

CONCORD CITY COUNCIL  
WORK SESSION MEETING  
NOVEMBER 7, 2023

The City Council for the City of Concord, North Carolina, held the scheduled City Council Work Session in the 3<sup>rd</sup> floor City Hall Council Chambers located at 35 Cabarrus Ave, W, on November 9, 2023, at 4:00 p.m. with Mayor William C. Dusch presiding.

Council members were present as follows:

**Members Present:**

Mayor Pro-Tem JC McKenzie  
Council Member Andy Langford  
Council Member W. Brian King  
Council Member Betty M. Stocks  
Council Member Terry L. Crawford  
Council Member Jennifer Parsley-Hubbard  
Council Member John A. Sweat, Jr.

**Others Present:**

City Manager, Lloyd Wm. Payne, Jr.  
City Attorney, Valerie Kolczynski  
Department Directors

\* \* \* \* \*

The following agenda was presented for discussion:

\* \* \* \* \*

A motion was made by Council Member Stocks and seconded by Council Member Langford to amend the agenda to include a presentation of a Certificate of Appreciation to Grace Lutheran Church—the vote: all aye.

\* \* \* \* \*

**Presentations:**

Mayor Dusch presented a Certificate of Appreciation to members of Grace Lutheran Church.

Presentation of a Proclamation recognizing the month of November as National Native American Heritage Month.

Presentation of the 2023 Collection System of the Year Award to the City of Concord Water Resources Department.

Presentation of plaque and recognition of Cabarrus County Assistant District Attorney for her role in prosecuting local offenders responsible for contributing to violence and drug crimes.

**Unfinished Business:**

Consider authorizing the City Manager and staff to move forward with the bidding process for the renovations to Marvin Caldwell Park as part of the bond referendum based on final design.

SHEILA EXPLAINED THAT TWO LOGAN COMMUNITY NEIGHBORHOOD MEETINGS WERE HELD. ONLY COMMENT RECEIVED IS THAT THE DANIAL PHARR BUILDING BE EXPANDED IN THE FUTURE.

### **Informational Items:**

WSACC Engineering Director, Chad VonCannon, updated the Mayor and City Council on the progress and estimated completion of each phase of the Rocky River expansion.

### **Departmental Reports:**

Staff will provide an update on the Downtown Streetscape project at the November 9<sup>th</sup> City Council meeting.

Parks and Recreation staff will provide a bond update at the November 9<sup>th</sup> City Council meeting.

### **Public Hearings:**

Conduct a public hearing pursuant to North Carolina General Statutes Sec. 158-7.1 to consider granting a one-year/85% tax-based infrastructure development grant to Nicolock Paving Stones, LLC, to locate at 3010 New Town Way SW, Concord, NC 28027.

Cabarrus Economic Development Corporation (EDC) Project Engineer, Samantha Grass, stated the 50,000 SF manufacturing facility will include manufacturing of concrete pavers, splitting of retaining walls, architectural landscape products for manufacture and wholesale distribution. The project is proposing an investment of approximately \$22,000,000 in real and personal property and expects to create approximately 30 full-time jobs with average yearly wages between \$65,000 and \$75,000.

Consider adopting an ordinance annexing +/- 3.17 acres on Quay Rd., PINs 4589-43-9666; 4589-53-1551; 4589-43-9724, are owned by Elizabeth & Ray Kirkpatrick and Ryan & Emily Hyatt (the authorized petitioner for the annexation is FRED-Charlotte HC, LLC).

The Planning and Neighborhood Development Services Planning Manager, Autumn James, stated the request is for voluntary annexation of +/- 3.17 acres of property on Quay Rd. She stated if annexation is approved, the request for zoning to City of Concord RC-CD (Residential Compact - Conditional) will be presented to the Planning and Zoning Commission. The annexation petition has been submitted as an addition to the previously approved conditional rezoning of 9001 Quay Rd. This annexation will provide an opportunity to propose a modification to the location of a previously approved storm water pond, and provide additional open space, including a dog path and walking path.

### **Presentation of Petitions and Requests:**

Consider an update to the FY24 Compensation Plan Grade Assignments.

The Human Resources Director, Chantel Thompson, introduced HR & Compensation Consultant with Guerrilla HR, Becky Drozd. Ms. Drozd explained how the comprehensive market pricing study was conducted and presented the results.

The City Manager stated he is recommending approval of a mid-year compensation effort effected January 2024. He explained how this mid-year compensation increase would impact the current fiscal year budget and next fiscal year's budget. He stated approximately 800 of the 1200 positions the City has filled would receive pay adjustments; the remaining are at or above the average minimum pay range in their current position.

Council Member Langford stated he supported this recommendation.

Council Member Stocks asked if all employees due an increase would receive them during the mid-year adjustment. The HR Director stated 319 positions will receive pay adjustments mid-year; the remaining employees of the 800 will receive pay adjustments next fiscal year.

Council Member Crawford stated he would like a little more time to review the information provided.

The Council discussed the possibility of tabling the request and discussing more at the November 21<sup>st</sup> 2<sup>nd</sup> Work Session.

Consider approving a City loan assumption by Smith Sports, LLC for property at PIN # 5620-87-4199 with a ten year term at 2% interest.

The Planning and Neighborhood Development Services Director, Steve Osborne, stated the City of Concord has a loan for CEJS LLC (Carolina Courts) that ends in April 2035 with an interest rate of 2% and monthly payments of \$7,425.45. The loan assumption by Smith Sports, LLC would reduce the term to ten years with a maturity date of November 2033. The interest rate would remain the same and the monthly loan payments would be \$8,290.15. The loan balance assumed would be \$900,971.19.

Consider abandoning easements across property at Red Hill Subdivision (Niblock Homes, LLC, PIN 5611 52 6444 0000).

The Engineering Director, Sue Hyde, stated there is a sewer easement recorded in Deed Book 1945 Page 158 and a Board of Light and Water easement recorded in Deed Book 302 Page 402. This parcel is being developed with a single-family subdivision and the sanitary sewer is being rerouted to accommodate the approved subdivision plan. There is no longer a need for the existing easements.

Consider a Preliminary Application from John David Mills.

The Engineering Director stated John David Mills submitted a preliminary application to receive water service outside the City limits. The property is located at 4210 Mills Circle. This parcel is within subarea A of the Central Area Plan Interlocal agreement with the County. It is zoned county AO (Agricultural). The parcel is a single service lot of record in existence as of June 30, 2008, and is currently developed with a single-family home.

### **Consent Agenda:**

There were no comments regarding the consent agenda.

\* \* \* \* \*

There being no further business to be discussed, a motion was made by Council Member Crawford and seconded by Council Member Sweat to adjourn—the vote: all aye.

---

William C. Dusch, Mayor

---

Kim J. Deason, City Clerk

