



TOWN COUNCIL
TOWN HALL COUNCIL CHAMBERS
TUESDAY, JANUARY 14, 2025 AT 6:30 PM

AGENDA

CALL TO ORDER

Pledge Allegiance to the Flag (DP)

Moment of Silence

ADOPTION OF AGENDA

APPROVAL OF THE MINUTES

1. Approval of the Closed Session minutes of November 25, 2024 (sealed) and Town Council Meeting minutes of December 10, 2024

AWARDS AND RECOGNITION

2. Swearing in of new Officer Tyler Griswold (Corey Copley)

BOARD UPDATES - *None*

CONSENT AGENDA - *No items*

PUBLIC COMMENT

PUBLIC HEARING - *None*

OLD BUSINESS - *None*

NEW BUSINESS

3. Board Appointments & Reappointments to Town & County Boards (*Lisa Snyder*) - **ACTION ITEM**
4. Employee Handbook Update regarding pornography policy (*Linda Gaddy*) - **ACTION ITEM**
5. Resolution 2025-01 Appointing Town Attorney (*Ryan Spitzer*) - **ACTION ITEM**

MANAGER'S REPORT

MONTHLY STAFF REPORTS

6. HR

Public Works

PD

Parks & Rec

PCS

Planning & Zoning

CALENDARS FOR COUNCIL

7. February

CLOSED SESSION - *None*

ADJOURN

If you require any type of reasonable accommodation as a result of physical, sensory, or mental disability in order to participate in this meeting, please contact Lisa Snyder, Clerk of Council, at 704-889-2291 or lsnyder@pinevillenc.gov. Three days' notice is required.



TOWN COUNCIL REGULAR MEETING
TOWN HALL COUNCIL CHAMBERS
TUESDAY, DECEMBER 10, 2024, AT 6:30 PM

MINUTES

CALL TO ORDER

Mayor David Phillips called the meeting to order @ 6:30 pm.

Mayor: David Phillips

Mayor Pro Tem: Ed Samaha

Council Members: Amelia Stinson-Wesley, Chris McDonough, Danielle Moore

Town Manager: Ryan Spitzer

Town Clerk: Lisa Snyder

Town Attorney: Janelle Lyons

PLEDGE ALLEGIANCE TO THE FLAG

Council Member Chris McDonough led everyone in the Pledge of Allegiance.

MOMENT OF SILENCE

Mayor David Phillips asked for a moment of silence and think of our first responders and for a long-time resident, who passed right after our November meeting, George Lovelace, he passed away on November 13th, and then last night, the passing of Mary Ellen Eury.

ADOPTION OF AGENDA

Mayor Pro Tem Samaha moved to approve the Adoption of the Agenda with a second provided by Council Member Stinson-Wesley. All ayes. (**Approved 4-0**)

APPROVAL OF MINUTES

The Minutes of the Town Council meeting on November 12, 2024, and the November 25, 2024, Work Session were submitted for approval. Council Member McDonough moved to approve the minutes as presented with a second made by Council Member Moore. All Ayes. (**Approved 4-0**)

AWARDS AND RECOGNITION

There were no awards or recognition at this meeting.

BOARD REPORT

Council Member Stinson-Wesley provided a report on COG. She has completed another year as the town delegate to the Centralina Council of Governments, which is a regional body. She has attended the quarterly meetings and the annual meeting. One of the things she initiated after the hurricane was to connect persons and elected officials who had been affected in the western part of the state and needed support. She facilitated connecting pastors and councilors in non-affected

areas to to provide some kind of care. COG helps find grants and documents compliance with their grants. Some of their goals are to offer services to the aging, workforce, and economic development.

CONSENT AGENDA

Mayor Phillips announced that we have one item on the Consent Agenda, which is the appointment of our representative for the Centralina Regional Council. Council Member Stinson-Wesley would like to continue as the representative for Pineville. Council Member McDonough made a motion to approve the consent agenda and a second was made by Mayor Pro Tem Samaha. All ayes. (**Approved 4-0**).

PUBLIC COMMENT

Mayor Phillips announced that anyone wanting to speak during Public Comment needs to approach the podium and state their name and remember you have three minutes to speak. If, by chance, you run over, he will remind you to wrap it up and try to stay within your three minutes.

Town Attorney, Janelle Lyons, added, to keep things moving along, that Public Comment is an opportunity for Council to hear the public's views and to express those views, however, we ask you to adhere to the following rules: You address the Council and not the audience, that you keep your comments to three minutes or less, the audience to remain quiet and allow the person to speak without comment. Again, we want to rule with courtesy and respect, and so that the Town Clerk can get down what is said for her notes, as well.

Laura Stout, Pineville resident. Mrs. Stout discussed the charet comments from 2021. She said that no one wanted townhomes, multi-family or apartments. She felt that we want them to get involved, but no one listens.

Melissa Davis, Pineville resident. Mrs. David read from her notes and stated that she spoke on behalf of several people who chose not to email or speak. She asked Council to vote "no" to the proposed PSA.

Jacob Hill, Pineville resident. Mr. Hill spoke in opposition to the proposed Cone Mill development. Traffic on Main is already a major issue and already strained, and this is before the development would be added. He asked that infrastructure be addressed before building more homes here. He asked Council to please reconsider the proposal.

Al Baskins, Pineville resident. Mr. Baskins discussed a petition that was circulated with one thousand signatures opposing the development in Cone Mill. He asked that Council give them something they can participate in and enjoy. He asked Council to vote "no" on building townhomes in the Cone Mill area.

Yvette Isaacs, Pineville resident. Ms. Isaacs read a statement which included asking that we have the infrastructure first to support to population before adding more growth. She summarized by stating that people make decisions with their hearts, not minds, so it is important to connect any future growth that feels good to the community.

Judy Phillips, Pineville resident. Mrs. Phillips stated that we are overwhelmed with traffic. "Let us breathe" and not add more ballfields, sardine-packed buildings and hundreds of vehicles that will create more traffic.

Eric Stout, Pineville resident. Mr. Stout said that nobody wants the plan in place. It is not beneficial to the town, and not beneficial to the residents. The schools and roads cannot handle more traffic. He asked Council to please think about their legacy.

PUBLIC HEARING #1

Mayor Pro Tem Samaha moved to enter the Public hearing followed by a second made by Council Member Moore. All ayes.

Nazarene Church Parking Text Amendment. Planning Director Travis Morgan stated that this public hearing is for the text amending proposing a flat calculation of 1 per 300 sq ft based off office calculations, or 1 per 400 sq ft based off our general civil and school calculations. Mr. Morgan displayed the design of the Nazarene Church and parking lot. The Planning Board met recently and is supporting the approval of the 1 per 400 sq ft calculation. Pineville resident, Laura Stout, asked about the sidewalk to which Mr. Morgan replied, there will be a whole row of parking added if this proposal is approved. Mayor Pro Tem Samaha asked if the parking spaces change much. Mr. Morgan replied that he believes it will create 25 extra spaces.

Mayor Pro Tem Samaha moved to close this public hearing followed by a second made by Council Member Stinson-Wesley. All ayes.

PUBLIC HEARING #2

Council Member Stinson-Wesley moved to open the second public hearing with a second made by Council Member Moore. All ayes.

100-Housing Units Text Amendment. Planning Director Morgan stated that this text amendment will update the Subdivision ordinance and the Zoning ordinance relating to the conditional zoning requirements regarding 100 or more housing units. This proposal went to the Planning Board recently and they are supporting the clarification of units, rather than lots, for both ordinances. There was no discussion.

Council Member McDonough moved to close the public hearing followed by a second from Council Member Moore. All ayes.

OLD BUSINESS

Cone Mill PSA. Town Manager Spitzer provided a brief overview of what we've been talking about since late 2023. Council voted on the PSA a couple months ago. This will be a vote on the resolution to sell the property if Council wishes to. The purchase price is \$5 million dollars. The appraised value is \$4.9 million dollars. The current plan has 115 townhomes. Because of the discussion at the work session, this number could increase if the developer puts in workforce housing to at least one or two blocks of the townhomes. Those townhomes would become 18-foot wide. There will be 24,000 to 50,000 sq ft of commercial office and restaurant space that is all front-loaded so we can carry the look and feel of Main Street onto the property.

The Brownfields process did not have townhomes, so the process has to be done again to see if they will be allowed on the site by the State and what they will allow. The State will not allow single-family homes on the site. The green spaces will be developed for the Town at the developer's cost and turn it over to the Town for green space and park space. The developer will also widen Dover at their expense and turn it over to the Town for this development. There will be a chance for public input on what those spaces will look like.

The requirements in the PSA include: 90 spaces for public use; architect renderings for both commercial and residential must be approved by Planning & Zoning; land given to Pineville adjacent to Jack Hughes Park; no commercial uses in townhomes; currently "For Sale" product at any given time (only 10% can be for rent); CCRs approved by the Town; 5 to 10 units will be for workforce housing; Joint Development Agreement approved; area for up to 5 food trucks year-round; traffic study completed and agreed to by Council prior to permitting; 6' fence along property boundary; private trash; historic loop; designated smokestack reuse; and increase ROW on Dover Street and larger sidewalks.

Mayor Phillips shared his thoughts on the proposal from Jon Visconti and feels this is the best plan they've looked at; however, his concern is about the cut-through traffic. His concerns are about infrastructure. He is also concerned about affordability. Our infrastructure needs to match what we're building. He wants all of the merchants to be successful. He asked Council to consider this when making their decision.

Mayor Pro Tem Samaha moved to approve the PSA with a second made by Council Member Moore. The following vote was taken: Danielle Moore – Yes; Chris McDonough – Yes; Ed Samaha – Yes; Amelia Stinson-Wesley – No. (**Approved 3-1**)

NEW BUSINESS

Nazarene Church Parking Text Amendment. Council Member McDonough made a motion to approve the text amendment followed by a second made by Mayor Pro Tem Samaha. All ayes. (**Approved 4-0**)

Award Purchase of Distribution of Transformers. David Lucore, Electricities Manager, requested approval of the purchase of the distribution of transformers. There was a wide range of bids on this project. Sunbelt Solomon's quote was disqualified

and Eagle Rise was the successful bidder. The total cost is \$368,690. This cost is for 59 transformers. Mayor Pro Tem Samaha made a motion to approve the award purchase of distribution of transformers with Council Member Stinson-Wesley providing a second. All ayes. (**Approved 4-0**)

100-Housing Units Text Amendment. Council Member McDonough made a motion to approve the text amendment with a second made by Council Member Moore. All ayes. (**Approved 4-0**)

Baker Tilly Pay Plan. Town Manager Spitzer gave a consolidated presentation of what Baker Tilly presented at the last work session. Pineville contracted with Baker Tilly to conduct a comprehensive compensation study for the Town. Sarah Towne was present to answer any questions from Council. On average, 13.6% of employees are below the market at the minimum, 15.1% are below at midpoint and 16.2% below the market at the maximum. The proposal is to recalibrate the classification and compensation strategies to make the town more competitive in the area of 95% of the market, with the goal of next budget year getting us to 100% of the market.

For civilians, the plan is to reduce the number of grades for civilian employees and move the lowest grade from an 11 to a 14. The midpoint for each grade will also be set at 95% of the market. For police, reducing the step plan from 19 to 11. This will increase the starting pay for new officers (\$58,344) but slightly top out pay for each grade.

Assistant Manager/Finance Director Chris Tucker added that he feels this is an investment in our employees which is critical. It is sustainable as we have reserves and a system in place, and a good tax rate to accomplish this. In addition, we have investment earnings and expenditures are under the amount we set.

Mayor Pro Tem Samaha made a motion to approve the Baker Tilly Plan with a second made by Council Member Stinson-Wesley. All ayes. (**Approved 4-0**)

Approve 2025 Meetings Schedule. Town Manager Spitzer presented the proposed 2025 Council Meeting Schedule. The November Town Council meeting shown on the proposed schedule is on Veteran's Day. Council agreed to move the November meeting to Wednesday, November 12th.

MANAGER'S REPORT

There was no manager's report, but Town Manager Spitzer said that Parks and Rec did a great job with the annual tree-lighting last week..

ADJOURNMENT

Council Member Stinson-Wesley made a motion to adjourn followed by a second made by Council Member Moore. All ayes. The meeting was adjourned at 8:15 pm.

David Phillips, Mayor

ATTEST: _____

Lisa Snyder, Town Clerk

Memorandum

To: Mayor and Town Council
From: Lisa Snyder
Date: 1/14/2025
Re: Board of Adjustment



The terms for the following members of the Board of Adjustment will expire on December 31, 2024. Dusty Gilvin has applied for the opening. We have no applicants for the alternate positions.

Jim Knowles	(Reappointment needed)
Thomas White	(Reappointment needed)
Justin Musick	(Reappointment needed)
Michelle Shail	(Term expires 1/01/2026)

New Applicants:

Dusty Gilvin	(Term expires 1/01/2028)
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Three appointees will serve until January 1, 2027, one member will serve until 1/1/2026, and one appointee will serve until January 1, 2028.

Action Requested: Council will need to decide on the reappointments and one application for the Board of Adjustment.



Application for Board Appointment

Town of Pineville
P.O. Box 249 • Pineville, NC 28134
Fax: 704-889-2293

Name: Dusty A. Gilvin **Date:** 12/4/2025

Address: 1043 Founders Park Lane, Pineville, NC 28134 **Home Phone:** 704-889-2293

Email Address: dgilvin@pineville.org **Cell Phone:** 704-889-2293

Please indicate which Board you are interested in: Board of Adjustment

Please explain briefly why you are seeking appointment to this board: Seeking an appointment to the Board of Adjustment reflects my desire to contribute to our community. I'm interested in helping to shape community development, promote fairness and engage in public service.

Please describe any professional experience you may have that would be relevant to this board:
I have served on the Pineville Planning Board for the past two years. I have also worked in utilities, infrastructure, and civil construction.

Please describe any committees, organizations, or other boards you may have participated on or educational background you have that would qualify you for a position on this board: I have served on the Pineville Planning Board for the past two years. I have a Masters Degree in Education From the University of Arizona and a MBA from Columbia University.

Please tell us anything else about yourself that would be beneficial to this board: My family and I have lived in Pineville since 2021 and absolutely love this community. I have never been interested in public service until moving to Pineville and seeing how much everyone loves being here and cares about making this the best community it can be.

Signature: Dusty A. Gilvin **Date :** 12/4/2025

Memorandum

To: Mayor and Town Council
From: Lisa Snyder
Date: 1/14/25
Re: 2025 Committees



Each year the Council appoints representatives to various boards and committees as required by state law, town policy or agency regulations. This is typically done at the beginning of the year, although some county committees/boards operate on a fiscal, rather than a calendar year and make their appointments at that time.

Mayoral appointments:

Centralina (COG)	Amelia Stinson-Wesley	2-year term
CRTPO	Amelia Stinson-Wesley	2-year term
Electricities	Ryan Spitzer	2-year term
	Alternate: David Phillips	2-year term
MTC	David Phillips	2-year term
Municipal Education Advisory	Ed Samaha	2-year term
Public Transit Advisory	Nick Gallo	3-year term

***** The two-year terms expire on 1/01/2026***

Council approved boards:

Planning Board	Jim Knowles	(term expires 1/01/26)
	Thomas White	(term expires 1/01/26)
	Eric Fransen	(term expires 1/01/26)
	Dusty Gilvin	(term expired 1/01/25 – reappointment needed)
	Roshan Bhula	(term expires 1/01/26)

***** Brandi Wyant (Brandi is an alternate until 1/01/2026)***

Board of Adjustment	Jim Knowles Thomas White Justin Musick Michelle Shail Dusty Gilvin *	(Reappointment needed) (Reappointment needed) (Reappointment needed) (Term expires 1/01/2026) (Term expires 1/01/2028)
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*****We have no alternates for this board***

Telephone Board	Tammy Vachon David Phillips Ed Samaha Amelia Stinson-Wesley Chris McDonough Danielle Moore Ryan Spitzer
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*****No appointments/reappointments unless Council feels a change is necessary***

Action Requested: Recommend appointments in yellow be made first in one motion, if all in agreement.



TOWN COUNCIL AGENDA ITEM

MEETING DATE: January 14, 2025

Agenda Title/Category:	Personnel Policy update/New Business			
Staff Contact/Presenter:	Linda Gaddy			
Meets Strategic Initiative or Approved Plan:	Yes	No	If yes, list:	
Background:	<p>In July of 2024, a new statute G.S. 143-805 was adopted that requires local governments to add new definitions and restrictions on the use of pornography on government networks.</p>			
Discussion:	<p>Review and adopt the revised personnel policies that comply with the requirements of the new law.</p>			
Fiscal impact:	None			
Attachments:	<p>Memorandum summary Statute text Techn Electr Communication Social Medic Policy (updated) Additional information</p>			
Recommended Motion to be made by Council:	Adopt revised personnel policies			

Memorandum



To: Mayor and Town Council
From: Linda Gaddy
Date: 1/8/2025
Re: NC G.S. 143-805 prohibition of pornography on government networks

Please find the following information and supporting documents that explain the new requirement to prohibit pornography on government networks according to the requirements of **G.S. 143-805** passed by the legislature in July of 2024.

Background:

The General Assembly passed a new state law that states the following relative to pornography: Local governments must adopt policies that restrict pornography on local government devices, including phones, computers, networks, etc. The policy must be in place by January 1, 2025. All pornography must be removed from local government devices by January 1, 2025. Pornography is restricted from local government devices. The adoption of the proposed policy also incorporates it into the Town's personnel policy. Violation of the policy by any Town staff can result in disciplinary action up to and including termination. Violation of the policy by any appointee can result in removal from office. Annual reporting is required to the State Chief Information Officer.

Network and device usage policy requirements.

The new law does not specify any particular language that must be in the required network and device usage policy, except that it must “delineate the disciplinary actions that will be taken in response to a violation of that policy.” Presumably, however, the policy should reflect G.S. 143-805(a)-(b):

- prohibiting the viewing of pornography by its **employees** on a network of that public agency; and
- prohibiting **employees, elected officials, appointees, or students** of the public agency to view pornography on any device owned, leased, maintained, or otherwise controlled by that public agency.

The terms “pornography,” “device,” and “network” should be defined in the policy as they are defined in [G.S. 143-805\(g\)](#). The policy should also include an exception for officials and employees who are engaged in certain activities in the course of their official duties, listed at [G.S. 143-805\(d\)](#). These exceptions are important to include since some local government employees, such as law enforcement officers and department of social services employees, will sometimes have to view material that would be considered “pornography” under the new law in order to carry out their official duties.

If a local government already has a policy regarding the use of its networks and devices (as Pineville does), then that existing policy could be modified to include these new terms.

Employees' personal devices

The law requires local governments to institute two different prohibitions: 1) employees must be prohibited from viewing pornography on the government's ***networks***, and 2) employees, elected officials, appointees, and students must be prohibited from viewing pornography on ***devices*** owned, leased, maintained, or otherwise controlled by the local government.

Prohibition #1, regarding viewing pornography on a government's ***networks***, applies regardless of whether an employee is using their personal device or a government-owned device. An employee must not view pornography on *any* device if they are doing so via the government's *networks* (e.g., the city or county's Wi-Fi). The law does not, however, impact what an employee is allowed to view on their personal devices on *other* networks (e.g., on their home Wi-Fi or coffee shop Wi-Fi).

Prohibition #2, on the other hand, applies to viewing pornography on ***devices*** owned, leased, maintained, or otherwise controlled by the local government, regardless of where those devices are used or what network is used to connect them to the internet. It does not, however, apply to personal cell phones or other personal devices that are owned by an employee. Merely paying a stipend to an employee to help cover the cost of their personal phone bill does not transform an employee-owned device into a device "owned, leased, maintained, or otherwise controlled" by a local government employer.

Deadline for removing pornography from government devices.

Employees, elected officials, appointees, and students of each "public agency" (including local governments and all the governmental entities described above) who have pornography (as that term is defined by the new law) saved to a device owned, leased, maintained, or otherwise controlled by the public agency must remove, delete, or uninstall that pornography no later than January 1, 2025. Once again, there is an exception for certain employees and officials who are engaged in certain activities in the course of their official duties, listed at [G.S. 143-805\(d\)](#)

Next: actual text of **G.S. 143-805**

Next: Handbook Policies revised

NC G.S. 143-805

§ 143-805. Prohibit viewing of pornography on government networks and devices.

(a) Notwithstanding G.S. 14-456 and G.S. 14-456.1, a public agency shall not permit the viewing of pornography by its employees on a network of that public agency. Notwithstanding G.S. 14-456 and G.S. 14-456.1, the judicial branch shall not permit the viewing of pornography by its employees on a network of the judicial branch. Notwithstanding G.S. 14-456 and G.S. 14-456.1, the legislative branch shall not permit the viewing of pornography by its employees on a network of the legislative branch.

(b) Notwithstanding G.S. 14-456 and G.S. 14-456.1, no public agency shall permit an employee, elected official, or appointee of that public agency to view pornography on a device owned, leased, maintained, or otherwise controlled by that public agency. Notwithstanding G.S. 14-456 and G.S. 14-456.1, no public agency shall permit a student of that public agency to view pornography on a device owned, leased, maintained, or otherwise controlled by that public agency. Notwithstanding G.S. 14-456 and G.S. 14-456.1, the judicial branch shall not permit an employee, elected official, or appointee of the judicial branch to view pornography on a device owned, leased, maintained, or otherwise controlled by the judicial branch. Notwithstanding G.S. 14-456 and G.S. 14-456.1, the legislative branch shall not permit an employee, elected official, or appointee of the legislative branch to view pornography on a device owned, leased, maintained, or otherwise controlled by the legislative branch.

(c) Each public agency shall adopt a policy governing the use of its network and devices owned, leased, maintained, or otherwise controlled by that public agency. The judicial and legislative branches shall adopt a policy governing the use of that branch's networks and devices owned, leased, maintained, or otherwise controlled by those branches.

Each policy required by this subsection shall delineate the disciplinary actions that will be taken in response to a violation of that policy.

(d) Subsections (a) and (b) of this section shall not apply to an official or employee that is engaged in any of the following activities in the course of that official's or employee's official duties:

- (1) Investigating or prosecuting crimes, offering or participating in law enforcement training, or performing actions related to other law enforcement purposes.
- (2) Identifying potential security or cybersecurity threats.
- (3) Protecting human life.
- (4) Establishing, testing, and maintaining firewalls, protocols, and otherwise implementing this section.
- (5) Participating in judicial or quasi-judicial proceedings.
- (6) Conducting or participating in an externally funded research project at one of the constituent institutions of The University of North Carolina.
- (7) Researching issues related to the drafting or analysis of the laws of this State as necessary to fulfill the requirements of the employee's official duties.

(e) This section shall not apply to the user of an authorized account paying for use of communications services under Article 16A of Chapter 160A of the General Statutes, including those communications services exempted under G.S. 160A-340.2(b) or (c).

(f) Annually, no later than August 1 and in the format required by the State Chief Information Officer, each public agency shall report information to the State Chief Information Officer on the number of incidences of unauthorized viewing or attempted viewing of pornography on that public agency's network; whether or not the unauthorized viewing was by an employee, elected official, appointee, or student of that public agency; and whether or not any of the unauthorized viewing was on a device owned, leased, maintained, or otherwise controlled by that public agency. Annually, no later than October 1, the State Chief Information Officer shall compile and report to the Joint Legislative Oversight Committee on Information Technology the information submitted in accordance with this subsection.

(g) The following definitions apply in this section:

- (1) **Device.** - Any cellular phone, desktop or laptop computer, or other electronic equipment capable of connecting to a network.
- (2) **Material.** - As defined in G.S. 14-190.13.
- (3) **Network.** - Any of the following, whether through owning, leasing, maintaining, or otherwise controlling:
 - a. The interconnection of communication systems with a computer through remote or local terminals, or a complex consisting of two or more interconnected computers or telephone switching equipment.
 - b. Internet service.
 - c. Internet access.
- (4) **Pornography.** - Any material depicting sexual activity.
- (5) **Public agency.** - Any of the following:
 - a. All State agencies and offices of the members of the Council of State, including all boards, departments, divisions, constituent institutions of The University of North Carolina, community colleges, and other units of government in the executive branch.
 - b. Units of local government as defined in G.S. 159-7.
 - c. Public authorities as defined in G.S. 159-7.
 - d. Public school units as defined in G.S. 115C-5.
- (6) **Sexual activity.** - As defined in G.S. 14-190.13. (2024-26, s. 7(a).)



TECHNOLOGY/ELECTRONIC COMMUNICATIONS/SOCIAL MEDIA

Technology/Electronic Communications Use: Any electronic devices and/or services provided by the Town are property of the Town and their purpose is to facilitate and support Town business. All users have the responsibility to use these resources in a professional, ethical, and lawful manner. Technology resources and their use are subject to N.C.G.S. 132 Public Records Law, relevant Town policies, and Local, State and Federal laws and may be monitored, reviewed, and analyzed for business purposes and compliance. The Appropriate Technology Use Administrative Policy describes technology and electronic communication use requirements in detail.

Social Media Use: The Town understands that many employees may enjoy and participate in various personal social media sites. As holders of the public trust, employees are expected to exercise sound judgment and discretion in contributing to social media sites where information is available to numerous users.

When using social media, unless specifically authorized by the Town Manager, employees are prohibited from:

- a. using personal social media to conduct any Town business unless approved by the Town Manager;
- b. disclosing any confidential Town information or personnel information protected by law or policy;
- c. using the Town's name in their personal identity or using any Town trademark, logo or other intellectual property;
- d. wearing any uniform or insignia that identifies the employee as an employee of the Town of Pineville;
- e. using their official position or title in any communications; or
- f. any suggestion that they are speaking as a representative on behalf of the Town; employees must always identify that they are speaking as private citizens.

Employees should be aware that public speech including social media, unless it is protected by law, may subject the employee to liability under civil laws as well as the Town's policies. Nothing in this policy should be read to prevent an employee from speaking out on matters of public concern. Personal use of social media and posts should be on the employee's own personal electronic device, not the Town's electronic device, and on the employee's own time. The Social Networking Administrative Policy describes social media use requirements in detail.



Viewing or saving pornography prohibited: The Town will comply with NC Gen. Stat. § 143-805 as set forth below:

1. Definitions:

- i. Appointees shall mean persons appointed by the board of commissioners to serve on any board, commission, committee, authority or similar body created by the Town Council or by statute.
- ii. Device shall mean any cellular phone, desktop or laptop computer, or other electronic equipment capable of connecting to a network.
- iii. Network shall mean any of the following, whether through owning, leasing, maintaining, or otherwise controlling: the interconnection of communication systems with a computer through remote or local terminals, or a complex consisting of two or more interconnected computers or telephone switching equipment; internet service; and internet access.
- iv. Pornography shall mean any material depicting sexual activity with material and sexual activity to mean as defined in G.S. 14-190.13.

2. The viewing or saving of pornography by employees, elected officials, or appointees on or to any device owned, leased, maintained, or otherwise controlled by the Town is prohibited.

3. Any employee, elected official, or appointee with pornography saved to a device owned, leased, maintained, or otherwise controlled by the Town shall remove, delete, or uninstall the pornography no later than January 1, 2025.

4. Employees of the Town of Pineville are prohibited from viewing pornography on any network of the Town.

5. This subsection shall not apply to an official or employee that is engaged in any of the following activities in the course of that official's or employee's official duties:

- i. Investigating or prosecuting crimes, offering or participating in law enforcement training, or performing actions related to other law enforcement purposes.
- ii. Identifying potential security or cybersecurity threats.
- iii. Protecting human life.
- iv. Establishing, testing, and maintaining firewalls, protocols, and otherwise implementing this section.
- v. Participating in judicial or quasi-judicial proceedings.
- vi. Conducting or participating in an externally funded research project at one of the constituent institutions of the University of North Carolina.
- vii. Researching issues related to the drafting or analysis of the laws of this State as necessary to fulfill the requirements of the employee's official duties.

6. Annually, no later than August 1 and in the format required by the State Chief Information Officer, the Town's manager or his designee shall report information to the State Chief Information Officer



TOWN OF PINEVILLE'S EMPLOYEE HANDBOOK

Item 4.

on the number of incidences of unauthorized viewing or attempted viewing of pornography on the Town's network; whether or not the unauthorized viewing was by an employee, elected official, or appointee of the town; and whether or not any of the unauthorized viewing was on a device owned, leased, maintained, or otherwise controlled by the Town.

7. Any violation of this subsection by an employee who is not an elected official or appointee shall constitute grounds for disciplinary action up to and including termination of employment. Any violation of this subsection by an appointee shall constitute grounds for removal of the appointee from office.

Additional Information on workplace policy:

This prohibited conduct is also covered broadly in the Handbook policy section **GENERAL PERFORMANCE AND CONDUCT STANDARDS**, under **Major work standard violations**:

Pages 58-60

“Major work standard violations are of such a degree that continued employment of the individual may not be desirable. The following are illustrative examples and are not intended to be an all-inclusive list of some offenses that may subject an employee to immediate dismissal without warning:

- Fraud and/or theft of Town material and/or equipment.
- Conviction of a felony or the entry of a plea of nolo contendere thereto.
- Wanton or willful neglect in the performance of assigned duties.
- Any negligent act that may endanger the safety or lives of others or that may result in damage or destruction of Town property.
- Insubordination (willful failure or refusal) to perform work assignments or tasks given by an authorized supervisor properly.
- Willful, deliberate, or repeated violations of safety rules.
- Willful misuse or gross negligence in the handling of Town funds.
- Willful disclosure of confidential information to unauthorized persons.
- Falsification of personnel or Town records including, but not limited to, employment applications, accident records, work records, purchase orders, time sheets, or any other report, record, or application.
- Making false claims.
- Leaving work location/premises during working hours without permission of a supervisor.
- Deliberately abusing, destroying, damaging, or defacing Town property or the property of others on Town premises.
- Gambling, possession or use of liquor or narcotics, or the unlawful or unauthorized possession of firearms or other dangerous weapons on the job.
- Fighting or endangering others on Town premises or while on duty.
- Failure to return to work on expiration of authorized leave.
- Taking Town or other employee's personal property without proper authorization.
- Failure to cooperate fully and truthfully in an authorized internal investigation.
- **Immoral, unlawful, or improper conduct or indecency, either on or off the job, which would have such a nexus or connection to affect the employee's relationships to his/her job, co-workers, or goodwill in the community.**
- Harassing, intimidating or other unprofessional conduct as described in Town policy.
- Brutality in the performance of duties.”

No revision needed.

No revision needed to related policies either.



**RESOLUTION 2025-01
RESOLUTION APPOINTING TOWN ATTORNEY**

WHEREAS, NCGS 160A-173 states the council shall appoint a town attorney to serve at its pleasure and to be its legal adviser; and

WHEREAS, the Town of Pineville currently retains the services of Cranfill Sumner, in respect to the Town's general legal needs with Janelle Lyons serving as Town Attorney; and

WHEREAS, the Town of Pineville wishes to continue to retain the services of Cranfill Sumner, in respect to the Town's general legal needs, and Janelle Lyons will serve as Town Attorney.

NOW, THEREFORE, BE IT RESOLVED BY THE PINEVILLE TOWN COUNCIL that Cranfill Sumner is appointed to serve as the Town's municipal attorney firm and Janelle Lyons will serve as Town Attorney.

Adopted this _____ day of January 2025 by the Pineville Town Council.

ATTEST:

David Phillips, Mayor

Lisa Snyder, Town Clerk



Human Resources

Linda Gaddy, PHR SHRM-CP MSHR
 lgaddy@pinevillenc.gov
 (704) 889-2362

To: Ryan Spitzer, Town Manager
 Members of the Town Council

From: Linda Gaddy

Date: 1/6/2025

Re: Human Resources Monthly Report

Ryan,

Enclosed is the Human Resources Department Monthly Report for the month of December 2024.

New Hires:

Marcus Bedford, Administrative Assistant, Police Dept.

Michael Soto, rehire Police Officer

Ramon A. Salas, Police Officer Trainee (B.L.E.T)

Andrew R. Ferrer, Police Officer Trainee (B.L.E.T)

Resignation/Termination:

none

Retirements:

none

Transfers:

none

Promotions:

Tyler Griswold, from Police Trainee (B.L.E.T) to Police Officer

Current Openings:

Police Officer: 2 openings for lateral hires

B.L.E.T. trainees, 2 sponsored for January class start

911 Telecommunicator, 1 opening, accepting applications

Departmental Update:

Employee Appreciation and events:

The Holiday Party was held Friday Dec 20 at 11:00 am at Spare Time Entertainment. Everyone enjoyed wearing an ugly sweater, lots of door prizes, arcade game play cards, party food, bowling on our private lanes, awarding of landmark years of service awards, and recognition of the department

that collected the most food donations. Those working on duty who could not attend had their own prize drawing and party food.

Town departments also participated with PCS in collecting food donations for Pineville Neighbors Place. The department who collected the most weight by Dec 20th was declared the winner of this year's collection contest and recognized at the Holiday party. First place went to PCS with 173.4 lbs.! PCS's winning donation was recognized with a department pizza party.

A holiday gift was delivered to each employee on Dec 12th by the Town Manager and the H.R. Director.

Safety:

The Town has applied for Safety matching grants from the North Carolina League of Municipalities. If all requests are approved, the funds will improve safety and security in two of our departments.

Two minor incidents to report this month due to non-preventable normal police officer operations.

Annual online safety training courses have been assigned to all employees to be completed in the next two months, along with annual harassment prevention training.

Recruiting:

We are still seeking experienced Police Officers, BLET police trainees, and one more 911 Telecommunicator when we have a trainer available again. All trainers are occupied with training the most recent hires. All other departments are fully staffed.

Compensation Study:

Work continues with Baker Tilly consultants who are completing a compensation study for the entire Town. The Baker Tilly team has collected managers' and H.R. input, collected market survey data, and analyzed job descriptions, and has analyzed our pay plans. They have presented their findings and recommendations to leaders and to Council. The recommended scenarios and options have been approved and have moved to the planning and execution stage. One more set of final presentations to employees will be made by our Baker Tilly consultant in mid January. Policies and procedures surrounding the changes to compensation plans are being evaluated for any needed revisions. New pay plans are effective March 5, 2025.

PCS 11th Annual
**HOLIDAY
FOOD DRIVE**
ACCEPTING DONATIONS
UNTIL DECEMBER 18TH



Winners for 2024

First Place:

PCS with 173.4 lbs!!!

Other Departments Collections:

Public Works with 144.54 lbs

Town Hall with 78.2 lbs

PD Admin with 141.9 lbs

PD CID/CRU with 46 lbs

Thank you to all who donated!
We will see you again next year!



Department Update

PUBLIC WORKS

To: Town Council
 From: Chip Hill
 Date: January 1, 2025
 Re: Public Works Updates

Johnston Drive Alignment: Contractor has begun work in the Phase 2 area of the project. Currently 6" water main has been laid continuing from Phase 1 into the laydown parking lot. Also, the contractor has begun work pursuant to the storm drainage items in the Phase 2 areas, such as utility locating and asphalt saw-cutting and removal. In January the contractor will begin excavations for the installation of drainage structures. Single lane closures on Johnston Drive may be required throughout workdays.

Main Street Crosswalks: Town engineer has requested meeting with Town staff in the middle of January to go over signal plans and planning elements for review before the submittal to NCDOT for approval.

Sidewalks on S Polk: Contractor has placed 120 LF of 6" sidewalk on the project so far, as well as installing a riser for the drain conversion at the southern entrance of Sable Point Drive, slope grading between Sable Point Drive and Lanier Scrub & Scoot as well. Next week the contractor plans to continue concrete sidewalk placement.

Huntley Glen: True Homes has been making concrete repairs and most of the work is done. Still waiting on the frontage sidewalk to be installed. Work is in progress and progressing.

Huntley Glen Townhouses: Waiting on video for two small runs of pipe. As-builts have been submitted and are in with the Town to review. The prefinal is complete and all marked up.

Parkway Crossing: As-builts are being redone to accommodate the repairs that are going to be made with the storm drain repairs. Video for the initial phase was approved, and repairs should be underway.

Preston Park: Phase 1 is good with as-builts, and the video is being reviewed. NASCCO-PACP certification was just sent to the Town engineer to confirm certification of video company. Prefinal should be forthcoming soon.

McCullough: A list of storm drain repairs and a map has been sent over to Mecklenburg County. During the meeting with the Developer last month, repairs were scheduled to begin in January or February depending on the weather.

Miller Farms: Verified and confirmed that densities were taken on pipe install. The densities are good and pipe install will continue. Proof rolls will be scheduled soon for curb. This project is on track and is progressing as a normal project.

Chadwick Park: Video has been approved. As-Builts approved. The prefinal walk has been completed and the site marked for repairs. Developer can start making repairs to all items on the prefinal, just no top lift of asphalt.

Coventry: Awaiting the developer to provide the necessary densities and other documents for infrastructure installation. A site meeting was held to go over the process moving forward. Town staff and Town engineer were present and agrees that they need to provide certification that the pipe and the roads installs were done correctly. A certified letter will need to be sent to us prior to work starting again. It was a productive meeting, and they agreed to provide the certification.

Carolina Logistics Park: Some buildings are still being built. The developer is close to moving forward with Video and As-Builts. They are finalizing the last of the BMP's. Once those are complete, Mecklenburg County will request to start the closeout process.

*see attached spreadsheet Permits issued/pending.

PERMITS ISSUED/PENDING**COMPANY****Fiscal Year 2025**

	LOCATION	STATUS	PERMIT NO
Ashley Northup/AT&T	625 Eagleton Downs	Issued	PW20240812EAGLETONDOWNS625
Zach Pellicone/Charlotte Water	10112 Industrial Drive	Issued	PW20240807INDUSTRIAL10112
Paul Tatsis/PNG	307 College Street	Issued	PW20240729COLLEGE307
Ashley Northup/AT&T	10810 Park Crossing Dr	Issued	PW20240806PARKCROSSING10810
O'brien Walls/Charlotte Water	109 N Polk Street	Issued	PW20240731NPOLK109
AT&T/SourceOne/Rosita Villavicencio	12026 Carolina Logistics Drive	Issued	PW20241011CAROLINALOGISTICS12026
AT&T/Ashley Northup	10901 Downs Rd	Cancelled	
Charlotte Water/Samuel Yuhas	10496 Park Road	Issued	PW20241008PARKROAD10496
Charlotte Water/Samuel Yuhas	12031 Lancaster Hwy/Carolina Place	Issued	PW20241010LANCASTERHWY12031
AT&T/SourceOne/Rosita Villavicencio	12020 Carolina Logistics Drive	Issued	PW20241017CAROLINALOGISTICS12020
Spectrum/STS Cable Services/Tracey Kendall	11925 Carolina Logistics Drive	Issued	PW20241024CAROLINALOGISTICS11925
AT&T/SourceOne/Rosita Villavicencio	10230 Pineville Distribution/Industrial Dr	Pending	



PINEVILLE POLICE DEPARTMENT

MONTHLY REPORT

December 2024

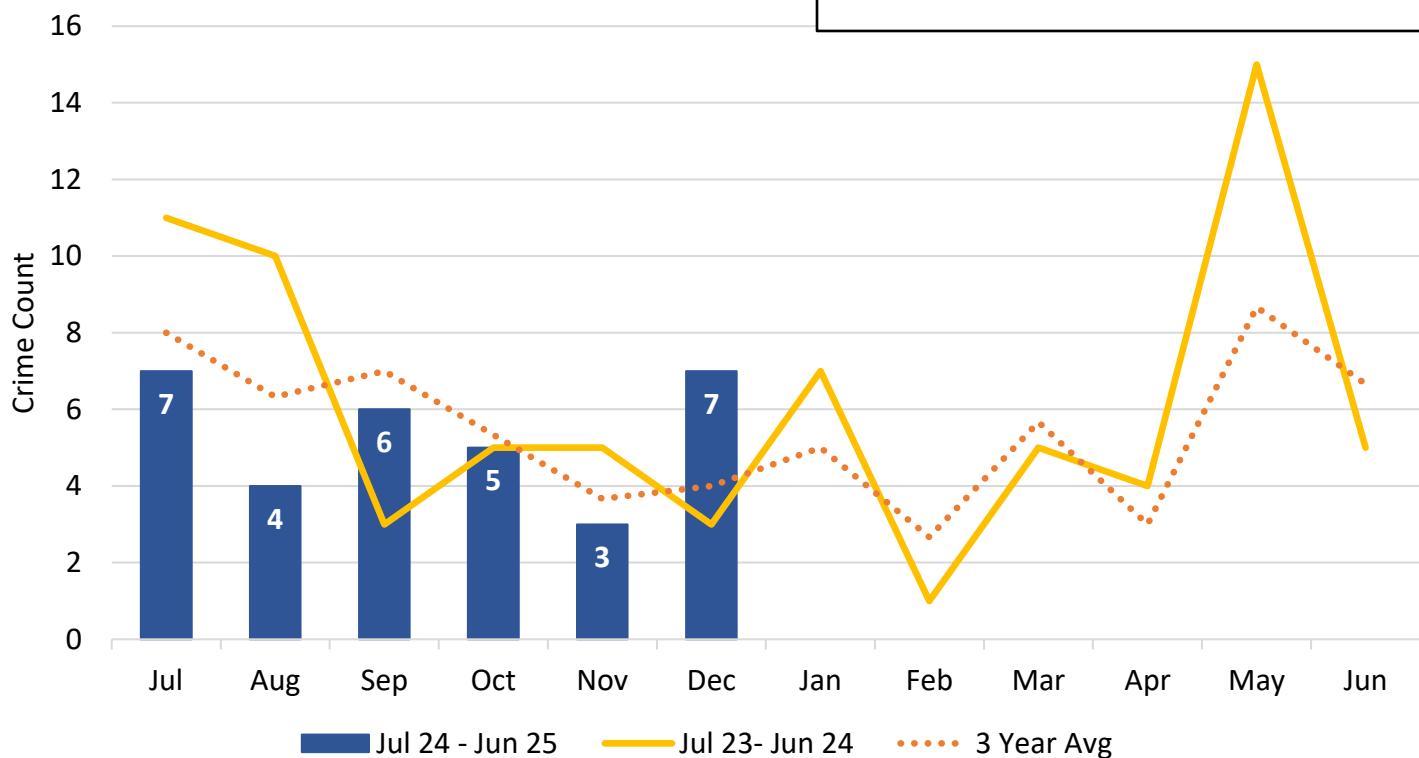
Crime Goals

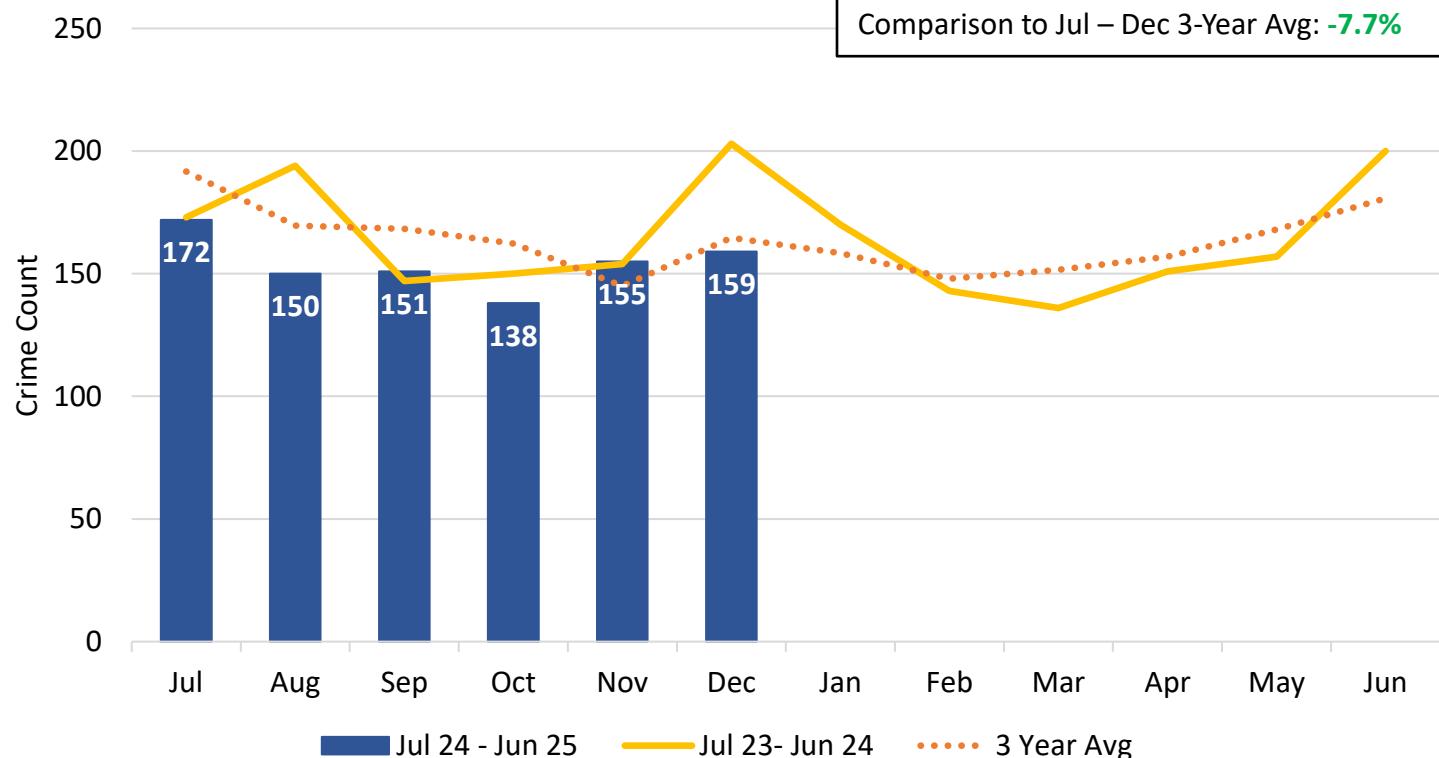
Below is the evaluation of the police department's crime goals. Goals are measured for 12 months based on the fiscal year. For the year of July 2024 – June 2025, the goal is to reduce violent crime and reduce all crime by 5%.

Goal #1: Violent Crime

Comparison to Jul – Dec 23: **-13.5%**

Comparison to Jul – Dec 3-Year Avg: **-5.9%**



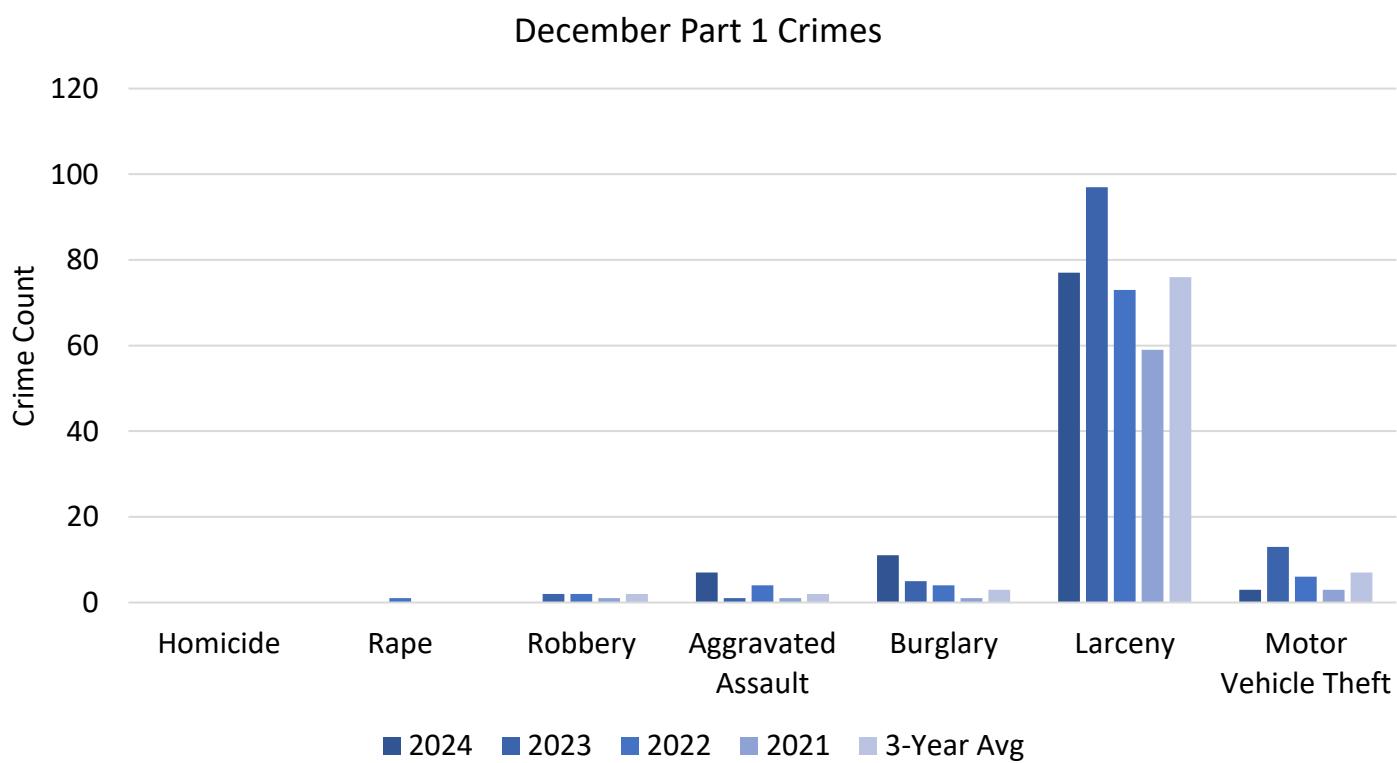
Goal #1: Group A Crimes**Goal: -5%**Comparison to Jul – Dec 23: **-9.4%**Comparison to Jul – Dec 3-Year Avg: **-7.7%**

Monthly Crime Statistics

Below is a table and bar graph of the counts for Part 1 Crimes in December. For comparison, the same is shown for the past 3 years. The average of the 3 years was calculated.

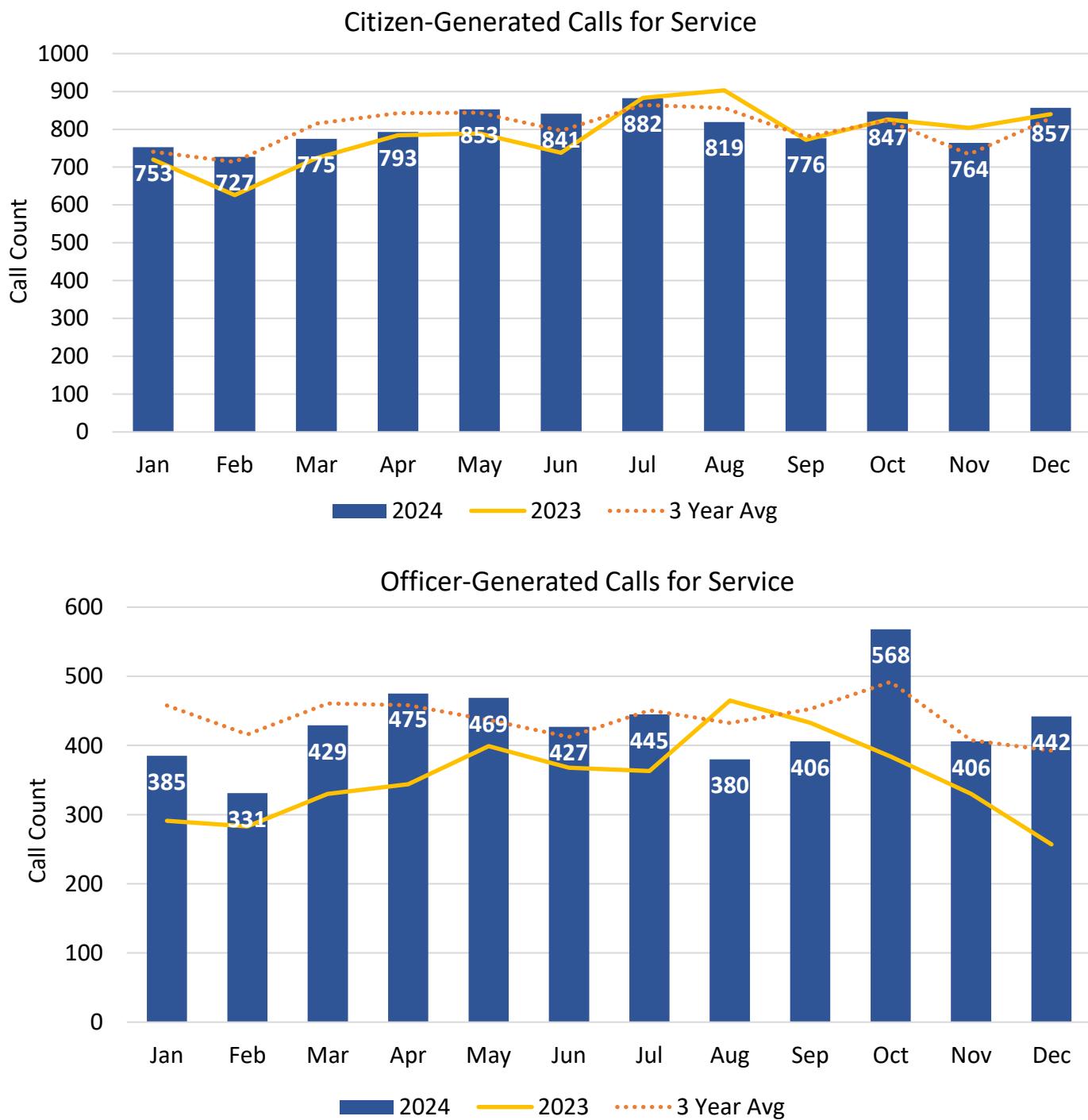
	December Crime Statistics					ETJ
	2024	2023	2022	2021	3-year average (2021-2023)	
Homicide	0	0	0	0	0	0
Rape	0	0	1	0	0	0
Robbery	0	2	2	1	2	0
Aggravated Assault	7	1	4	1	2	0
Burglary	11	5	4	1	3	0
Larceny	77	97	73	59	76	0
Motor Vehicle Theft	3	13	6	3	7	0

* ETJ statistics included in total number of offenses



Calls for Service

The graphs below display the number of calls for service in comparison to previous months and the previous 2 years. The first graph is citizen-generated calls. The second graph is officer-generated calls.



*zone checks and foot patrols removed

December Traffic Enforcement

Traffic Enforcement Type and Dispositions

Enforcement	Count
Traffic Stop	222
Citation Issued	78
Warning	126
Report Taken	3

*Officer-generated traffic stops; unfounded removed

Locations of Traffic Enforcement

Street Name	Count
PINEVILLE-MATTHEWS RD	63
MAIN ST	58
CAROLINA PLACE PKY	16
POLK ST	11
PARK RD	10
ROCK HILL-PINEVILLE RD	8
DOVER ST	5
PINEVILLE RD	4
DOWNS CIR	4
FRANKLIN ST	4
LEE ST	4
JOHNSTON DR	4
CHURCH ST	3
PARK CEDAR DR	3
CHILDERS LN	2
TOWNE CENTRE BLVD	2
CRANFORD DR	2
LANCASTER HWY	2
MCMULLEN CREEK PKY	2
DORMAN RD	1
RING RD	1
CENTRUM PKY	1
CONE AVE	1
INDUSTRIAL DR	1
RODNEY ST	1
CAROLINA PAVILLION	1
HARRINGTON	1
REID LN	1
OAKBROOK DR	1
FELDFARM LN	1
BLUE HERON	1
I-485 ENTRANCE	1

NATIONS FORD RD	1
JOHNSTON RD	1
Grand Total	222

*based on location of stop in CAD

December Community Engagement

- Tree Lighting event 12/5
- Zoom interview 12/11
- Facebook Live 12/12
- Shop With a Cop 12/14
- Shop With a Cop 12/15
- Grant Meeting 12/18
- Meeting with Skydio 12/19
- Liaison with apartment complexes, hotels and HOA's

Parks and Recreation Department Update

December

2024

Over 500 people attended our wonderful Christmas tree lighting at Town Hall. Cool weather, Santa, snow, crafts, songs, smores, train rides and more led us to the countdown to our lighting. A truly amazing evening. 245 kids started basketball practice in December, we are excited to start games with these amazing kids in January. We took 13 seniors to McAdenville to enjoy an evening of Christmas lights. Family Bingo night in December had 39 participants, always a hit. 84 Christmas Grab n Go's were handed out to children on December 19th. It was joy to see smiling children's faces and wish them a Merry Christmas.



General Programming – Belle Johnston

Pickleball: Open Pickleball times Saturdays from 10:15am – 1pm. 61 participants

Karate: Wednesdays. 30 participants

Cookie Decorating Class –12 participants

Preschool Open Gym – Wednesday AM – 32 participants

Sound Bath Meditation Class – Wednesday Evening – 11 participants

Paint Class – 12 participants

ASAP Pickleball – Monday afternoons – 6 participants

Senior Field Trip – McAdenville Lights – 12/3 – 13 participants

December

2024

National Cookie Day – 12/4 – 67 participants

Pottery Workshop with Rick – 20 participants

Christmas Grab N Go's – 12/19 – 84 participants

Family Bingo Night – 12/13 – 39 participants

Cooking Decorating with Seniors – 25 participants

Lake Park

Tai Chi: Hold classes T/Th/Sat under the large shelter/stage. 9 participated

Boot Camp w/ Lia – M/W/F Am – 5

The Hut

Senior Fit – Senior Fit Monday – Thursday. 213 participants

Yoga – Monday/Thursday/Friday - 48 participants

Cardio Funk: Lem holds class on Tuesdays at 6:30pm. 8 participants

Athletics

Youth Athletics

Youth basketball practices started on December 2nd.

Adult Athletics

No adult athletics in December.

Jack Hughes Tournaments/Special Events

No tournaments or events in December

Baseball Field Usage

No field usage in December

Parks and Recreation Department Update

Item 6.

December

2024

Multipurpose Field Usage

No field usage in December

Rentals

The Hut: 1 Rentals

The BJCC Dining Room: 2 Rentals

The BJCC Gym: 0 rental

Large Shelter: 1 Rentals

Medium Shelter: 0 Rentals

Tot Lot at Lake Park: 0 Rentals

Shelter 1 at JH: 0 Rentals

Shelter 2 at JH: 0 Rentals

Shelter 3 at JH: 0 Rental

Social Media

Facebook

Post Reach: 2,652

Post Engagements: 358

New Page Likes: +6

Total Page Likes: 4,975

Total Page Followers: 6,170

Instagram

New Followers: +29

Total Followers: 2,991

Park Maintenance Update

Lake Park

Daily Check

Leaf removal as needed

Pressure washed fitness court

Raked playground mulch

Clean out art room

Painted art room

Hung new media device

Monthly building inspections

Parks and Recreation Department Update

Item 6.

December

2024

Jack Hughes

Leaf removal as needed
Monthly building inspections
Repaired irrigation leak
Cut fields as needed
Pressure washed lower concession area
Repaired mobile pressure washing rig
Maintenance equipment as needed

Hut

Monthly Building inspection
Leaf removal as needed
Overseen fireplace upfit
Take down holiday decorations

Cemetery

Leaf removal as needed
Daily check
Limb removal as needed
Fire ant control

Town Hall/PD

Daily check
Trash removal
Fountain leaf removal
Set up and tear down for tree lighting event

Dog Park

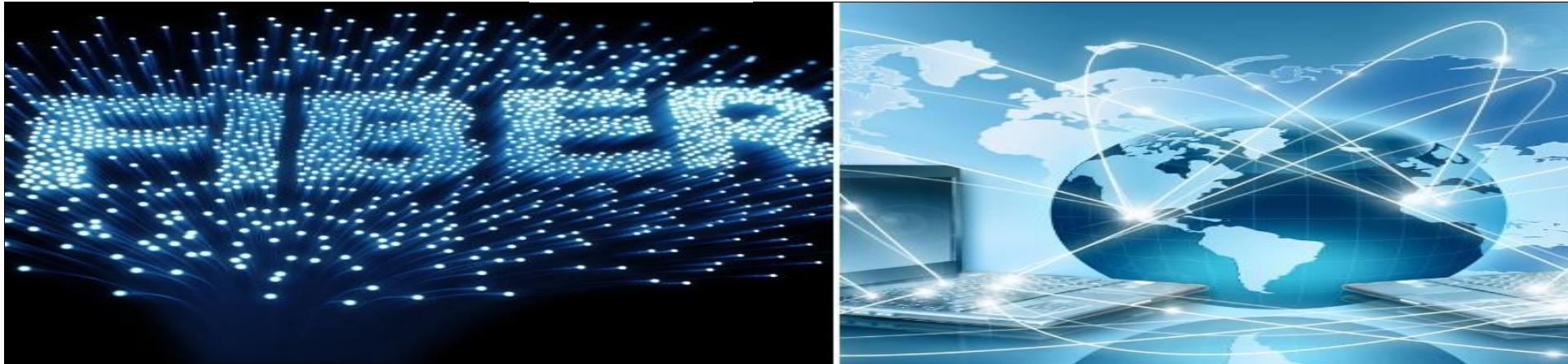
Storm clean up and limb removal



PINEVILLE COMMUNICATION SYSTEMS

INTERNET RESULTS FOR MONTH ENDING 12-31-2024

REVENUE AREA	MONTH ENDING 10-31-2024	INSTALLS SOLD AND COMPLETED IN NOV.	DISCONNECTS TAKEN AND EXECUTED IN NOV.	MONTH ENDING 11-30-2024	INSTALLS SOLD AND COMPLETED IN DEC.	DISCONNECTS TAKEN AND EXECUTED IN DEC.	MONTH ENDING 12-31-2024	SOLD IN DEC ON SCHEDULE FOR INSTALLATION AFTER BILLING OR IN JAN	TOTAL INTERNET FOR MONTH ENDING 12-31-2024	TOTAL AS OF 12-31-2024
ILEC	593	9	-9	593	4	-5	592		592	592
CLEC	638	9	-10	637	7	-8	636		636	636
TOTAL	1232	18	-19	1230	11	-13	1228	0	1228	1228



100M to 1 GIG SPEED OFFERING TAKE RATE TO DATE

INTERNET RESULTS FOR MONTH ENDING 12-31- 2024	Nov-24	Dec-24	SERVICE AREA	RES OR BUS	SPEED	NET GROWTH/LOSS FROM PREVIOUS MONTH	
	216	216	CLEC	BUS	300M		
	83	85	CLEC	BUS	600M	-9	
	204	202	CLEC	RES	1 GIG	-3	
	7	6	CLEC	RES	100M	-1	
	8	8	CLEC	BUS	1 GIG	0	
	3	3	CLEC	BUS	200M		
	3	3	CLEC	BUS	400M	0	
	33	33	ILEC	BUS	100M	0	
	5	5	ILEC	BUS	200M	0	
	8	8	ILEC	BUS	400M	0	
	25	26	ILEC	BUS	1 GIG	1	
	139	139	ILEC	RES	1 GIG	0	
	236	235	ILEC	RES	300M	-1	
	49	49	ILEC	RES	600M	0	
TOTAL	1019	1018				-13	
1018							
<i>82% of our Internet subscribers now subscribe to 100M or higher</i>							



LINE COUNT AS OF 12-31-2024

MONTH ENDING 11-30-2024	LINE COUNT MONTH ENDING 11-30-2024	LINE COUNT MONTH ENDING 12-31-2024	
BUS	36	36	0
RES	86	85	-1
CLEC SUBTOTAL	122	121	-1
ILEC LINE COUNT		LINE COUNT MONTH ENDING 11-30-2024	LINE COUNT MONTH ENDING 12-31-2024
BUS	288	285	-3
RES	102	102	0
ILEC SUBTOTAL	390	387	-3
COMBINED LINE COUNT	512	508	-4

Department Update



To: Town Council
From: Travis Morgan
Date: 1/14/2025
Re: **Town Planning Updates**

PLANNING:

2055 Metropolitan Transportation Plan: Input for the 2055 transportation planning will be open for representative and citizen comment soon (spring/summer). <https://crtpo.org/projects-plans-programs/metropolitan-transportation-plan/2055-mtp/>

2025-2029 Consolidated CDBG Plan: Community Development Block Grant is holding the South Mecklenburg resident input session January 16th 6-7pm at the Belle Johnston Community Center

CODE ENFORCEMENT:

<p>Prohibited Parking: 11715 Carolina place</p> <p>Grass:</p> <p>ADU/Accessory Structures: 1005 cone</p> <p>Community Appearance/Junk Vehicle: 123 boatwright 1111 Cone 1106 cone 408 fisher st 10860 park 100 Mallard 235 Eden 252 Eden 236 Eden 333 Cranford 10860 Park Rd 11715 carolina place 1106 Cone Av 286 Eden Cir 945 Pelican Bay Dr</p> <p>Improved Surfaces: 409 Johnston Dr 907 Lakeview Dr</p>	<p>Trash Can: 309 Amon</p> <p>Unsecured Building: 403 Dover St</p>	<p>Parking on the lawn: 301 park lake ct 130 Olive 918 Lakeview 229 Eden Cir</p> <p>Temp Permit:</p> <p>Zoning Violation: 10724 Pineville Rd</p> <p>Signs: 332 Cranford 8500 P-M 10222 Johnston Rd 11301 Treebark Dr</p> <p>Dumpster: 10860 Park Rd 323 Main St</p>
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February

2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
		Town Council 6:30 pm				
16	17	18	19	20	21	22
23	24	25	26	27	28	
	Work Session 6:00 pm		Town/State Dinner in Raleigh			

