loan through Blue Ridge Energy. The budget does not use any general fund balance.

Downtown Municipal Service District

The proposed Downtown Municipal Service District budget totals \$271,550 and is balanced with the downtown tax rate of 18¢ per \$100 of assessed district property value and with the use of general funds. Based on the revaluation information from Caldwell County, the estimated revenue-neutral property tax rate for the municipal service district equals 17.39¢ per \$100 of assessed value.

Water and Sewer Fund

The proposed Water and Sewer Fund budget totals \$13,263,721 and includes a 2.3% increase in water and sewer rates. The City has traditionally used the annual Consumer Price Index - South Region for All Urban Consumers (CPI) as a gauge and guide when considering increases in water and sewer rates. This year the CPI was 2.3% in February of 2025. The average increase for a customer with 5,000 gallons of usage per month would be \$1.28 per month.

The Water and Sewer Fund budget utilizes a retained earnings appropriation of \$1,300,000 for capital expenditures, as recommended in our Water and Sewer Capital Plan developed by McGill Associates.

Multi-Year Capital Projects

Over the past few years, the City of Lenoir has received substantial funding for multi-year capital projects that take an extended period of time to complete. The funding has been received from a variety of sources - the American Rescue Plan, State-directed appropriations, Community Development Block Grant (CDBG), numerous other grants, and private donations.

These funds will be utilized to complete City Council prioritized capital projects. Some of the projects include more greenway connections and expansions, Aquatic Center renovation, a Parks and Recreation master plan, Fire Department sink-hole repair, Finley Avenue Water Improvements, the Hospital Avenue Sidewalk project, cybersecurity infrastructure, wayfinding signage, The Campus at the Historic Lenoir High School improvements, Harper Avenue Streetscape Project, and the Lenoir-Valdese Water Interconnection. Staff continues to seek grant opportunities and utilize grant funding to accomplish our capital goals.

The proposed operating budget does not specifically allocate any of this funding. Staff will present budget amendments and/or capital project ordinances as funds are obligated for these capital projects. A comprehensive list of projects and funding sources is included in the proposed budget packet for information.

Budget Highlights

The key components of this budget are:

- Core services are continued with revenue projections estimated in a realistic, conservative manner. The projections include consideration for the continued uncertainties of the future economic environment.
- Employee Compensation: The City, like most employers, is experiencing workforce challenges in the recruitment and retention of employees. City Council and Management continue to recognize that our talented employees are vital to the delivery of quality municipal services and are our most important resource. As the top strategic priority, the budget includes a Cost of Living Adjustment (COLA) of 3.75% for all employees and funds our holiday longevity bonus program. The budget funds the mandated increase in the NC Local Governmental Employees' Retirement System (LGERS) employer contribution rate, effective July 1, 2025. The law enforcement rate will increase from 15.10% to 16.10%, while the non-law enforcement rate will move from 13.60% to 14.35%. The City's group health insurance premiums will increase by approximately 27%, while maintaining the current plan benefit levels. The cost of the City's property and liability insurance will increase by 14% while the workers' compensation insurance was basically flat.
- Street Resurfacing: The budget allocates \$420,000, to continue implementation of our Pavement Plan. The State Powell Bill funding is expected to remain stable in the coming year. In addition, the budget includes \$137,750 in funding for strategic paving for various Council priorities.
- Downtown: Funding is included to support our Downtown Master Plan, to expand downtown decorations, and to add planters. The Downtown attendant's position has been re-organized to increase visibility and service to the Downtown District.
- Code Enforcement: The budget includes more than \$100,000 for building demolitions, foreclosures and \$35,000 in funding for contracted Western Piedmont Council of Governments (WPCOG) Code Enforcement Services (two days per week/four hours per day) to assist with nuisance and code enforcement in response to the City Council's priorities.
- Technology: There is funding for computer and information technology upgrades throughout the organization to enhance and improve operations and security.
- Environmental: The outsourcing of management and oversight of our Federal Phase II Stormwater Program to the WPCOG Stormwater Partnership continues and the budget funds an ongoing mapping of our stormwater system.
- The budget funds all debt obligations.

Recommended General Fund capital investments total \$1,560,725, a decrease of \$163,525 from FY 2024-2025. Staff will use capital funding for various projects and purchases including:

- Ladder Fire truck replacement

- Trucks and utility terrain vehicles (UTV) for various departments
- Equipment upgrades and vehicle replacements for the Police department
- Automated garbage truck replacement
- Mulberry Recreation Center improvements

A complete list of General Fund capital purchases is included in the budget packet.

Recommended Water and Sewer Fund capital investments total \$3,024,000, an increase of \$1,101,850 from the previous year which is primarily due to the Ridge Street Sewer Replacement. Water and Sewer Fund capital projects include:

- Repairs and building renovations at the Water Treatment Plant
- Renovations at the Public Services building
- Replacement pick-up trucks
- Ridge Street and East Harper Avenue sewer replacement
- Raw pump and valve replacements

A complete list of Water and Sewer Fund capital purchases is included in the budget packet.

Downtown Municipal Service District capital funding totals \$30,000.

Summary

In closing, the Recommended FY 2025-2026 Budget is balanced in accordance with State Statutes and attempts to address City Council's goals and priorities for the coming fiscal year. As outlined in the highlights, the proposed budget increases employee compensation and continues funding code enforcement. Staff is currently working to complete the new Living Lenoir 2045 Comprehensive Plan, and the budget allocates more than \$3 million for water and sewer capital improvements.

The Recommended FY 2025-2026 Budget will allow the City to maintain and enhance current service levels. I want to thank our staff for continuing to find cost savings and maximize resources to accomplish budget initiatives.

I would like to recognize and commend the efforts of Finance Director Donna Bean for her hard work and dedication in the preparation of this budget. Her thoroughness and guidance in the management of our financial operations is greatly appreciated.

Finally, I would also like to express my gratitude to the Department Directors, Team Lenoir, and City Council for your engagement, collaboration, and contributions on this important policy document. Our primary goal, each and every day, via our employee-led customer service initiative, remains to provide "Service Beyond Measure."

Come "Create With Us" in Lenoir!

Respectfully submitted,



Scott E. Hildebran
City Manager

PROPERTY TAX ESTIMATES
2024-2025 VALUES vs. 2025-2026 PROJECTIONS

	<u>2024-2025 ASSESSMENTS</u>	<u>2025-2026 PROJECTIONS</u>
Real Value Less Exemptions	\$1,585,074,834	\$2,297,121,850
Business Personal	<u>\$1,134,457,684</u>	<u>\$1,015,557,163</u>
	<u>\$2,719,532,518</u>	<u>\$3,312,679,013</u>
 Tax Rate (.0057, .0046)	 \$15,501,335	 \$15,238,323
Rescue Readiness Tax Rate (.000085, .000085)	\$231,160	\$281,578
Total Tax	\$15,732,496	\$15,519,901
Collection Rate (97.8, 97.43)	<u>\$15,386,381</u>	<u>\$15,121,040</u>
 Tax Grant Refund Projection	 (\$5,700,000)	 (\$4,840,000)
 Net Tax Collections	 <u>\$9,686,381</u>	 <u>\$10,281,040</u>

THE FY 2025-2026 BUDGET SUMMARY

TAX & USERS FEE RATES

Property Tax: The fiscal year 2025-2026 proposed tax rate of \$0.46 per \$100 of assessed value is based upon a total real and personal property value of \$3,312,679,013 with a collection rate of 97.43%. For fiscal year 2025-2026, City of Lenoir will continue to collect the Rescue Readiness Tax at a rate of .0085 per \$100 of assessed value. Discounts for early payment will be 2.25% in July and 1.25% in August.

- **Water and Sewer Rates:** Water and Sewer rates are budgeted according to the following schedule:

WATER	
INSIDE CITY LIMITS	
	New Rate
First 1,000 gallons	12.40
Over 1,000 gallons per 1,000	3.92
OUTSIDE CITY LIMITS	
First 1,000 gallons	24.79
Over 1,000 gallons - per 1,000	7.85
Resale Water Rate: per 1,000 gallons	2.62
SEWER	
INSIDE CITY LIMITS	
	New Rate
First 1,000 gallons	10.86
Over 1,000 gallons - per 1,000	4.60
OUTSIDE CITY LIMITS	
First 1,000 gallons	21.74
Over 1,000 gallons - per 1,000	9.22
Resale Sewer Rate - per 1,000 gallons	4.55

MAJOR FY 2025-2026 CAPITAL EXPENSES

- Building Maintenance
- Vehicles and Equipment
- Water and Sewer Improvements
- Infrastructure

KEY OPERATIONAL GOALS

- Continue to evaluate salaries
- Focus on economic development activities
- Focus on maintaining the General Fund Balance
- Focus on maintaining the retained earnings for the Water & Sewer Fund

Water Rate Comparisons 5,000 Gallons Usage Per Month FY 2025

Source: Published FY25 Utility Rates Sheets

March 7, 2025

System	Water	Sewer	Total
Siler City	\$56.11	\$60.45	\$116.56
Blowing Rock	\$57.58	\$57.08	\$114.66
Lexington	\$45.13	\$61.74	\$106.87
Thomasville	\$40.38	\$60.69	\$101.07
Newton	\$39.20	\$51.72	\$90.92
Taylorsville	\$43.50	\$43.50	\$87.00
Cherryville	\$43.00	\$43.00	\$86.00
Granite Falls	\$41.30	\$43.62	\$84.92
Statesville	\$31.91	\$51.43	\$83.34
Boone	\$43.82	\$39.40	\$83.22
Two Rivers Utilities **(Gastonia)	\$32.75	\$45.36	\$78.11
Lincolnton	\$29.99	\$46.97	\$76.96
Shelby	\$29.86	\$46.85	\$76.71
Conover	\$29.83	\$39.31	\$69.14
Hickory	\$28.62	\$37.86	\$66.48
Valdese	\$46.30	\$18.30	\$64.60
North Wilkesboro	\$31.98	\$26.47	\$58.45
Lenoir	\$27.44	\$28.62	\$56.06
Morganton	\$17.50	\$36.86	\$54.36
Forest City	\$22.38	\$23.10	\$45.48

**CITY OF LENOIR
GENERAL FUND CIP
2025-2026 BUDGET YEAR**

Department	Qty	General Fund	Amount	Department Totals
Vehicle Services	1	HVAC	16,225.00	
	Total	Vehicle Services		16,225.00
Public Works Admin	1	Public Works- Office Furniture	6,000.00	
	Total	Public Works Admin		6,000.00
Police Patrol	1	Flock Camera System	36,500.00	
Police Patrol	4	Departmental Vehicles	280,000.00	
Police Patrol	1	Firing Range Management	3,000.00	
Police Patrol	4	Spare MDTs	5,000.00	
Police Patrol	10	Weapon Replacement (P 365) + (P 320)	6,400.00	
Police Patrol	15	SRT Communication Headsets	30,000.00	
	Total	Police Patrol		360,900.00
Fire	1	Equipment Replacement	25,000.00	
Fire	1	Fire Truck Replacement	590,000.00	
	Total	Fire		615,000.00
Streets	1	Snow Plow	9,500.00	
Streets	1	Salt Spreader	10,000.00	
	Total	Streets		19,500.00
Sanitation	1	Automated Garbage Truck	425,000.00	
	Total	Sanitation		425,000.00
Cemeteries	1	Office Furniture	5,000.00	
Cemeteries	1	Zero-Turn Mower 60"	17,000.00	
	Total	Cemeteries		22,000.00
Recreation Admin	1	IT Upgrades @ All Parks and Facilities	5,000.00	
	Total	Recreation Admin		5,000.00
Mulberry Rec	1	Mulberry Door Replacements/ Outside Painting etc.	22,000.00	
	Total	Mulberry Rec		22,000.00
Parks & Grounds	16	Downtown Planters	10,000.00	
Parks & Grounds	1	Ventrac Attachments for Current 6-Wheel	25,400.00	
Parks & Grounds	1	Ventrac Pro 4 Wheel Grapple and Dump Attachment	33,700.00	
	Total	Parks & Grounds		69,100.00
		General Fund Grand Total		1,560,725.00

Department	Qty	Downtown District	Amount	Department Totals
Downtown District	1	Holiday/Christmas Decorations for Downtown	30,000.00	
		Downtown District Grand Total		30,000.00

Department	Qty	Enterprise Fund	Amount	Department Totals
Rhodhiss Plant	1	Replace Windows/Doors Main Bldg. Lobby, Paint	45,000.00	
Rhodhiss Plant	1	RRA and ERP completion assistance - EPA Required Plans	75,000.00	
Rhodhiss Plant	1	Suspension lawn mower	20,000.00	
Rhodhiss Plant	2	Two filter valve actuator replacements	17,000.00	
Rhodhiss Plant	1	Paint filters in Main Building	35,000.00	
	Total	Rhodhiss Plant		192,000.00
Water Distribution	1	Small Truck	57,000.00	
Water Distribution	2	1500 trucks	105,000.00	
Water Distribution	1	F-450 Service Truck	110,000.00	
Water Distribution	1	Divisional Valve Replacement	130,000.00	
Water Distribution	1	Joyceton Water Improvements	95,000.00	
	Total	Water Distribution		497,000.00
Admin & Eng.	1	Public Services Furniture Replacement	25,000.00	
	Total	Admin & Eng.		25,000.00
Wastewater Collection	1	Ridge Street Sewer Relocation	1,300,000.00	
Wastewater Collection	1	Extend Sewer System/Easement Acquisition	75,000.00	
Wastewater Collection	1	East Harper Avenue Sewer Replacement	550,000.00	
	Total	Wastewater Collection		1,925,000.00
Gunpowder Plant	1	Carport/Shed for Trucks and Flammable Liquid Storage	15,000.00	
Gunpowder Plant	1	Drywell Repairs	70,000.00	
	Total	Gunpowder Plant		85,000.00
Lower Creek Plant	1	Lower Creek Bypass Screen	200,000.00	
Lower Creek Plant	1	AC in Polymer Room	25,000.00	
Lower Creek Plant	1	Raw Pump	75,000.00	
	Total	Lower Creek Plant		300,000.00
		Enterprise Fund Grand Total		3,024,000.00
		Grand Total - All Funds		4,614,725.00

STAFFING BY POSITION TYPE/DEPARTMENT

DEPARTMENT/ POSITION TYPE	FY2024-2025 AUTHORIZED POSITIONS	CURRENT EMPLOYMENT 5/19/2025	FY2025-2026 REQUESTED POSITIONS	FY2025-2026 RECOMMENDED POSITIONS
4120 Administration				
Full-time	6	6	6	6
Part-time	0	0	0	0
4920 Main Street				
Full-time	2	2	2	2
Part-time	2	0	0	0
4130 Finance				
Full-time	10	10	10	10
Part-time	2	2	2	2
4910 Planning				
Full-time	4	4	4	4
Part-time	0	0	0	0
4340 Fire Admin.				
Full-time	6	5	6	6
Part-time	0	0	0	0
4341 Suppression				
Full-time	51	51	51	51
Part-time	3	2	3	3
4342 Fire Training				
Full-time	1	1	1	1
Part-time	2	0	2	2

DEPARTMENT/ POSITION TYPE	FY2024-2025 AUTHORIZED POSITIONS	CURRENT EMPLOYMENT 5/19/2025	FY2025-2026 REQUESTED POSITIONS	FY2025-2026 RECOMMENDED POSITIONS
4310 Police Support				
Full-time	30	30	30	30
Part-time	16	13	16	16
4311 Police Detectives				
Full-time	12	12	12	12
Part-time	0	0	0	0
4312 Police Patrol				
Full-time	33	27	33	33
Part-time	0	0	0	0
4740 Cemeteries				
Full-time	8	4	6	6
Part-time	0	0	0	0
4250 Vehicles Services				
Full-time	5	5	5	5
Part-time	0	0	0	0
4510 Street Administration				
Full-time	2	2	2	2
Part-time	0	0	0	0
4511 Street Maintenance				
Full-time	11	10	11	11
Part-time	0	0	0	0
4512 Street Traffic				
Full-time	2	1	2	2
Part-time	0	0	0	0

DEPARTMENT/ POSITION TYPE	FY2024-2025 AUTHORIZED POSITIONS	CURRENT EMPLOYMENT 5/19/2025	FY2025-2026 REQUESTED POSITIONS	FY2025-2026 RECOMMENDED POSITIONS
4710 Sanitation Residential				
Full-time	13	11	13	13
Part-time	1	1	1	1
4260 Building Maintenance				
Full-time	6	6	6	6
Part-time	0	0	0	0
4270 PW Admin. & Eng.				
Full-time	2	2	2	2
Part-time	0	0	0	0
7130 Water Treatment Plant				
Full-time	9	8	9	9
Part-time	0	4	0	0
			*	
7142 Gunpowder				
Full-time	1	1	1	1
Part-time	0	0	0	0
7143 Lower Creek				
Full-time	11	10	11	11
Part-time	1	1	1	1
7141 Wastewater Pretreat.				
Full-time	3	3	3	3
Part-time	0	0	0	0
7132 Water Resources				
Full-time	5	5	5	5
Part-time	0	0	0	0
7133 Water Res. Admin.				
Full-time	3	2	2	2

DEPARTMENT/ POSITION TYPE	FY2024-2025 AUTHORIZED POSITIONS	CURRENT EMPLOYMENT 5/19/2025		FY2025-2026 REQUESTED POSITIONS	FY2025-2026 RECOMMENDED POSITIONS
7131 Water Distribution					
Full-time	11	9		11	11
Part-time	1	1	*	1	1
7140 WW Collection					
Full-time	8	8		8	8
Part-time	1	0		1	1
6120 Recreation					
Full-time	3	3		3	3
Part-time	29	19		25	25
6121 Aquatic/Fitness Center					
Full-time	6	5		6	6
Part-time	26	29		29	29
6122 Mulberry					
Full-time	2	1		2	2
Part-time	5	6		6	6
6123 MLK Center					
Full-time	3	2		3	3
Part-time	2	2		2	2
6130 Parks/Grounds					
Full-time	6	8		8	8
Part-time	0	0		0	0
TOTAL					
Full-time	275	254		274	274
Part-time	91	80		89	89

* Part-time employees being used due to shortage of full-time employees.

**CITY OF LENOIR
GENERAL FUND CIP
2025-2026 BUDGET YEAR**

	Total Project Cost	Funding from Other Source	Remaining Funding from City	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
PUBLIC WORKS								
OPERATING BUDGET								
Greenway	\$ 208,750.00	\$ -	\$ 208,750.00	\$ 8,750.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
Resurfacing	\$ 2,160,000.00	\$ -	\$ 2,160,000.00	\$ 420,000.00	\$ 430,000.00	\$ 430,000.00	\$ 440,000.00	\$ 440,000.00
Strategic Paving - Hospital Ave.	\$ 100,000.00	\$ -	\$ 100,000.00	\$ 100,000.00	\$ -	\$ -	\$ -	\$ -
Strategic Paving - Subdivisions - 2" Base - Parkview	\$ 75,500.00	\$ -	\$ 75,500.00	\$ 37,750.00	\$ 37,750.00	\$ -	\$ -	\$ -
Strategic Paving - Subdivisions - 2" Base - Summerhill	\$ 93,750.00	\$ -	\$ 93,750.00	\$ -	\$ 93,750.00	\$ -	\$ -	\$ -
Total Operating Funds Public Works	\$ 2,638,000.00	\$ -	\$ 2,638,000.00	\$ 566,500.00	\$ 611,500.00	\$ 480,000.00	\$ 490,000.00	\$ 490,000.00
CAPITAL BUDGET								
Epoxy Floor in Garage	\$ 70,000.00	\$ -	\$ 70,000.00	\$ -	\$ 70,000.00	\$ -	\$ -	\$ -
Light Duty Truck 1/2 ton 4 WD - Vehicle Services	\$ 45,000.00	\$ -	\$ 45,000.00	\$ -	\$ 45,000.00	\$ -	\$ -	\$ -
Travel Vehicle-Vehicle Services	\$ 40,000.00	\$ -	\$ 40,000.00	\$ -	\$ 40,000.00	\$ -	\$ -	
HVAC Vehicle Services (2)	\$ 16,225.00	\$ -	\$ 16,225.00	\$ 16,225.00	\$ -	\$ -	\$ -	\$ -
Vehicle Service Addition/Enclosure	\$ 20,000.00	\$ -	\$ 20,000.00	\$ -	\$ 20,000.00	\$ -	\$ -	\$ -
Backhoe- Building Maintenance	\$ 162,500.00	\$ -	\$ 162,500.00	\$ -	\$ -	\$ 162,500.00	\$ -	\$ -
Scissor/Boom Lift -Building Maintenance	\$ 80,000.00	\$ -	\$ 80,000.00	\$ -	\$ -	\$ 80,000.00	\$ -	\$ -
Bucket Truck- Building Maintenance	\$ 145,000.00	\$ -	\$ 145,000.00	\$ -	\$ -	\$ 145,000.00	\$ -	\$ -
Forklift- Building Maintenance	\$ 26,000.00	\$ -	\$ 26,000.00	\$ -	\$ 26,000.00	\$ -	\$ -	\$ -
Service Truck- Build. Maint. (2)	\$ 144,000.00	\$ -	\$ 144,000.00	\$ -	\$ 72,000.00	\$ 72,000.00	\$ -	\$ -
Tractor w/Cab and Loader - Building Maintenance	\$ 82,000.00	\$ -	\$ 82,000.00	\$ -	\$ -	\$ 82,000.00	\$ -	\$ -
Light Duty Truck 1/2 ton 4 WD - Streets	\$ 45,000.00	\$ -	\$ 45,000.00	\$ -	\$ 45,000.00	\$ -	\$ -	\$ -
Service Truck w/Crane- Streets	\$ 125,000.00	\$ -	\$ 125,000.00	\$ -		\$ 125,000.00	\$ -	\$ -
Single Axle Dump Truck - Streets (4)	\$ 680,000.00	\$ -	\$ 680,000.00	\$ -	\$ 170,000.00	\$ 170,000.00	\$ 170,000.00	\$ 170,000.00
Skid Steer Loader- Streets	\$ 100,000.00	\$ -	\$ 100,000.00	\$ -		\$ 100,000.00	\$ -	\$ -
Street Sweeper-Streets	\$ 400,000.00	\$ -	\$ 400,000.00	\$ -	\$ 400,000.00	\$ -	\$ -	\$ -
Asphalt Roller - Streets	\$ 25,000.00	\$ -	\$ 25,000.00	\$ -	\$ 25,000.00	\$ -	\$ -	\$ -
Backhoe (2)- Streets	\$ 300,000.00	\$ -	\$ 300,000.00	\$ -	\$ 150,000.00	\$ 150,000.00	\$ -	\$ -
Snow Plow- Streets	\$ 9,500.00	\$ -	\$ 9,500.00	\$ 9,500.00	\$ -	\$ -	\$ -	\$ -
Salt Spreader- Streets	\$ 10,000.00	\$ -	\$ 10,000.00	\$ 10,000.00	\$ -	\$ -	\$ -	\$ -
Vehicles/Equipment - Street	\$ 1,050,000.00	\$ -	\$ 1,050,000.00	\$ -	\$ 75,000.00	\$ 325,000.00	\$ 325,000.00	\$ 325,000.00
Wheeled Loader	\$ 210,000.00	\$ -	\$ 210,000.00	\$ -	\$ 210,000.00	\$ -	\$ -	\$ -
Automated Garbage Truck (4)- Solid Waste	\$ 1,850,000.00	\$ -	\$ 1,850,000.00	\$ 425,000.00	\$ 425,000.00	\$ -	\$ 500,000.00	\$ 500,000.00
Automated Leaf Collection Truck - Solid Waste	\$ 300,000.00	\$ -	\$ 300,000.00	\$ -		\$ 300,000.00	\$ -	\$ -
Swap Loader Truck- Solid Waste	\$ 175,000.00	\$ -	\$ 175,000.00	\$ -	\$ -	\$ 175,000.00	\$ -	\$ -
Pre-Fab Greenhouse 10'x16' -Parks & Public Properties	\$ 12,000.00	\$ -	\$ 12,000.00	\$ -	\$ -	\$ 12,000.00	\$ -	\$ -
Horticulture UTV- Parks & Public Properties	\$ 36,000.00	\$ -	\$ 36,000.00	\$ -	\$ 36,000.00	\$ -	\$ -	\$ -

**CITY OF LENOIR
GENERAL FUND CIP
2025-2026 BUDGET YEAR**

[illegible]

**CITY OF LENOIR
GENERAL FUND CIP
2025-2026 BUDGET YEAR**

	Total Project Cost	Funding from Other Source	Remaining Funding from City	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
Rescue Pumper Replacement (Order 25/26)	\$ 1,400,000.00	\$ -	\$ 1,400,000.00	\$ -	\$ -	\$ -	\$ 1,400,000.00	\$ -
Equipment Replacement	\$ 125,000.00	\$ -	\$ 125,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
Station Upgrades (Station 1 and 2)	\$ 1,604,955.00	\$ -	\$ 1,604,955.00	\$ -	\$ 478,995.00	\$ 562,980.00	\$ 562,980.00	\$ -
QRV Replacement	\$ 150,000.00	\$ -	\$ 150,000.00	\$ -	\$ -	\$ 75,000.00	\$ -	\$ 75,000.00
SCBA/ PPE	\$ 320,000.00	\$ -	\$ 320,000.00	\$ -	\$ 80,000.00	\$ 80,000.00	\$ 80,000.00	\$ 80,000.00
Ladder (1) Truck Replacement	\$ 1,800,000.00	\$ 1,210,000.00	\$ 590,000.00	\$ 590,000.00	\$ -	\$ -	\$ -	\$ -
Battalion Chief Vehicle Replacement	\$ 75,000.00	\$ -	\$ 75,000.00	\$ -	\$ 75,000.00	\$ -	\$ -	\$ -
Resurface Backtop at Station 2	\$ 57,000.00	\$ -	\$ 57,000.00	\$ -	\$ 57,000.00	\$ -	\$ -	\$ -
Technology upgrades	\$ 20,000.00	\$ -	\$ 20,000.00	\$ -	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
Total Capital Budget Fire	\$ 5,551,955.00	\$ 1,210,000.00	\$ 4,341,955.00	\$ 615,000.00	\$ 720,995.00	\$ 747,980.00	\$ 2,072,980.00	\$ 185,000.00
OTHER FUNDING SOURCES								
Fire Truck Replacement	\$ 1,650,000.00	\$ -	\$ 1,650,000.00	\$ -	\$ -	\$ 1,650,000.00	\$ -	\$ -
Sink hole	\$ 4,000,000.00	\$ 1,123,843.00	\$ 2,876,157.00	\$ 1,438,078.50	\$ 1,438,078.50	\$ -	\$ -	\$ -
Rescue Pumper	\$ 850,000.00	\$ -	\$ 850,000.00	\$ -		\$ 850,000.00	\$ -	\$ -
Total Other Funding Sources Fire	\$ 6,500,000.00	\$ 1,123,843.00	\$ 5,376,157.00	\$ 1,438,078.50	\$ 1,438,078.50	\$ 2,500,000.00	\$ -	\$ -
Grand Total Fire	\$ 12,051,955.00	\$ 2,333,843.00	\$ 9,718,112.00	\$ 2,053,078.50	\$ 2,159,073.50	\$ 3,247,980.00	\$ 2,072,980.00	\$ 185,000.00
POLICE								
CAPITAL BUDGET								
Weapon Replacement (P 365) + (P 320)	\$ 12,800.00	\$ -	\$ 12,800.00	\$ 6,400.00	\$ 6,400.00	\$ -	\$ -	\$ -
Departmental Vehicles	\$ 1,680,000.00	\$ -	\$ 1,680,000.00	\$ 280,000.00	\$ 350,000.00	\$ 350,000.00	\$ 350,000.00	\$ 350,000.00
AFIS Machine	\$ 24,000.00	\$ -	\$ 24,000.00	\$ -	\$ 24,000.00	\$ -	\$ -	\$ -
Office Remodel	\$ 24,500.00	\$ -	\$ 24,500.00	\$ -	\$ 24,500.00	\$ -	\$ -	\$ -
Conference Room Remodel	\$ 17,500.00	\$ -	\$ 17,500.00	\$ -	\$ 17,500.00	\$ -	\$ -	\$ -
Hallway Floor Renovations - Upstairs/Downstairs	\$ 52,000.00	\$ -	\$ 52,000.00	\$ -	\$ 52,000.00	\$ -	\$ -	\$ -
Parking Lot Sealing	\$ 15,000.00	\$ -	\$ 15,000.00	\$ -	\$ -	\$ 15,000.00	\$ -	\$ -
Parking Lot Resurfacing	\$ 106,500.00	\$ -	\$ 106,500.00	\$ -	\$ -	\$ 106,500.00	\$ -	\$ -
Firing Range Management	\$ 6,000.00	\$ -	\$ 6,000.00	\$ 3,000.00	\$ -	\$ 3,000.00	\$ -	\$ -
Evidence Tracking System	\$ 25,000.00	\$ -	\$ 25,000.00	\$ -	\$ -	\$ 25,000.00	\$ -	\$ -
Crime Mapping Software	\$ 15,000.00	\$ -	\$ 15,000.00	\$ -	\$ 15,000.00	\$ -	\$ -	\$ -
Personnel Transport Vehicle	\$ 63,000.00	\$ -	\$ 63,000.00	\$ -	\$ -	\$ 63,000.00	\$ -	\$ -
Video Enhancement System	\$ 10,000.00	\$ -	\$ 10,000.00	\$ -	\$ 10,000.00	\$ -	\$ -	\$ -
Spare MDTs	\$ 25,000.00	\$ -	\$ 25,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 10,000.00	\$ -
Flock Camera System	\$ 156,500.00	\$ -	\$ 156,500.00	\$ 36,500.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00
Document Scanner and Storage	\$ 79,195.00	\$ -	\$ 79,195.00	\$ -	\$ 79,195.00	\$ -	\$ -	\$ -
Taser (Rotation)	\$ 207,396.00	\$ -	\$ 207,396.00	\$ -	\$ -	\$ 207,396.00	\$ -	\$ -
Getac BWC Rotation	\$ 110,000.00	\$ -	\$ 110,000.00	\$ -	\$ -	\$ -	\$ -	\$ 110,000.00
Locker Room Shower Column	\$ 11,000.00	\$ -	\$ 11,000.00	\$ -	\$ 11,000.00	\$ -	\$ -	\$ -

**CITY OF LENOIR
GENERAL FUND CIP
2025-2026 BUDGET YEAR**

	Total Project Cost	Funding from Other Source	Remaining Funding from City	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
Firing Range Road Surfacing	\$ 36,000.00	\$ -	\$ 36,000.00	\$ -	\$ -	\$ 36,000.00	\$ -	\$ -
LD-1 Armored ATV	\$ 72,000.00	\$ -	\$ 72,000.00	\$ -	\$ 72,000.00	\$ -	\$ -	\$ -
Greenway/Event SXS Replacement	\$ 34,000.00	\$ -	\$ 34,000.00	\$ -	\$ -	\$ 34,000.00	\$ -	\$ -
Portable Walkies Dual Band Replacement	\$ 535,400.00	\$ -	\$ 535,400.00	\$ -	\$ -		\$ 535,400.00	\$ -
Gate Remotes / Sally Port Remote Operation	\$ 7,000.00	\$ -	\$ 7,000.00	\$ -	\$ 7,000.00	\$ -	\$ -	\$ -
Communications Room Chairs	\$ 7,500.00	\$ -	\$ 7,500.00	\$ -	\$ -	\$ -	\$ 7,500.00	\$ -
Patrol Rifle Eotech Sighting System	\$ 28,000.00	\$ -	\$ 28,000.00	\$ -	\$ -	\$ 28,000.00	\$ -	\$ -
SRT Communication Headsets	\$ 30,000.00	\$ -	\$ 30,000.00	\$ 30,000.00	\$ -	\$ -	\$ -	\$ -
Total Capital Budget Police	\$ 3,390,291.00	\$ -	\$ 3,390,291.00	\$ 360,900.00	\$ 703,595.00	\$ 902,896.00	\$ 932,900.00	\$ 490,000.00
Grand Total Police	\$ 3,390,291.00	\$ -	\$ 3,390,291.00	\$ 360,900.00	\$ 703,595.00	\$ 902,896.00	\$ 932,900.00	\$ 490,000.00
ADMINISTRATION								
OPERATING BUDGET								
ADA Transition Plan Implementation	\$ 125,000.00	\$ -	\$ 125,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
Total Operating Budget Administration	\$ 125,000.00	\$ -	\$ 125,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
TECHNOLOGY INFRASTRUCTURE								
OPERATING BUDGET								
Computers, Telephone Upgrades & Software	\$ 125,000.00	\$ -	\$ 125,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
Servers	\$ 50,000.00	\$ -	\$ 50,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Total Operating Budget Technology Infrastructure	\$ 175,000.00	\$ -	\$ 175,000.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00
Grand Total Technology Infrastructure	\$ 175,000.00	\$ -	\$ 175,000.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00
PARKS AND RECREATION								
Dog Park (WORKING WITH DONOR)	\$ 35,000.00	\$ 35,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Disc Golf Course	\$ 25,000.00	\$ -	\$ 25,000.00	\$ -	\$ 25,000.00	\$ -	\$ -	\$ -
MLK Center HVAC Replacement	\$ 100,000.00	\$ -	\$ 100,000.00	\$ -	\$ -	\$ 100,000.00	\$ -	\$ -
MLK Playground Improvements	\$ 100,000.00	\$ -	\$ 100,000.00	\$ -	\$ -	\$ 100,000.00	\$ -	\$ -
Mulberry Door Replacements/ Outside painting etc.	\$ 22,000.00	\$ -	\$ 22,000.00	\$ 22,000.00	\$ -	\$ -	\$ -	\$ -
Parks Vehicle	\$ 75,000.00	\$ -	\$ 75,000.00	\$ -	\$ 35,000.00	\$ -	\$ 40,000.00	\$ -
Splash Play Area @ Mulberry	\$ 200,000.00	\$ -	\$ 200,000.00	\$ -	\$ -	\$ -	\$ -	\$ 200,000.00
Utility Vehicle for Greenway	\$ 25,000.00	\$ -	\$ 25,000.00	\$ -	\$ 25,000.00	\$ -	\$ -	\$ -
Vehicles - Admin vehicle Sports Utility- Explorer	\$ 39,800.00	\$ -	\$ 39,800.00	\$ -	\$ 39,800.00	\$ -	\$ -	\$ -
Replace Pool Filtration System	\$ 48,700.00	\$ -	\$ 48,700.00	\$ -	\$ 48,700.00	\$ -	\$ -	\$ -
Updates on Mulberry/Admin Office- Outer building	\$ 22,000.00	\$ -	\$ 22,000.00	\$ -	\$ 22,000.00	\$ -	\$ -	\$ -
Mulberry/Admin- remodeling floors/ walls/ ceilings	\$ 55,000.00	\$ -	\$ 55,000.00	\$ -	\$ 55,000.00	\$ -	\$ -	\$ -
New Pool Cover at Aquatic Fitness Center	\$ 22,566.61	\$ -	\$ 22,566.61	\$ -	\$ 22,566.61	\$ -	\$ -	\$ -
Skate Park updates	\$ 20,000.00	\$ -	\$ 20,000.00	\$ -	\$ -	\$ 20,000.00	\$ -	\$ -
Administrative offices- Ridge St Frisbee Golf/ Ropes Course	\$ 500,000.00	\$ -	\$ 500,000.00	\$ -	\$ -	\$ -	\$ -	\$ 500,000.00
Parks And Recreation Digital Marquee	\$ 16,136.00	\$ -	\$ 16,136.00	\$ -	\$ 16,136.00	\$ -	\$ -	\$ -

CITY OF LENOIR
GENERAL FUND CIP
2025-2026 BUDGET YEAR

	Total Project Cost	Funding from Other Source	Remaining Funding from City	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
IT Upgrades @ All Parks and Facilities	\$ 25,000.00	\$ -	\$ 25,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
Total Capital Funds Parks and Recreation	\$ 1,331,202.61	\$ 35,000.00	\$ 1,296,202.61	\$ 27,000.00	\$ 294,202.61	\$ 225,000.00	\$ 45,000.00	\$ 705,000.00
OTHER FUNDING SOURCES								
Pavilion -Farmers Market	\$ 1,877,381.00	\$ 500,000.00	\$ 1,377,381.00	\$ 688,690.50	\$ 688,690.50	\$ -	\$ -	\$ -
Lenoir High School Campus Auditorium	\$ 1,564,304.00	\$ 1,177,500.00	\$ 386,804.00	\$ 386,804.00	\$ -	\$ -	\$ -	\$ -
Lenoir High School Campus Gymnasium	\$ 3,381,909.00	\$ 2,079,880.00	\$ 1,302,029.00	\$ 1,302,029.00	\$ -	\$ -	\$ -	\$ -
Overmountain Victory Trail Visitor Center	\$ 714,815.00		\$ 714,815.00	\$ 357,407.50	\$ 357,407.50	\$ -	\$ -	\$ -
Aquatic Center LAFC Renovation - PARTF Grant	\$ 1,090,375.00	\$ 1,090,375.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Martin Luther King Center Improvements	\$ 300,000.00	\$ 300,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Other Funding Sources Parks and Recreation	\$ 8,928,784.00	\$ 5,147,755.00	\$ 3,781,029.00	\$ 2,734,931.00	\$ 1,046,098.00	\$ -	\$ -	\$ -
Grand Total Parks and Recreation	\$ 10,259,986.61	\$ 5,182,755.00	\$ 5,077,231.61	\$ 2,761,931.00	\$ 1,340,300.61	\$ 225,000.00	\$ 45,000.00	\$ 705,000.00
PLANNING								
OPERATING BUDGET								
Used Vehicle	\$ 25,000.00	\$ -	\$ 25,000.00	\$ -	\$ 25,000.00	\$ -	\$ -	\$ -
Total Operating Budget Planning	\$ 25,000.00	\$ -	\$ 25,000.00	\$ -	\$ 25,000.00	\$ -	\$ -	\$ -
MAIN STREET								
CAPITAL BUDGET								
Holiday/Christmas Decorations for Downtown	\$ 60,000.00	\$ -	\$ 60,000.00	\$ 30,000.00	\$ 30,000.00	\$ -	\$ -	\$ -
Total Capital Budget Main Street	\$ 60,000.00	\$ -	\$ 60,000.00	\$ 30,000.00	\$ 30,000.00	\$ -	\$ -	\$ -
OTHER FUNDING SOURCES								
City-wide Wayfinding Signs and Installation	\$ 629,428.00	\$ 591,500.00	\$ 37,928.00	\$ 37,928.00	\$ -	\$ -	\$ -	\$ -
Downtown Signalization Improve. - Two Way Streets	\$ 1,470,000.00	\$ 300,000.00	\$ 1,170,000.00	\$ -	\$ 500,000.00	\$ 670,000.00	\$ -	\$ -
Downtown Veterans Memorial Plaza Improvements	\$ 200,000.00	\$ 200,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Other Funding Sources Main Street	\$ 2,299,428.00	\$ 1,091,500.00	\$ 1,207,928.00	\$ 37,928.00	\$ 500,000.00	\$ 670,000.00	\$ -	\$ -
Grand Total Main Street	\$ 2,359,428.00	\$ 1,091,500.00	\$ 1,267,928.00	\$ 67,928.00	\$ 530,000.00	\$ 670,000.00	\$ -	\$ -
Grand Total Operating Budget	\$ 2,963,000.00	\$ -	\$ 2,963,000.00	\$ 626,500.00	\$ 696,500.00	\$ 540,000.00	\$ 550,000.00	\$ 550,000.00
Grand Total Capital Budget	\$ 17,447,923.61	\$ 1,245,000.00	\$ 16,202,923.61	\$ 1,590,725.00	\$ 3,790,017.61	\$ 4,010,601.00	\$ 4,273,355.00	\$ 2,538,225.00
Grand Total Other Funding Sources	\$ 27,264,874.00	\$ 14,499,492.00	\$ 12,765,382.00	\$ 5,866,108.50	\$ 3,512,473.50	\$ 3,386,800.00	\$ -	\$ -
Grand Total CIP	\$ 47,675,797.61	\$ 15,744,492.00	\$ 31,931,305.61	\$ 8,083,333.50	\$ 7,998,991.11	\$ 7,937,401.00	\$ 4,823,355.00	\$ 3,088,225.00

Table 1
City of Lenoir
Water and Sewer Fund
Capital Improvements Plan - 2025

Water Improvements

Project Number	Project Description	10-Yr CIP Cost	Current 2025	Year 1 2026	Year 2 2027	Year 3 2028	Year 4 2029	Year 5 2030	Year 6 2031	Year 7 2032	Year 8 2033	Year 9 2034	Year 10 2035	Years 11-15
Vehicles and Equipment														
7130	Water Treatment Vehicles and Equipment	699,000	138,900	192,000	80,000	166,000	49,000	50,000	52,000	54,000	56,000	-	-	300,000
7131	Distribution System Vehicles and Equipment	595,000	125,000	272,000	59,000	-	62,000	64,000	-	67,000	71,000	-	-	200,000
7132	Water Resources Vehicles and Equipment	-	157,500	-	-	-	-	-	-	-	-	-	-	75,000
7133	Water Admin/Engineering Vehicles and Equipment	25,000	110,000	25,000	-	-	-	-	-	-	-	-	-	75,000
Subtotal - Water Vehicles and Equipment		1,319,000	531,400	489,000	139,000	166,000	111,000	114,000	52,000	121,000	127,000	-	-	650,000
Distribution System														
1	Finley Water System Improvements	2,000,000	6,300,000	2,000,000										
2	Major Pressure Reducing Valve Vaults	710,000		350,000	360,000									
3	Divisional Valve Replacements	464,000	100,000	130,000		110,000	110,000		114,000					
4	US321 Mt Herman Rd - Betterments	110,000				110,000								
5	US321 Pine Mtn. Rd - Betterments	140,000				140,000								
6	Hudson Water Line Relocations	980,000				980,000								
7	Joyceton Water Improvements	170,000		170,000										
8	Valdese System Interconnect	17,000,000			17,000,000									
9	Morganton Blvd Water Line - Phase 1	1,000,000		1,000,000										
10	Whitnel Transmission Line Replacement to Sawmills	6,060,000				6,060,000								
11	Walt Arney Road Water Line Replacement	660,000					660,000							
12	Pleasant Hill Road Water Improvements	780,000						780,000						
13	Whitnel-Cajahs Water Pump Station	2,370,000							2,370,000					
14	Lead Service Line Replacements - Phase 2	-	500,000											
15	Lead Service Line Replacements - Phase 3	1,000,000		1,000,000										
16	Zacks Fork to Cottrell Hill Water Supply Loop	-												1,650,000
17	Whitnel Transmission Line Replacement - to Whitnel	-												13,010,000
18	Hwy 18 (Mgt Blvd) Water Line Upgrade													3,860,000
19	Hickory-Granite Falls-Lenoir Interconnection													32,680,000
20	Water Line Replacements	2,800,000				600,000		700,000		700,000		800,000		1,500,000
Water Treatment														
21	Sedimentation Basin Repairs	2,040,000			1,000,000	1,040,000								
22	Residual Systems Upgrade	2,340,000				2,340,000								
23	Add 3rd Whitnel Finished Water Pump and VFD	1,000,000				1,000,000								
24	Retrofit all Cahah Pumps and Switchgear	260,000						260,000						
25	Add 3rd Raw Water Pump and VFD	1,290,000						1,290,000						
26	Filter Valve Upgrades	1,830,000						1,830,000						
27	Finished Water Pump Station Upgrades	1,290,000						1,290,000						
28	Backwash Supply Improvements	360,000						360,000						
29	Operations Building Upgrades	2,080,000						2,080,000						
30	Clearwell Baffles	15,000			15,000									
30	Clearwell Replacement	-												4,860,000
31	Water Treatment Plant Expansion - 18MGD	-												71,290,000
32	Generator and Electrical System Loop	-												3,710,000
Subtotal - Water Infrastructure Improvements		48,749,000	6,900,000	4,650,000	18,375,000	12,380,000	770,000	8,590,000	2,484,000	700,000	-	800,000	-	132,560,000
Current Year (FY25) CIP: Water Improvements			7,431,400											
10-Yr CIP: Water Improvements FY26-35		50,068,000	-	5,139,000	18,514,000	12,546,000	881,000	8,704,000	2,536,000	821,000	127,000	800,000	-	133,210,000

Capital Project funded or patially funded using external source(s). ARPA, Direct Allocation, etc.

Capital Project funded or patially funded using debt issue(s)

Table 1
City of Lenoir
Water and Sewer Fund
Capital Improvements Plan - 2025

Wastewater Improvements

Project Number	Project Description	10-Yr CIP Cost	Current 2025	Year 1 2026	Year 2 2027	Year 3 2028	Year 4 2029	Year 5 2030	Year 6 2031	Year 7 2032	Year 8 2033	Year 9 2034	Year 10 2035	Years 11-15
Vehicles and Equipment														
7140	Collection System Vehicles and Equipment	1,369,000	115,000	-	769,000	-	112,000	116,000	120,000	124,000	128,000	-	-	400,000
7142	GPC Wastewater Treatment Vehicles and Equipment	15,000	-	15,000	-	-	-	-	-	-	-	-	-	75,000
7143	LC Wastewater Treatment Vehicles and Equipment	225,000	135,250	225,000	-	-	-	-	-	-	-	-	-	175,000
Subtotal - Wastewater Vehicles and Equipment		1,609,000	250,250	240,000	769,000	-	112,000	116,000	120,000	124,000	128,000	-	-	650,000
Collection System														
1	Ridge Street Sewer Replacement	1,300,000		1,300,000										
2	Extend Sewer System / Easement Acquisition	75,000		75,000										
3	East Harper Avenue Sewer Replacement	550,000		550,000										
4	Boxwood St Sewer Relocation	390,000			390,000									
5	Pennton to Hwy 18 Sewer	1,100,000				1,100,000								
6	Main Street (Valway to 321) Sewer Replacement	1,100,000				1,100,000								
7	Rehab Blairs Fork Outfall	860,000				860,000								
8	Gunpowder Creek Interceptor Replacement	3,340,000				3,340,000								
9	Zacks Fork Sewer Replacement	2,270,000				2,270,000								
10	Meadowood Upstream Sewer Replacement	1,780,000							1,780,000					
11	Meadowood Lift Station Improvements	500,000						500,000						
12	Golf Course Sewer Replacement	4,290,000										4,290,000		
13	Manhole Improvements	1,190,000			210,000		220,000		240,000		250,000		270,000	
14	Sewer Line Replacements	7,000,000					1,000,000		2,000,000		2,000,000		2,000,000	
Wastewater Treatment														
15	GPWWTP Drywell Repairs, Carport for Flammables Storage	70,000		70,000										
16	Lower Creek WWTP Mixers	1,660,000			1,660,000									
17	Lower Creek WWTP Diffusers and Concrete Repairs	2,550,000			2,550,000									
18	Septage Receiving Station / Vactor Dump	640,000				640,000								
19	Lower Creek WWTP Equalization Basin	3,780,000				3,780,000								
20	Lower Creek WWTP Treatment Improvements	7,630,000						7,630,000						
21	Gunpowder Creek WWTP Future Upgrades	-												12,000,000
22	Lower Creek WWTP Future Upgrades	-												30,000,000
Subtotal - Wastewater Improvements Infrastructure		42,075,000	-	1,995,000	4,810,000	13,090,000	1,220,000	8,130,000	4,020,000	-	2,250,000	4,290,000	2,270,000	42,000,000
Current Year (FY25) CIP: Wastewater Improvements			250,250											
10-Yr CIP: Wastewater Improvements FY26-35		43,684,000		2,235,000	5,579,000	13,090,000	1,332,000	8,246,000	4,140,000	124,000	2,378,000	4,290,000	2,270,000	42,650,000

Capital Project funded or patially funded using external source(s). ARPA, Direct Allocation, etc.

Capital Project funded or patially funded using debt issue(s)

Total Water and Wastewater Capital Improvements Plan

Current Year (FY25) CIP: Total Water/Wastewater		7,681,650												
10-Yr CIP: Total Water and Wastewater		93,752,000	-	7,374,000	24,093,000	25,636,000	2,213,000	16,950,000	6,676,000	945,000	2,505,000	5,090,000	2,270,000	175,860,000

City of Lenoir - Projects										
Project	Funding Source	START/END DATE	TERMS	Description	Grant/ Loan Amount	City Match	ARPA/SCIF	LTDA/CDBG	Other	Total Cost
Project Funding Approved - 95% - 100% Completed										
AMI - MeterSys	US Bank Loan	2019/Anticipated 2025	First Payment October, 2019 - last payment April, 2029 (10 year loan) Interest Rate 2.925%	The Metersys Capital Project utilized loan funds for the implementation of the advanced metering system. The funding for this project was from a loan from US Bancorp. An estimated 10,000+ meters were replaced.	4,400,000.00					4,400,000.00
City Hall Improvements	State Allocated Funds	4-1-22/4-1-24	Funds were appropriated in the General Assembly. Deadline for spending funds is 4-1-24.	Grant for City Hall Building Improvements by installing energy efficient windows and repairing the stucco and painting the outside of the building. Completed 1/24			200,000.00			200,000.00
Crossroads Sewer Project	NCDEQ	2020/2024	First Payment Nov., 2023 - Last Payment Nov., 2042 (20 year loan) Interest Rate 1.13%	Funding from NC Division of Water Infrastructure SRF loan is being used to fund 3,800 feet of sewer line replacement and rehabilitation from the manhole behind Mayflower Seafood Restaurant to the golf course. The project eliminates sewer lines going under the Smiths Crossroads Intersection as well as a section at Wilkesboro Blvd and Lower Creek Drive. The project was completed in 2024.	2,530,000.00	50,600.00				2,580,600.00
Downtown/Campus Master Plan	ARP Funds	3-21/Encumbered by 12-24, Spent by 12-26	ARPA Revenue Replacement option - funds must be obligated by December 31, 2024 and spent by December 31, 2026.	Funding were used to develop master plans for the historic Campus at Lenoir High School, and Downtown Lenoir. Plan adopted 2-24			160,000.00			160,000.00
Fire Hoses and Equipment Replacement	Firehouse Subs Public Safety Foundation	1/24/2024	Cost Reimbursement	The City received a Firehouse Subs Public Safety Foundation Grant in the amount of \$26,698.62 for new fire hoses and equipment. Complete 01/2024.	26,698.62					26,698.62
Community Garden Teaching/Learn Pavilion	State Allocation	10/23/2024	Funds appropriated by the General Assembly. The funds must be spent by 10-2025	The City received \$125,000 in state allocated funding for this project for constructions of a Community Garden Teaching/Learn Pavilion partnership with Appalachian State University. In 2018-2019 the City partnered with the local Master Gardeners Association and Appalachian State University to design a covered pavilion addition for the Unity Park & Community Garden (UPCG). The final design, completed by architectural design studio students, was crafted through site visits, community research, and input from UPCG stakeholders. The intent of the partnership was to allow students to design a functional, much-needed space for a local community and actually participate in construction of a modular unit that was to be assembled on-site. The project ultimately suffered delays due to the COVID-19 pandemic, and in 2024, the City advertised the project for bids to local contractors. With a slightly revised design and assistance and guidance from the Master Gardeners Association, the project resulted in an approximate 30-foot by 34-foot covered pavilion and enclosed restroom area adjacent to the existing equipment shed at UPCG. This space will allow gardening demonstrations, food preparation classes, and other educational offerings to take place in a shaded area. Work on the pavilion was complete late 2024. Additional site improvements to enhance accessibility, including installation of a paved parking area.			125,000.00			125,000.00
Mulberry Gym Floor Replacement	Local Funds	11/1/2024 thru 12/20/2024		This project included total replacement of the damaged gym floor at MRC. The project features new maple flooring, an updated striping plan showcasing the City logo, and additional upgrades for basketball, volleyball, and indoor pickleball. This was completed in late 2024.		148,000.00				148,000.00
Mulberry Pickleball Court Conversion	Local Funds	11/1/2024 thru 2/28/2025		The City programmed renovation funds to improve existing court areas at MRC. During the design process a decision was made to expand the pickleball court offerings by reconfiguring the existing courts and adding new courts in the additional space, yielding a total of 12 courts. It is anticipated to be complete in the Spring of 2025.		87,000.00				87,000.00
N.C. Forest Service Urban and Community Forestry Financial Assistance Award - Tree Canopy Cover Assessment	NC Forest Service			The City of Lenoir's received a grant from the NC Forest Service to complete a basic analysis tree canopy cover assessment of the City. The work will be completed by the urban forestry consulting firm PlanIT Go using a contract in place with the North Carolina Urban Forest Council. The current estimated cost to complete the work is \$8,432.00 and the City's financial obligation to complete the work is \$4,216.00 - 50% of the total cost. This project was complete in 2024.	4,216.00	4,216.00				8,432.00
Subtotal					6,960,914.62	289,816.00	485,000.00	-	-	7,735,730.62
LHS Campus Project Funding										
Pavilion -Farmers Market	State Allocated Funds/LTDA Appropriation	4/1/2022	State Funds were appropriated in the General Assembly. LTDA funding allocated 2-23.	The City received a state grant for a OVT Farmer's Market Pavilion adjacent to the Campus in the amount of \$450,000. The LTDA allocated \$50,000 for this project as well. The City purchased the property for \$70,000. #10232.			450,000.00	50,000.00	1,377,381.00	1,877,381.00
Gym at the Campus at Historic LHS	State Allocated Funds/CDBG Appropriation	10/23/2024	Funds appropriated by the General Assembly. The funds must be spent by 10-2025	The City received \$1,000,000 in state allocated funding for this project for improvements to the gym at The Campus at Historic LHS. #10234 Funding from CDBG will be used for phased improvements to the auditorium in the Historic Lenoir High School.			1,000,000.00	302,380.00		1,302,380.00
Lenoir High School Campus (Auditorium/Gymnasium)	Rural Downtown Transformation Grant/LTDA Appropriation	22-Dec	RDTG Funds must be obligated by December 31, 2024 and spent by December 31, 2026, LTDA funding allocated 2-23	The City received grant funding of \$580,000 for this project for major renovations to the LHS Campus. The LTDA allocated \$50,000 for this project as well. The final cost estimates to be determined.	580,000.00			50,000.00		630,000.00
Lenoir High School Campus (Auditorium/Gymnasium)	Rural Infrastructure Authority	24-Apr		The City received a \$325,000 grant for the renovation of the LHS Gymnasium and Auditorium for improved accessibility, and the construction of a 4,300-square-foot covered outdoor pavilion as a part of the expansion of the Overmountain Victory Trail.	325,000.00					325,000.00
Overmountain Victory Trail Visitor Center				The OVT Visitors Center will provide a rest stop along the Overmountain Victory Trail through Downtown Lenoir.					714,815.00	714,815.00
Lenoir High School Campus - Auditorium and Gym	State Allocated Funds/LTDA Appropriation	2023	Funds appropriated by the General Assembly.	The City received \$1,000,000 in state allocated funding for this project for major renovations to the LHS Campus. Final cost estimates to be determined. State Funding Project #10235.			1,000,000.00		1,688,833.00	2,688,833.00
Subtotal					905,000.00	-	2,450,000.00	402,380.00	3,781,029.00	7,538,409.00
Project Funding Approved - Underway										
AIA SEWER	DEQ	Awarded 2/21/23	Begin 8-21-23/End 8-21-25	This grant would pay for a detailed inventory and assessment of the entire sewer system.	200,000.00					200,000.00
AIA WATER	DEQ	Awarded 2/21/23	Begin 8-21-23/End 8-21-25	This grant would pay for a detailed inventory and assessment of the entire water system.	200,000.00					200,000.00
Brownfield Assessment Grant - #2	United States Environmental Protection Agency	7-22/9-26	\$500,000 in grant funding for grant period of July 1, 2022 to September 30, 2026.	The City was awarded a second EPA Brownfield assessment grant in the amount of \$500,000.00 to complete the work at the old Broyhill site and several other sites in Lenoir including the former American and Frial location, Steele Cotton Mill and the LHS Campus.	500,000.00					500,000.00
Clock Tower	Donation	In progress	Donor is working on designs with staff	The funds will cover a sculpture to hold the historic clock on the square. This project will be funded by a private donation of \$60,000, tile sales of \$13,725 and city in-kind contribution of \$8,300. This project is estimated to be complete in the Fall of 2025.		8,300.00			73,725.00	82,025.00
Comp Plan	City Funding	TBD	Funding from Operating funding.	Funding will need to allocated for a Comprehensive Plan Consultant to assist planning staff with visualizing development in Lenoir over the next 20 years. Estimated cost of \$125,000.		125,000.00				125,000.00

City of Lenoir - Projects										
Project	Funding Source	START/END DATE	TERMS	Description	Grant/ Loan Amount	City Match	ARPA/SCIF	LTD/CDBG	Other	Total Cost
Greenway Expansion	State Allocated Funds	4/1/2022	Funds were appropriated in the General Assembly.	The funds will be utilized to expand the City's greenway network with the goal of having a connected network of greenway trails and multiuse paths. The funding for this allocation will be used to expand the greenway by joining greenway sections across the City as well as connectivity to the Over Mountain Victory Trail. Unfortunately staff were unable to build any Greenway in 2024 due to being unable to acquire the proper easement along the Quest 4 Life property to make the WaterLife connection. Plans and proper documentation have been submitted for the Highway 18 OVNHT/greenway crossing. However, NCDOT rejected a mid-block crossing at the Google connector, so staff are currently evaluating other options to make the connection. Mattern and Craig is working to acquire Right Of Way for the RTP connection between Harper Avenue and College Avenue. Staff worked to design a Greenway Loop Connector at the Zacks Fork Soccer complex. This would connect all parking lots as well as the restroom facility and splash pad. The bid is out and should be built in early spring.			750,000.00			750,000.00
Hospital Avenue Sidewalk	NCDOT	6-17/TBD	Original project was for \$800,000 Federal Highway Administration Funds and \$200,000 of local funds already appropriated. An updated cost in 2022 was 2,050,000. Anticipate costs are now \$1,640,000 funding and total match of \$410,000. The original \$200,000 has already been paid and \$10,000 will need to come from local funds and \$200,000 from ARPA funding. Revised cost estimate total cost is \$3,170,000 with \$2,536,000 from grants and \$634,000 city match - executed agreement 7-14-2024.	The Hospital Avenue Sidewalk Project was funded by a grant and local funds to engineer, design, acquire rights-of-way, relocate utilities, and construct sidewalks on Hospital Avenue. This project is ongoing. Cost estimated have increased and addition grant funding is being applied for currently. Originally the city received \$800,000 (with a 20% local match of \$200,000) in Transportation Alternative funding from the North Carolina Department of Transportation to assist in the construction of sidewalks along Hospital Avenue. The original estimate for this project in the State Transportation Improvement Program is eight years old and short of the 2022 construction estimate of \$ 2,050,000. The city applied for the supplemental LAPP funds for a total of \$1,640,000 funding for the construction of this project. The City will need an additional \$210,000 match - \$10,000 in local funding and \$200,000 in ARPA funding. The revised cost is \$3,170,000 with \$2,536,000 from grants and \$634,000 city match - The agreement was executed on 7-14-2024. The cash match will be comprised of \$200,000 funding by the City in previous years., \$234,000 from ARPA and \$200,000 in new match funding. The project is currently out for rebid. Bid opening is scheduled for February 27th. The initial LET in December 2024 received no bids.	2,536,000.00	200,000.00	234,000.00		200,000.00	3,170,000.00
Lead Service Line ID and Replacement - Phase 2	NC Division of Water Infrastructure	TBD	500,000 loan approved 300,000 forgiven. Project #SRF-D-LSL-0037.	The City submitted a Lead Service Line Identification and Replacement Grant application with the NC Division of Water Infrastructure for Assistance for Lead Service Line Identification and Replacement for the project in order to develop a comprehensive Lead Service Line Inventory and to construct, plan or conduct a study of the needs in the community regarding lead service line replacements. This application will also assist in meeting new EPA requirements regarding lead service line replacements. The City was approved for a 0% interest loan not a grant for \$500,000 with 60 % forgiveness up to a maximum of 300,000. The City was forgiven 300,000 and the new loan amount is 200,000 at 0% over 5 years. The City received another 0% loan in the amount of 1,000,000 to continue this project.	500,000.00					500,000.00
Lead Service Line ID and Replacement - Phase 3	NC Division of Water Infrastructure	TBD	1,000,000 loan approved. Project # SRF-D-LSL-1028	The City submitted a Lead Service Line Identification and Replacement Grant application with the NC Division of Water Infrastructure for Assistance for Lead Service Line Identification and Replacement for the project in order to develop a comprehensive Lead Service Line Inventory and to construct, plan or conduct a study of the needs in the community regarding lead service line replacements. The loan will provide funding up to \$1,000,000. This application will also assist in meeting new EPA requirements regarding lead service line replacements. The City was approved for a 0% interest loan for \$1,000,000.	1,000,000.00					1,000,000.00
OVNHT Greenway Link	RTP Grant	12-20/TBD	Spring 2020 Recreational Trail Program Grant of \$250,000 with \$62,500 city match	The City of Lenoir received a \$250,000 Recreational Trails Program grant to design and build three street crossings along the Overmountain Victory National Historic Trail (OVNHT) that runs through downtown. The total project cost to design and build the crossings is \$312,500. The grant is \$250,000 and the City is matching the grant with \$62,500 in local, in-kind contributions.	250,000.00	62,500.00				312,500.00
Stormwater Mapping	Local Funds	3/1/2023/12/31/2025	City contracted with the WPCOG to pay \$183,044.00 during the period beginning March 1, 2023, and ending December 31, 2025. Billing will begin July 1, 2023, and occur on a monthly basis of \$6,101.46 .	In order to renew the NPDES permit by June 2026, the City will be required to provide a map of the entire stormwater system. The City's MS4 is partially mapped (approximately 20%), and there was no additional mapping of MS4 infrastructure this year. It is likely that the Lenoir area will be audited for permit compliance prior to the renewal of the permit, so the WPCOG has recommended that the majority of the MS4 should be mapped by June 2025. It is anticipated that this will be funded from the General Fund Operating Budget over the next three years. Ongoing		183,044.00				183,044.00
Wayfinding Signs	NC Commerce Tourism Grant/ARC	2023	GRANT, TBD, LTDA funding allocated 2-23	Grant funding for a wayfinding system to provide information regarding attractions, municipal amenities and local businesses. Signs will encourage travelers on 321 to visit downtown, the LHS Theater Auditorium and Recreational Fields, Mountain Bike Trails, OVT Trails, Greenway, MLK and Aquatic Center - to name just a few. LTDA allocated \$50,000 FY 2023 and 100,000 in FY 2024. The City has been working with NC DOT to get the plans approved.	250,000.00	37,928.00	291,500.00	50,000.00		629,428.00
Aquatics Center (LAFC)/Rotary Soccer Complex	PARTF Grant/ARP Match	11-22/10-25	Grant for \$500,000 and City match using ARPA funds of \$590,375. Grant period November 1, 2022 to October 21, 2025	This grant will fund much needed upgrades and renovations at the LAFC and the Rotary Soccer complex. Some of the updates include a splash pad and picnic shelter at the Rotary Soccer Complex (99% complete), a complete renovation of the locker rooms, new flooring throughout the building, including the pool deck, new LED lighting, and a new deck system to reduce the moisture inside the building. Given the complexity of interior modifications necessary to create accessible restroom spaces, and the existing layout of the abutting locker room floor plan, the City decided to use the "Design-Build" method of project delivery to complete the interior renovation project. This delivery method utilizes a single team comprised of design professionals (architects) and contractors to evaluate, design, and construct the project. This method was selected due to potential time saving realized through having a single contracting entity responsible for all consultant and construction work, and the possibility of complex, invasive work required to modify the building interior. The selection process for a Design-Build team began in late November 2024. J.M. Cope, Inc was contracted for design-build services for this project in January of 2025. The project is slated for completion in October 2025. In addition to facility improvements at LAFC, the 2022 PARTF Project also includes construction of a splash pad at the Rotary Soccer Complex. The project was designed and advertised for bids between March and May 2024. Work on the splash pad began in July and was almost complete in late November. The splash pad surface area is approximately 1,600 square feet and includes 55 spray features. The splash pad was constructed beside the existing restroom building and construction of a picnic shelter is substantially complete. Future plans include an ADA accessible connector path, and landscaping to create a plaza area between the nearby parking lot and the new recreational elements. The cost of the splash pad and picnic shelter was \$361,685. The remaining \$728,690 will be used to renovate the Aquatic Center.	500,000.00		590,375.00			1,090,375.00

City of Lenoir - Projects										
Project	Funding Source	START/END DATE	TERMS	Description	Grant/ Loan Amount	City Match	ARPA/SCIF	LTDA/CDBG	Other	Total Cost
MLK Center Improvements	State Allocation	45588	Funds appropriated by the General Assembly. The funds must be spent by 10-2025	The City received \$300,000 in state allocated funding for this project for improvements to the MLK Center. A wide variety of planned improvements to the interior and exterior of the Martin Luther King Jr. Recreation Center were packaged into a single Request for Proposals (RFP) and advertised for bids in June 2024. The project was awarded in early August, and work began November, 2024, following completion of several planned events at the center. Work should take approximately four months to complete, and due to the scope and complexity of certain project components, the facility may be temporarily closed to the public for short intervals during construction.			300,000.00			300,000.00
Parks and Recreation Master Plan	ARP Funds	3-21/Encumbered by 12-24, Spent by 12-26	ARPA Revenue Replacement option - funds must be obligated by December 31, 2024 and spent by December 31, 2026.	ARPA funding will be allocated for a Parks and Recreation Master Plan to assist staff with CIP development and planning over the next 20 years. Estimated cost of \$50,000. This plan was combined with the Comp Plan.			50,000.00			50,000.00
TH Broyhill Walking Park Retaining Wall Replacement	Broyhill Foundation	11/1/2024 thru 3/30/2025		The City requested 50,000 in funding assistance from the Broyhill Foundation to replace failing cross-tie retaining walls at TH Broyhill Park. The project was redesigned after reviewing initial bids and will now feature a naturalized approach with boulder walls and outcrops. The project costs did increase by 7,500 with the new approach.	50,000.00	7,500.00				57,500.00
Stormwater Planning Grant	DEQ/Stormwater Planning Grant (LASID) -North Carolina Department of Environmental Quality utilizing American Rescue Plan funding	Approved 7-18-23 must be spent by 12-26	ARPA funding - funds must be obligated by December 31, 2024 and spent by December 31, 2026.	The City of Lenoir applied for a Stormwater Planning grant in the amount of \$400,000. The City of Lenoir has identified three top stormwater system priorities to address that will further position the City to better manage and plan for the operations of the city-wide stormwater system. The priorities and associated strategies were developed by the City staff and consultants from Freese & Nichols, Inc. The City was awarded 248,640 in funding from the North Carolina Department of Environmental Quality utilizing American Rescue Plan funding.	248,640.00					248,640.00
Mulberry/West End Playground Improvements	Local Funds	Mar-25		This project includes replacement or new installation of select pieces of playground equipment at the City's Mulberry Rec. Center and West End Community Park. The project has been awarded and should begin in late Q1 or early Q2 2025.		71,000.00				71,000.00
West End Community Park Upgrades	Local Funds	Mar-25		Several improvements to the West End Community Park are programmed for FY24-25, including shelter repairs and upgrades, basketball court repairs, and walkway repairs. These improvements will complement the addition and relocation of playground equipment as noted above.		25,000.00				25,000.00
Subtotal					6,234,640.00	720,272.00	2,215,875.00	50,000.00	273,725.00	9,494,512.00
Project Funding - Approved But Not Started Or in the Planning Phase										
Downtown Signalization Improvements - Two Way Streets	State Allocation	23-Oct	Funds appropriated by the General Assembly. The funds must be spent by 10-2025	The City received \$300,000 in state allocated funding for this project for Downtown Signalization Improvements and two-way streets in the downtown area.			300,000.00		1,170,000.00	1,470,000.00
Downtown Veterans Monument Plaza Improvements	State Allocation	23-Oct	Funds appropriated by the General Assembly. The funds must be spent by 10-2025	The City received \$200,000 in state allocated funding for this project for improvements to the Downtown Veterans Memorial Plaza Improvements. Final cost estimates to be determined. Planning is underway.			200,000.00			200,000.00
Finley Avenue Area Water Project	State Allocated Funds	2022/2024	Allocation of nonrecurring funds appropriated for the 2022-2023 fiscal year from the Clean Water and Drinking Water Reserve. Funds must be obligated by December 31, 2026 (S.L. 2022-74)	This project was identified and placed in the CIP several years ago. Its will improve the low pressure concerns in the area around the Finley water tank through system improvements that create a medium pressure zone in the specified area. Preliminary engineering has been completed and the report was used for a funding application that was submitted to the State Revolving Loan Fund in the fall of 2020. The first application was declined. The applications was resubmitted after making several changes to the scope of the project. The project was not funded by the State Revolving Loan Fund. The project was approved for funding utilizing APR funds allocated at the state level in 2022. The engineering and design phases are underway and the bidding process is expected to begin Fall of 2023. The Erosion Control approval has been received. Responses to comments have been issued to Public Water Supply. With the Public Water Supply approval in hand, DWI will soon send their approval, which is the final approval needed to move forward. McGill is currently reviewing plans to ensure they are ready for bidding. In addition, they are finalizing all bid documents, verifying quantities, setting up alternate bid items, and developing a construction sequence plan for the Tank. McGill expects the project could advertise for bids within the next few weeks.			6,300,000.00			6,300,000.00
Gateway Signs (4) Phase #3	TBD/LTDA	TBD	TBD	Funding for four entry signs at the City Limit entrances. Funding was received from the LTDA for the design phase.		900,000.00		100,000.00		1,000,000.00
Greenway LAPP Project	Surface Transportation Program Direct APPT Fund		Funding for Connection Project Segments 1 through 5 in the amount of \$2,168,000 and the City committed up to \$433,600 as a cash match for the selected Lenoir Greenway Extension	Park Connection Project proposes the addition of five (5) greenway segments that will provide connectivity to existing and future greenway segments and segments currently under construction. The total proposed segments have a length of 7,225 LF or approximately 1.37 miles. The proposed greenway segments run parallel to existing right of ways and crosses through sections of private property. In 2024, the Design was completed, M&C is working to secure Right Of Way from adjacent property owner (Lenoir Building Supply) in order to build this Greenway Connector.	1,734,400.00		433,600.00			2,168,000.00
Harper Avenue Sewer Line Replacement	TBD	TBD	Operating Funds	The City of Lenoir lists the proposed project titled the Harper Avenue Sewer Line Replacement Project the current CIP and included in the current fiscal year's budget. The Harper Avenue sewer replacement project general involves the replacement of approximately 2,000 linear feet of an existing 8-inch diameter gravity sewer line that is a contributor to inflow and infiltration and has limited capacity due to pipe degradation. Additionally, the project may include the replacement and/or the remediation of manholes. A Request for Qualifications process was initiated and three firms submitted qualifications. These firms were Goodwyn Mills Cawood, McGill Associates, Wetherill Engineering. After review of the qualifications, the City awarded the contract to McGill Associates.		550,000.00				550,000.00
Harper Avenue Streetscape	State Allocated Funds	May-25	Funds appropriated by the General Assembly.	The project includes a conceptual streetscape plan for upgrading the Harper Avenue streetscape from NC-64 to Ridge Street NW that attracts and welcomes visitors from the highway into Downtown Lenoir. Harper's Ave is a city owned Street with two travel lanes and a center turn lane. The proposed study area is approximately 3,300 linear feet. Freese and Nichols, Inc., will provide services for the City of Lenoir.		200,000.00	2,000,000.00			2,200,000.00

City of Lenoir - Projects										
Project	Funding Source	START/END DATE	TERMS	Description	Grant/ Loan Amount	City Match	ARPA/SCIF	LTDA/CDBG	Other	Total Cost
Lenoir Fire Sinkhole - Sewer Line Repair	Enterprise Funds			The utility relocation portion of this project will be bid out separate of the infrastructure repair and building stabilization portion of the project. Once utility relocation plans have been finalized, the infrastructure repair/vibulization design will be updated and LET for bid. Currently, the utility relocation or Sanitary Sewer Replacement and Relocation is in progress. In an attempt to simplify the LFD Infrastructure Repair (sinkhole) project and attract more potential bidders, the replacement and/or relocation of approximately 900 linear feet of sanitary sewer was removed from the original project scope. After a review of alternatives and a feasibility study by McGill Associates, a relocation of the sanitary sewer infrastructure within the project footprint was authorized by City staff. The new design, performed by McGill Associates, includes replacement of existing sewer main north of West Avenue and relocation/re-routing of sewer main from West Avenue to Ridge Street and Harper Avenue. The design is 90% +/- complete, and work is underway to obtain easement(s) from Caldwell County for the replacement section north of West Avenue. The project may be packaged with the East Harper sewer replacement project that is also in the final stages of design. The advertisement and bidding/award schedule for these projects should be finalized by the end of February 2025. A preliminary cost estimate by McGill Associates indicates that the LFD portion of the sewer replacement project is approximately \$1,200,000.		1,200,000.00				1,200,000.00
Lenoir Fire Sinkhole - Building Stabilization - Stormwater Repair	ARPA Funds/State Allocation	ARPA - 3-21/ Encumbered by 12-24, Spent by 12-26 OSBM - 10-23 start	ARPA Revenue Replacement option - funds must be obligated by December 31, 2024 and spent by December 31, 2026. OSBM - Funds appropriated by the General Assembly. The funds must be spent by 10-2025	The City received \$500,000 in state allocated funding for the Lenoir Fire Dept Building Stabilization that will be used for the repair of the sinkhole at Fire Station 1. ARPA will cover 623,843.15 of the project. Engineering plans have been completed to repair the sinkhole. The City has \$1,123,843.15 in hand. The LFD Infrastructure Repair Project was LET in May 2024. No bids were received and project was not rebid. After conversation it was decided to seek alternative design solutions for public utility (water, sewer) relocation. The utility relocation portion of this project will be bid out separate of the infrastructure repair and building stabilization portion of the project. (See above) Engineers are currently working on the plans.		2,876,156.85	1,123,843.15			4,000,000.00
Water Interconnection Project	State Allocation	23-Oct	Funds appropriated by the General Assembly. The funds must be spent by 10-2025	The water distribution system analysis identified a possible interconnection of the Lenoir water system with a neighboring utility in the region. A more detailed engineering review of this project is being finalized. This will generally include the construction of approximately 4 miles of 20-inch diameter water transmission main between the Town of Valdese's Water System and City of Lenoir's Water System, including a Lake Rhodhiss water main crossing, a water pump station with standby generator, valves, hydrants, master meter, water main connections, and all related appurtenances. The City received a direct appropriation of \$17,000,000 (less loan fees) through the NC General Assembly in the 23-24 state budget to fund the undertaking of this project. This project is being designed by McGill currently.			17,000,000.00			17,000,000.00
Subtotal					1,734,400.00	5,726,156.85	27,357,443.15	100,000.00	1,170,000.00	36,088,000.00
Funding Opportunities - Application Submitted										
Arrowood Bridge Replacement	FEMA BRIC	TBD	TBD	The Public Works Director worked with consultant, Mattern and Craig, to develop a FEMA grant application for replacement of the Arrowood Street Bridge. The application process began in November, 2021, with intermediate submission deadlines in November, December, and a final submission deadline in January, 2022. The application includes a funding request for \$525,000 (70%), and notice of award, if successful, should occur in July, 2022. The Grant was not funded but was resubmitted Fall of 2022 and was not funded. In 2024, Mattern and Craig (M&C) continues to look for funding sources for this bridge replacement. We were contacted by NCDOT (06/2024) due to findings during their annual inspection. M&C reviewed the inspection report as well. It would not be cost effective to attempt to make repairs as the structure would have to basically be replaced. We will be working to secure funding to replace this structure in 2025.					834,000.00	834,000.00
Sewer Outfall Upgrade	FEMA BRIC	TBD	TBD	FEMA made available a grant opportunity for funding projects that improves or mitigates infrastructure that is located in flood hazard areas. The Utilities Department, working with the Western Piedmont COG, identified a potential project and submitted a grant application for 75% funding with a 25% local match. The project would involve the construction of an equalization basin to equalize the flow during severe rain events and a new septic tank receiving station at the Lower Creek Wastewater Treatment Facility. In addition, funds have been requested to replace the sewer line that follows Zack's Fork Creek from Pennell Street to the soccer complex on Zack's Fork Rd. The total project cost is The City of Lenoir is dedicated to contribute 25% of the overall cost, amounting \$2,400,000.00, as matching funds from the Enterprise Fund for this \$9,600,000 project.. The sewer line replacement is currently in the Utilities Department CIP. The equalization basin is part of a larger renovation project for Lower Creek also identified in the current CIP. The Grant was not funded but was resubmitted in the Spring of 2024 and remains unfunded.	7,200,000.00	2,400,000.00				9,600,000.00
OVT Connector Greenway and Sidewalk Project	NC Great Trails State Grant Program	TBD	TDB	This funding application was submitted 11.12.24 and includes a request of \$497,994 (66% project cost) for construction of greenway and sidewalk connections from Harper and West Avenue to Willow Street and the OVT Pavilion project. The grant was submitted to Great Trail late 2024.	497,994.00	248,997.00				746,991.00
Subtotal					7,697,994.00	2,648,997.00	-	-	834,000.00	11,180,991.00
Pending Projects										
Water Project - Hwy 18	TBD	TBD	TBD	Fund water line upgrade to improve the water pressure on Morganton Blvd. (HWY 18) and the Fairview area. The total project cost is estimated to be approximately \$2.6 million.					2,600,000.00	2,600,000.00
Hickory Water Interconnect	TBD	TBD	TBD	Exploring the possibility of interconnecting with Hickory for a back-up water supply. Estimated costs \$40,000,000 to \$70,000,000.					40,000,000.00	40,000,000.00
Whitnel Water Transmission Main Replacement - Phase #1	Infrastructure Funds or SRF Funding - TBD	TBD	TBD	This project was identified in the water distribution system analysis as a top priority project. It would replace the existing 20 inch line from the water plant to Sawmills with a 24 inch line.					5,406,000.00	5,406,000.00
Subtotal					-	900,000.00	-	100,000.00	48,006,000.00	49,006,000.00
Grant Total					23,532,948.62	10,285,241.85	32,508,318.15	652,380.00	54,064,754.00	121,043,642.62

City of Lenoir
Debt Service Summary - 2025-2026

General Fund Debt Schedule					CURRENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Type	Description	Issue Date	Issue Amount	Interest Rate	2025	2026	2027	2028	2028	2029	2030	2031	2032	2033	2035
	Fire Station III	1/6/2019	1,300,000.00	-	129,685.00	129,685.00	129,685.00	129,685.00	129,685.00						
Total Current Debt Service - General Fund					\$ 129,685	\$ 129,685	\$ 129,685	\$ 129,685	\$ 129,685						

Water and Sewer Fund Debt Schedule					CURRENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Type	Description	Issue Date	Issue Amount	Interest Rate	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
Water	H-LRX-F-07-1058: Whitnel Pump Station S	12/31/2009	2,977,285.00	171,015.00	171,015.00	167,323.00	163,632.00	159,940.00	156,248.00	152,556.00					
Water	H-LRX-F-08-1065: Raw Water Intake	8/4/2011	3,652,714.00	215,072.00	215,072.00	211,017.00	206,963.00	202,908.00	198,854.00	194,799.00	190,745.00	186,690.00			
Water	H-LRX-F-15-1875: WTP Improvements	6/3/2018	5,243,453.00	262,173.00	262,173.00	262,173.00	262,173.00	262,173.00	262,173.00	262,173.00	262,173.00	262,173.00	262,173.00	262,173.00	262,173.00
Water	Advanced Metering Infrastructure	4/11/2019	4,400,000.00	501,133.00	501,133.00	488,263.00	475,393.00	462,523.00	449,653.00						
Water	SRF-D-LSL-0037: Lead Service Line ID	10/1/2024	200,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00						
	Lead Service Line Replacement	2025	1,000,000.00	200,000.00		200,000.00	200,000.00	200,000.00	200,000.00	200,000.00					
Sewer	CS370393-04: Gunpowder WWTP	10/28/2015	4,093,662.00	204,683.00	204,683.00	204,683.00	204,683.00	204,683.00	204,683.00	204,683.00	204,683.00	204,683.00	204,683.00	204,683.00	204,683.00
Sewer	CS370393-05: Powell Rd Sewer	2/3/2015	289,250.00	14,463.00	14,463.00	14,463.00	14,463.00	14,463.00	14,463.00	14,463.00	14,463.00	14,463.00	14,463.00	14,463.00	14,463.00
Sewer	CS370393-06: Meadowood Sewer	3/21/2016	1,541,984.00	77,099.00	77,099.00	77,099.00	77,099.00	77,099.00	77,099.00	77,099.00	77,099.00	77,099.00	77,099.00	77,099.00	77,099.00
Sewer	E-SRP-W-17-044: Biosolids	11/1/2019	6,781,992.00	425,808.00	425,808.00	420,638.00	415,468.00	410,298.00	405,128.00	399,958.00	394,788.00	389,617.00	384,447.00	379,277.00	374,107.00
Sewer	CS370393-07: Crossroads Sewer	9/28/2022	2,209,323.00	117,968.00	117,968.00	132,935.00	131,687.00	130,438.00	129,190.00	127,942.00	126,694.00	125,445.00	124,197.00	122,949.00	121,701.00
Total Current Debt Service - Water and Sewer Fund					\$ 2,029,414	\$ 2,218,594	\$ 2,191,561	\$ 2,164,525	\$ 2,137,491	\$ 1,633,673	\$ 1,270,645	\$ 1,260,170	\$ 1,067,062	\$ 1,060,644	\$ 1,054,226

<u>Grade</u>	<u>Minimum Rate</u>	<u>Maximum Rate</u>	<u>Job Title</u>	<u>FLSA Designation</u>
14	\$ 33,826.65	\$ 47,357.31	Custodian	Non-exempt
			Meter Reader	Non-exempt
			Laborer	Non-exempt
			Customer Service Clerk	Non-exempt
			Head Lifeguard	Non-exempt
15	\$ 34,672.32	\$ 48,540.97	Equipment Operator	Non-exempt
			Laboratory Analyst I	Non-exempt
			Receptionist	Non-exempt
			Secretary (LAFC, Records)	Non-exempt
			WWTP Operator I	Non-exempt
16	\$ 35,539.12	\$ 49,754.77	Aquatic Specialist	Non-exempt
			Customer Service Representative	Non-exempt
			Laboratory Analyst II	Non-exempt
			Office Mgr (LAFC)	Non-exempt
			Pipe Mechanic	Non-exempt
			Recreation Leader	Non-exempt
			WWTP Operator II	Non-exempt
			WTP Operator - C	Non-exempt
			Auto Mechanic	Non-exempt
17	\$ 36,427.60	\$ 50,998.64	Laboratory Analyst III	Non-exempt
			Maintenance Mechanic (Bldg Maint, Treatment Plant)	Non-exempt
			Master Equipment Operator	Non-exempt
			Sanitation Driver	Non-exempt
			Sr. Aquatic Specialist	Non-exempt
			Sign Technician - Streets	Non-exempt
			Telecommunications Officer I	Non-exempt
			WWTP Operator III	Non-exempt
			WTP Operator - B	Non-exempt
			Administrative Assistant	Non-exempt
18	\$ 37,338.30	\$ 52,273.61	Electrician	Non-exempt
			Labor Supervisor	Non-exempt
			Laboratory Analyst IV	Non-exempt
			Records Supervisor	Non-exempt

18 (cont.)	\$	37,338.30	\$	52,273.61	Telecommunications Officer II	Non-exempt
					WWTP Operator IV	Non-exempt
					WTP Operator - A	Non-exempt
19	\$	38,271.76	\$	53,580.45	Police Trainee	Non-exempt
20	\$	39,205.22	\$	54,887.29	Admin Asst/Network Admin	Non-exempt
					Information Specialist/Crime Analyst	Non-exempt
					IT Operations Tech/Crime Analyst	Non-exempt
					Laboratory Supervisor	Non-exempt
					Master Telecommunications Officer	Non-exempt
					Safety Coordinator/Public Serv. Administrative Assistant	Non-exempt
22	\$	41,165.47	\$	57,631.66	Accounts Payable Tech	Non-exempt
					Chief WWTP Operator	Non-exempt
					Chief WTP Operator	Non-exempt
					Horticulture Specialist	Non-exempt
					IT Operations Tech	Non-exempt
23	\$	42,194.61	\$	59,072.44	Firefighter I	Non-exempt
					Maintenance Asst. Superintendent	Non-exempt
					Sanitation Asst. Superintendent	Non-exempt
					Street Asst. Superintendent	Non-exempt
24	\$	43,249.47	\$	60,549.25	Firefighter II	Non-exempt
					Main Street Community Engagement Coordinator	Non-exempt
					Recreation Landscaper	Non-exempt
25	\$	44,330.70	\$	62,062.98	Assistant Center Manager - MLK	Non-exempt
					Asst. Superintendent - Treatment Plt. Operations	Non-exempt
					Fire Driver/Operator	Non-exempt
					Parks/Grounds Supervisor	Non-exempt
					Telecommunications Supervisor	Non-exempt
					Vehicle Services Asst. Superintendent	Non-exempt
					W/WW Asst. Superintendent	Non-exempt
26	\$	45,438.98	\$	63,614.57	Athletic Director	Non-exempt
					Communications Director (PD/911)	Non-exempt
28	\$	47,710.92	\$	66,795.29	IT Network Specialist	Non-exempt
29	\$	48,903.70	\$	68,465.17	Code Administrator	Non-exempt
					Code Compliance Officer	Non-exempt

29 (cont.)	\$	48,903.70	\$	68,465.17	Human Resources/Benefits Analyst	Non-exempt
					Patrol Officer I	Non-exempt
					Planning Technician/Code Administrator	Non-exempt
					Property & Evidence Clerk	Non-exempt
					Turf Manager	Non-exempt
30	\$	50,126.29	\$	70,176.80	Planning Technician/Deputy City Clerk	Non-exempt
					Patrol Officer II	Non-exempt
31	\$	52,632.59	\$	73,685.64	Cemetery Superintendent	Non-exempt
					Financial Supervisor	Non-exempt
					Fire Lieutenant	Non-exempt
					Master Patrol Officer	Non-exempt
					Planner/GIS Specialist	Non-exempt
32	\$	55,264.23	\$	77,369.92	Aquatic/Fitness Center Manager	Non-exempt
					Athletic Director/Parks Manager	Non-exempt
					City Clerk	Non-exempt
					Detective (I, II, Senior)	Non-exempt
					MLK Center Manager	Non-exempt
					Mulberry Recreation Manager	Non-exempt
					Police Corporal	Non-exempt
33	\$	56,645.84	\$	79,304.17	Fire Captain	Non-exempt
					Police Sergeant	Non-exempt
36	\$	60,894.28	\$	85,251.99	Battalion Chief	Non-exempt
					Police Lieutenant	Non-exempt
39	\$	65,349.96	\$	91,489.94	Asst. Fire Chief (Logistics, Fire Prevention)	Exempt
43	\$	71,884.94	\$	100,638.93	Asst. Parks & Recreation Director	Exempt
					Bldg Maint Superintendent	Exempt
					Communications Director (Public Information)	Exempt
					Deputy Fire Chief	Exempt
					Logistics and Procurement Coordinator	Exempt
					Police Captain	Exempt
					Revenue Collections Manager	Exempt
					Risk Manager	Exempt
					IT Manager	Exempt
					Street & Solid Waste Superintendent	Exempt

43 (cont.)	\$	71,884.94	\$	100,638.93	Treatment Plant - Operations - Superintendent	Exempt
					Vehicle Services Superintendent	Exempt
					Water Distribution Superintendent	Exempt
					Wastewater Treatment Plant Superintendent	Exempt
					Water Treatment Plant Superintendent	Exempt
45	\$	75,479.20	\$	105,670.88	Downtown Economic Development/Main Street Director	Exempt
					Human Resources Manager	Exempt
					Police Major	Exempt
55	\$	94,349.00	\$	132,088.59	Parks & Recreation Director	Exempt
					Planning Director	Exempt
59	\$	103,783.90	\$	145,297.46	Director of Special Projects & Grants	Exempt
					Finance Director	Exempt
					Fire Chief	Exempt
					Police Chief	Exempt
					Public Services Public Utilities Director	Exempt
					Public Services Public Works Director	Exempt