MOUNT PLEASANT

EST. 1859

NORTH CAROLINA

**Board of Commissioners**
**Town Board Meeting Minutes**
**Tuesday, October 13, 2026, at 6:00 P.M.**

**Attendance:** Mayor Tony Lapish
Mayor Pro-Tem/Commissioner Lori Furr
Commissioner Steven Dixon
Commissioner Liz Poole
Commissioner Mike Steiner
Commissioner Justin Simpson
Town Administrator Randy Holloway
Town Attorney John Scarbrough
Town Clerk Amy Schueneman

**Also Present:** Crystal Smith, Jennifer Blake, Jim Sells, Judith Bonds, John Taylor Brantley, and T. Canaday.

**CALL TO ORDER**
Mayor Tony Lapish called the meeting to order.

**INVOCATION**
Pastor John T. Brantley of Boger Reformed Church led the Board in prayer.

**PLEDGE OF ALLEGIANCE**
Mayor Lapish led the Pledge of Allegiance.

**1. Public Forum**
Judith Bonds, Fieldstone Development, requested a waiver of fees due to her checking account being hacked. Town Attorney John Scarbrough informed Ms. Bonds and the Board that staff could not waive fees due to the Town's Schedule of Fees and General Statutes guidelines.

**2. Conflict of Interest**
*The Mayor and Commissioners are asked at this time to reveal if they have a Conflict of Interest with any item on the Agenda in order to be recused for that item.*
(No member shall be excused from voting except upon matters involving the consideration of the member's own financial interest or official conduct or on matters on which the member is prohibited from voting under G.S. 14-234 or 160D-109(a). NC State Statute 160A-75 and no public official shall knowingly participate in making or administering a contract, including the award of money in the form of a grant, loan, or other appropriation, with any nonprofit with which that public official is associated.NC State Statute 14-234.3)

No one had a conflict of interest.

**3. Approve Agenda**
A motion to approve the Agenda as submitted was made by Commissioner Furr with a second by Commissioner Simpson. All Board Members were in favor. (5-0)

**Commissioner Poole stepped outside during the meeting*

**4. Consent Agenda**

A. Minutes for September 8, 2026
B. Parade Safety Policy with Attachment A - Parade Safety Rules
C. Appendix C: State Grant Certification – No Overdue Tax Debts (for recently awarded State Grant of $225,000)

Commissioner Furr made a motion to approve the Consent Agenda with a second by Commissioner Simpson. All Board Members were in favor. (5-0, Commissioner Poole auto "Yes" since stepped away from meeting)

**5. Staff Reports**

A. Town Manager- Randy Holloway
B. Town Asst. Manager- Planning & Economic Development Director – Erin Burris
C. Town Clerk/Finance Officer – Amy Schueneman
D. Human Resources/Events- Crystal Smith
E. Code Enforcement/Grant Writer- Jim Sells
F. Public Works- Daniel Crowell
G. Fire Department-Dustin Sneed
H. Cabarrus County Sheriff's Department
I. Questions from the Board – *none were asked*
J. Request for future agenda items – *none were requested*

**Commissioner Poole returned to the meeting*

**6. Old Business**

**A. Receive update on the status of:**

Lower Adams Creek Sewer Outfall Project

Randy Holloway stated the Lower Adams Creek Sewer Project is complete. The last item was to repave Hillside Drive and it was done at a cheaper price than quoted, which saved the Town some money. All the State Grant funds for this project were used.

Water Distribution Improvements Project

Mr. Holloway informed the Board the Water Project has had challenges. The water plant was closed down to connect the new water line to Jackson Street and State Utility Contractors ended up working until 2:30am the following morning due to complications. The valves to cut the water off cannot be found at the last old water line left to replace near the water plant. Public Works and State Utility Contractors are trying to locate the valves connected to this line. If the valves cannot be found, water may need to be cut off overnight for the area around North Drive/Hwy 49. Staff will notify the effected area prior to the cut-off if it is necessary. This is the last part of the project.

If there are remaining contingency funds after the water line is complete, the Town will request LKC Engineering to completely engineer the Allman St. Ext./Seneca St. water line replacement. This will make it "project ready" to allow the Town to apply for grants to implement the project or pay for it when funds become available.

Water Treatment Plant Renovation Project

Mr. Holloway shared that the information needed to apply for the well permit was gathered by staff and sent to Garner Engineering to complete the required forms to send to NC DEQ. Unfortunately, the forms have not been sent yet. Once the well permit is approved, the PAC system can be implemented to help with taste, odor, and disinfection byproducts (DBPs). When the PAC system reduces the dissolved DBP's it will improve water quality. The quarterly water test is tomorrow and all indicators show improvements. Hopefully, the water will meet all water quality standards set by NC DEQ, and the Town will no longer be out of compliance.

**7. New Business**

**A. Consider approving a contract with LKC Engineering for Water Supply Expansion Project, Conceptual Evaluation**

Mr. Holloway requested the Board to approve a $9,500 contract with LKC Engineering to see what the "safe yield" for Dutch Buffalo Creek would be. The water plant takes approximately 350,000 gallons of water from the creek daily. In 2002 a report stated 3.2 million gallons per day could be removed from the creek. LKC will revisit it to determine what the rated safe yield would be per day allowed by the State. Also, LKC will look to see if it would make sense for the Town to build a new water treatment plant and dam on Dutch Buffalo Creek or if it would be better to purchase water elsewhere.

The current plant and operation systems are ok for 5-10 more years. The plant is old and the dam was built in 1951. Water is flowing through cracks in the dam, and it is on "borrowed time" and needs to be replaced in the near future.

Several years ago, USDA informed the Town that due to the median household income from the 2020 census the Town would qualify for a 45% USDA grant/55% USDA loan. A new plant and dam will cost approximately $30 million. Even if Dutch Buffalo Creek yields 2-2.5 million gallons a day, the Town will not need more than 1 million gallons a day. The new water plant should be able to produce up to 2-2.5 million gallons a day and the extra water could be sold to a neighboring municipality. The money paid for the sale of water could be used to pay the USDA loan payment with extra funds placed in savings each year.

Motions:

1. A motion to approve the contract with LKC Engineering for Water Supply Expansion Project, Conceptual Evaluation was made by Commissioner Dixon with a second by Commissioner Furr. All Board Members were in favor. (5-0)

2. A motion to approve Budget Amendment #6 LKC Contract-Water Supply Expansion was made by Commissioner Simpson with a second by Commissioner Dixon. All Board Members were in favor. (5-0)

**B. Annexations- ANX 2026-03 North Dr. Ballfield Property & ANX 2026-04 Public Works Property**

Amy Schueneman stated the North Drive Ballfield Property at 8371 North Drive and the Public Works Property at 90 N Main St. need to be annexed into the Town limits since both are properties belonging to the Town. A request was made for the Board to accept the Certificates of Sufficiency for both annexations and vote to set Public Hearings for the annexations at the November 10th meeting.

Motions:

1. A motion to accept the Certificates of Sufficiency for ANX 2026-03 North Dr. Ballfield Property & ANX 2026-04 Public Works Property was made by Commissioner Simpson with a second by Commissioner Furr. All Board Members were in favor. (5-0)

2. A motion to set Public Hearings for ANX 2026-03 North Dr. Ballfield Property & ANX 2026-04 Public Works Property at the November 10th Town Board meeting was made by Commissioner Furr with a second by Commissioner Poole. All Board Members were in favor. (5-0)

**C. Personnel Policy Updates**

Crystal Smith recommended the following language updates to the Personnel Policy:

Consider changing Page 7, Section 9 Definitions to the following:

- Full-time Fire Department employee – ~~change~~ 56 hours per week ~~to 48 hours per week (numerical correction)~~ works
- Part-time employee: An employee who is not required to work at least 1,000 hours per year.
- Part-time 1,000 hour rule: referencing the North Carolina GS and also changing 'several months' to three months.
- Permanent position – "changing 20 or more hours per week" to "40 or more hours per week" to be consistent with definition of permanent position throughout the Policy

Consider changing Page 25, Section 6 Retirement to the following:

- Replace "Expected" with "Required"
- Replace 6.25% with 6% (numerical correction)

Consider changing Pages 25-26, Section 7 Supplemental Retirement Benefits paragraph to the following:

- The Town provides 401K benefits for its active full-time employees at a rate of 5% of gross salary approved by the Board of Commissioners beginning on the first day of employment, subject to appropriation by the Board of Commissioners. The Town also allows all active part-time employees and elected officials to voluntarily contribute to the North Carolina 401-K program through regular payroll deduction. Part-time employees and elected officials are not eligible for the five percent (5%) Town contribution. (consolidation of original wording)

Consider changing Page 28, Section 13 Cellular Phone Program language to the following:

- C. Definitions
  - Remove Standard Phone: a cell phone with standard features to allow voice calling statement
  - Change all references from Smart phone to Cell Phone
  - Remove sentence "beyond a typical cell phone".

- D. Program
  - Revise first paragraph to read 'Ensure the needs of employees are met based on current job requirements. Department heads must establish the need for cell phone functionality for each employee

A motion to accept the Personnel Policy as presented was made by Commissioner Furr with a second by Commissioner Poole. All Board Members were in favor. (5-0)

Mr. Holloway asked the Board to consider giving a week or two of vacation to new employees as an incentive to come to work for the Town. Hiring experienced people that already receive multiple weeks of vacation at their current job is difficult since the new employee may already have a vacation planned. Another option would be to allow a new employee coming from another governmental position to transfer a week or two of sick time into vacation time.

The Board was agreeable to converting sick time to vacation time over giving vacation time up front. Staff will make a formal recommendation at the November 10th meeting.

A motion to go into Closed Session was made by Commissioner Furr with a second by Commissioner Poole. All Board Members were in favor. (5-0)

**8. Closed Session 143-318.11.(a)(#3) Consult with Town Attorney**

**A. Sewer Customer Issue**

*To consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged. General*

*policy matters may not be discussed in a closed session and nothing herein shall be construed to permit a public body to close a meeting that otherwise would be open merely because an attorney employed or retained by the public body is a participant. The public body may consider and give instructions to an attorney concerning the handling or settlement of a claim, judicial action, mediation, arbitration, or administrative procedure. If the public body has approved or considered a settlement, other than a malpractice settlement by or on behalf of a hospital, in closed session, the terms of that settlement shall be reported to the public body and entered into its minutes as soon as possible within a reasonable time after the settlement is concluded.*

A motion to come out of Closed Session was made by Commissioner Furr with a second by Commissioner Simpson. All Board Members were in favor. (5-0)

A motion to approve the compromise settlement with Ms. Cauble was made by Commissioner Simpson with a second by Commissioner Furr. All Board Members were in favor. (5-0)

**9. Adjournment**

With nothing else to come before the Board, Commissioner Furr made a motion to adjourn. Commissioner Poole seconded the motion. All Board Members were in favor. (5-0)

By our signatures, the following minutes were approved as submitted on Tuesday, November 10, 2026 in the Regular Meeting.

Amy Schueneman
**Town Clerk Amy Schueneman**

Tony Lapish
**Mayor Tony Lapish**

SEAL OF MT. PLEASANT NC ~ Founded 1848 ~