



Town of Waynesville, NC

Town Council Regular Meeting

Town Hall, 9 South Main Street, Waynesville, NC 28786

Date: September 9th, 2025

Time: 6:00 p.m.

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(828) 452-2491 cpoolton@waynesvillenc.gov

A. CALL TO ORDER - Mayor Gary Caldwell

1. Welcome/Calendar/Announcements

B. PUBLIC COMMENT

C. ADDITIONS OR DELETIONS TO THE AGENDA

D. CONSENT AGENDA

All items below are routine by the Town Council and will be enacted by one motion. There will be no separate discussion on these items unless a Councilmember so requests. In which event, the item will be removed from the Consent Agenda and considered with other items listed in the Regular Agenda.

2.
 - a. August 26, 2025 Regular Meeting Minutes
 - b. Budget Amendment for the Waynesville Police Department
 - c. Budget Amendment for the Parks and Recreation Department
 - d. Budget Amendment for the PW Water Treatment Plant
 - e. Budget Amendment for the Fire Department

Motion: To approve the consent agenda as presented.

E. PROCLAMATION

3. Constitution Week
 - Mayor Gary Caldwell

F. NEW BUSINESS

4. ArcGIS Pro Conversion Contract

- Jesse Fowler, Deputy Town Manager

Motion: To approve Esri's proposed "Small Local Government Cloud-Based Enterprise Agreement" for 3 years.

G. COMMUNICATION FROM STAFF

5. Manager's Report

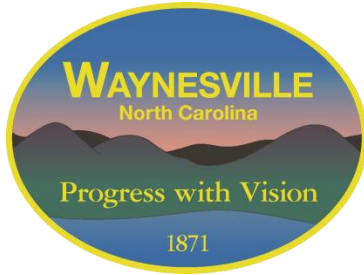
- Town Manager, Rob Hites

6. Town Attorney's Report

- Town Attorney, Martha Bradley

H. COMMUNICATIONS FROM THE MAYOR AND COUNCIL

I. ADJOURN



TOWN OF WAYNESVILLE

PO Box 100
 16 South Main Street
 Waynesville, NC 28786
 Phone (828) 452-2491 • Fax (828) 456-2000
www.waynesvillenc.gov

2025 CALENDAR

ALL COUNCIL MEETINGS TO START AT 6:00 PM IN THE BOARD ROOM LOCATED
 AT
 9 SOUTH MAIN STREET UNLESS OTHERWISE NOTED

2025	
Sat. September 13	Rec Center 5K
Thurs. September 18	Chefs On Fire WPAC Fundraiser
Tues. September 23	Town Council Meeting – Regular Session
Sat. October 11	Church Street Festival 10am-5pm
Tues. October 14	Town Council Meeting – Regular Session
Saturday, October 18	Apple Harvest Festival
Tues. October 28	Town Council Meeting – Regular Session
Tues. November 11	NO COUNCIL MEETING-Veterans Day
Tues. November 25	Town Council Meeting – Regular Session
Thurs and Fri Nov 27, 28	Town Offices Closed-Thanksgiving
Tues. December 9	Town Council Meeting – Regular Session
Wed-Fri, Dec 24, 25, 26	Town Offices Closed-Christmas

Board and Commission Meetings – September 2025

ABC Board	ABC Office – 52 Dayco Drive	September 16th 3 rd Tuesday 10:00 AM
Board of Adjustment	Town Hall – 9 S. Main Street	September 2nd 1 st Tuesday 5:30 PM
Cemetery Commission	Public Services Building	Every Other Month-September 16th 3 rd Tuesday 2:00 PM
Downtown Waynesville Commission	Town Hall – 9 South Main Street	September 16th 3 rd Tuesday 8:30 AM
Environmental Sustainability Board	Public Services-129 Legion Drive	September 4th 1 st Thursday 4:30pm
Historic Preservation Commission	Town Hall – 9 S. Main Street	September 3rd 1 st Wednesday 2:00 PM
Planning Board	Town Hall – 9 S. Main Street	September 15th 3 rd Mondays 5:30 PM
Public Art Commission	Town Hall – 9 S. Main Street	September 11th 2 nd Thursdays 4:00 PM
Recreation & Parks Advisory Commission	Rec Center Office – 550 Vance Street	September 15th 3 rd Monday 5:30 PM
Waynesville Housing Authority	Main Office-48 Chestnut Park Drive	September 24th 4 th Wednesday 9:00 AM

MINUTES OF THE TOWN OF WAYNESVILLE TOWN COUNCIL
Regular Meeting
August 26, 2025

THE WAYNESVILLE TOWN COUNCIL held a regular meeting on Tuesday, August 26, 2025, at 6:00pm in the Town Hall Board Room located at 9 South Main Street Waynesville, NC.

A. CALL TO ORDER

Mayor Gary Caldwell called the meeting to order at 6:01 pm with the following members present:

Mayor Gary Caldwell
Mayor Pro Tem Chuck Dickson
Councilmember Jon Feichter
Councilmember Anthony Sutton
Councilmember Julia Freeman

The following staff members were present:

Rob Hites, Town Manager
Candace Poolton, Town Clerk
Martha Bradley, Town Attorney
Elizabeth Teague, Development Services Director
Olga Grooman, Assistant Development Services Director
Development Services Staff
Ian Barrett, Finance Director
Luke Kinsland, Recreation Director
Beth Gilmore, DWC Director
Page McCurry, Human Resources Director
Fire Chief Chris Mehaffey
Assistant Fire Chief Cody Parton

The following members of the media were present:

Paul Nielsen, The Mountaineer

1. Welcome/Calendar/Announcements

Mayor Gary Caldwell welcomed everyone and announced that the next Council meeting is September 9th and Town Offices are closed September 1st for Labor Day.

B. PUBLIC COMMENT

There was no public comment.

C. ADDITIONS OR DELETIONS TO THE AGENDA

A motion was made by Councilmember Sutton, seconded by Councilmember Freeman, to approve the agenda as presented. The motion passed unanimously

D. CONSENT AGENDA

All items below are routine by the Town Council and will be enacted by one motion. There will be no separate discussion on these items unless a Councilmember so requests. In which event, the item will be removed from the Consent Agenda and considered with other items listed in the Regular Agenda.

2.
 - a. Motion to approve the August 12, 2025 Regular Meeting Minutes
 - b. Motion to call for a Public Hearing for September 23, 2025, to consider text amendments related to signage (LDS Chapters 4, 11, 17).
 - c. Motion to Approve Audit contract for Fiscal Year 2025 with Martin Starnes
 - d. Motion to approve the ReclJam Special Event Permit

Councilmember Feichter asked if staff could consider a local audit firm next time. Councilmember Sutton said he preferred an outside auditor because there are most likely less conflicts. Finance Director Ian Barrett commented that it's difficult to find in auditor but they will be switching auditors next year.

A motion was made by Councilmember Feichter, seconded by Councilmember Dickson, to approve the consent agenda as presented. The motion passed unanimously.

E. PRESENTATIONS

3. Updates from the Development Services Department
 - Elizabeth Teague, Development Services Director

Development Services Director Elizabeth Teague introduced the Development Services Department staff and their roles, recognized individual members for their achievements, and updated Council on key work areas such as flood recovery and code enforcement. She emphasized the staff's timely and thorough work during Helene, their work on floodplain and stormwater management, and how Development Services is vital to adding valuation to the town.

4. Quarterly & Annual Highlights Presentation
 - Luke Kinsland, Recreation Director

Recreation Director Luke Kinsland presented Council with an overview of the department's accomplishments, highlights, and challenges of the Waynesville Parks & Recreation Department over the past year. Key areas covered included:

- Department recovery and growth since COVID-19, including increased revenues and participation

- Program highlights such as summer camps, afterschool care, youth athletics, aquatics, and fitness memberships
- Staff successes and recognition across childcare, programs, fitness, aquatics, and maintenance divisions
- Financial review of department revenues, expenditures, and General Fund contributions
- He said that current challenges include hiring part-time lifeguards, facility upkeep, vandalism, aging equipment, and rising construction costs

F. PUBLIC HEARINGS

5. Public Hearing to consider text amendments related to compliance requirements in the landscaping ordinance, Land Development Standards (LDS) Section 8.2.5.
 - Olga Grooman, Assistant Director of Development Services

A motion was made by Councilmember Freeman, seconded by Councilmember Dickson, to open the public hearing at 7:02pm. The motion passed unanimously.

Assistant Development Services Director Olga Grooman reminded Council that they voted to implement a temporary policy in May, allowing developments impacted by NCDOT roadway projects to provide a fee-in-lieu of the required street tree plantings and directed staff to develop a text amendment to the Land Development Standards to address this issue. She stated that this proposed text amendment aims to ensure compliance with the road frontage landscaping requirements and addresses unnecessary delays for the projects nearing completion that cannot plant required street trees due to ongoing road construction, especially along NCDOT-maintained roads like Russ Avenue. She said the current landscape ordinance only allows a temporary Certificate of Occupancy (CO) with a bond or letter of credit, until landscaping is complete. However, Ms. Grooman said the temporary CO expires after 180 days, leaving building permits for otherwise completed project open. Road construction timelines, especially for major NCDOT projects, often exceed 180 days. Ms. Grooman said that on June 16, 2025, the Planning Board recommended expanding the text amendment to allow a fee-in-lieu of landscaping option for all projects impacted by all road work, not just those affected by NCDOT work. She explained that implementing this proposed change allows a payment-in-lieu option to cover all costs associated with the installation and materials of the required landscaping for developments affected by road construction, including NCDOT projects and the funds will be held in a Town-designated account, which has been created in coordination with the Finance Department. Ms. Grooman the Town will use these funds to plant the required road frontage landscaping in the original project location once the road construction, repairs, or improvements are complete.

There was no public comment.

A motion was made by Councilmember Dickson, seconded by Councilmember Freeman, to close the public hearing at 7:08pm. The motion passed unanimously.

A motion was made by Councilmember Dickson, seconded by Councilmember Freeman, to find that the Ordinance is consistent with the 2035 Comprehensive Plan and that it is reasonable and in the public interest in that it continues to promote smart growth principles in land use planning and zoning by encouraging infill, mixed-use and context-sensitive development and creates walkable and attractive neighborhoods and

commercial centers and that it also protects and enhances Waynesville's natural resources by protecting and enhancing water quality and forests and protects rural lands, iconic views and mountain vistas, and that the proposal is reasonable and in the public interest, as it allows the Town to ensure compliance with its landscaping ordinance, while enabling affected projects to proceed without delay and obtain a final Certificate of Occupancy. The motion passed unanimously.

A motion was made by Councilmember Sutton, seconded by Councilmember Feichter, to adopt the Ordinance as presented in that it is reasonable and in the public interest, as it allows the Town to ensure compliance with its landscaping ordinance, while enabling affected projects to proceed without delay and obtain a final Certificate of Occupancy. The motion passed unanimously.

6. Public Hearing to consider text amendments to Stormwater Ordinance, Land Development Standards (LDS) section 12.5.

- Olga Grooman, Assistant Director of Development Services

A motion was made by Councilmember Freeman, seconded by Councilmember Sutton, to open the public hearing at 7:10pm. The motion passed unanimously.

Assistant Development Services Director Olga Grooman reported the Town of Waynesville holds a National Pollutant Discharge Elimination System (NPDES) permit, issued by NC DEQ on August 19, 2021, and is valid for five years. She explained that this permit requires the Town to maintain legal authority through ordinance (Permit Ref. 3.6.2) to manage stormwater and protect water quality and the Town achieves these goals through its Stormwater Ordinance and comprehensive Stormwater Management Plan. She said that projects that disturb one acre or more or create 24,000 square feet of impervious surface fall under the requirements of the Waynesville Stormwater Ordinance, regardless of the number of units or lots created, unless the development is exempt. She further explained that exempt projects are single-family and two-family developments on individual lots, all development in the Central Business District, redevelopment that results in no net increase in built-upon area and/or provides equal or greater stormwater control, development and redevelopment that cumulatively disturbs less than one acre and is not part of a larger common plan, and certain farming and forestry activities as specified in the Code of Federal Regulations.

During review of a minor site plan involving three pre-platted lots, Ms. Grooman stated the question arose whether the current exemption for single-family and two-family development applied to the project. Per suggestion of the Planning Board's attorney Ron Sneed, staff is bringing forward this text amendment to clarify the scope of the single-family and two-family exemption. She added that the proposed amendments highlight stormwater permitting requirements in the ordinance's applicability section and refer to the relevant LDS sections for more detail and removes a redundant sentence to improve clarity.

Ms. Grooman read the current exemption: "Single-family and two-family developments on individual lots," which could be interpreted as to be applicable to larger subdivisions consisting of multiple individual lots, rather than applying solely to standalone development on a single lot. She presented three proposed changes to the ordinance:

- A single-family dwelling on an individual lot or a two-family dwelling on an individual lot that is not a part of a larger site plan or subdivision is exempt from the requirements of the Stormwater Ordinance.

- Highlight permitting requirements in the applicability section of the ordinance. This revision emphasizes that all developments and redevelopments must obtain a stormwater permit, unless they are specifically exempted by the ordinance. The permit includes the design and construction of stormwater management practices, review by the Town-contracted engineer, approval, and inspection.
- Remove a redundant part of the sentence that unnecessarily repeats the same information.

There was no public comment.

A motion was made by Councilmember Dickson, seconded by Councilmember Freeman, to close the public hearing at 7:15pm. The motion passed unanimously.

A motion was made by Councilmember Sutton, seconded by Councilmember Feichter, to find that the Ordinance is consistent with the 2035 Comprehensive Plan and that it is reasonable and in the public interest in that it continues to promote smart growth principles in land use planning and zoning and encourages infill, mixed-use and context-sensitive development and promotes conservation design to preserve important natural resources and that it protects and enhances Waynesville's natural resources and enhances water quality and forests, and the proposal is reasonable and in the public interest because it clarifies the applicability and exemptions of the stormwater ordinance, thereby strengthening the Town's legal authority through clear ordinance. The motion passed unanimously.

A motion was made by Councilmember Dickson, seconded by Councilmember Freeman, to adopt the Ordinance as presented because of the findings and reasons stated in the previous motion. The motion passed unanimously.

7. Public Hearing to consider text amendments related to wireless communication facilities, Land Development Standards (LDS) section 3.10.

- Olga Grooman, Assistant Director of Development Services

A motion was made by Councilmember Dickson, seconded by Councilmember Freeman, to open the public hearing at 7:17pm. The motion passed unanimously

Assistant Development Services Director Olga Grooman explained that wireless communication facilities are infrastructure used to transmit and receive signals for wireless communications, such as cellular service, internet, TV and radio broadcasting, emergency services, utilities, etc and include antennas, cables, structures like towers, equipment cabinets, etc. She said they generally considered an essential infrastructure under federal law and that the Communications Act of 1996 preempts state and local regulations, including local authority to prohibit wireless service facilities, discriminate between providers of wireless service, or regulate proposed wireless communications facilities based on the potential health/environmental effects of radio frequency emissions. Ms. Grooman added that wireless communication facilities comply with the Federal Communications Commission's (FCC) regulations related to radio frequency exposure limits, equipment authorization, construction of facilities, and mandatory collocation requirements. She presented the proposed changes to the LDS as follows:

1. Wireless communication facilities:

Amend the supplemental standards to permit the installation of wireless communication facilities on new buildings, in addition to their placement on existing buildings or poles. All other standards- including but not limited to height and placement limitations, collocation, and design restrictions- will remain unchanged.

2. Monopole wireless communications tower:

- Allow new towers without requiring a variance from the Zoning Board of Adjustment. The current provision implies a “use variance,” and use variances are not allowed under North Carolina state law. Additionally, FCC mandates the collocation requirements, and any new tower must be designed to accommodate multiple providers.
- Remove the Zoning Board of Adjustment’s responsibility to review lighting. Monopole towers are allowed via a Special Use Permit (SUP) in 29 out of 30 Waynesville’s zoning districts. During a quasi-judicial SUP hearing, the Planning Board reviews the tower’s compliance with placement, design, height, setbacks, and buffering requirements, as well as its compatibility with the character of the neighborhood “to ensure that the use is appropriate at a particular location and to ensure protection of the public health, safety and welfare” (LDS 3.1.3).
- Require proof of regulatory compliance: written statements from the Federal Aviation Administration (FAA) and the Federal Communications Commission (FCC) showing that the proposed tower complies with all permit regulations administered by that agency.
- Clarify that one monopole tower is allowed per full acre of a lot (for example, a 2-ac lot can have 2 towers, and 1.5-ac lot can only have 1 tower).

Councilmember Freeman asked if cell towers still have to be on Town property. Ms. Grooman clarified that cell towers can be on any property above 3500 feet in elevation, or it must be on County or Town property if below that.

There was no public comment.

A motion was made by Councilmember Dickson, seconded by Councilmember Sutton, to close the public hearing at 7:23pm. The motion passed unanimously.

A motion was made by Councilmember Dickson, seconded by Councilmember Feichter, to find that the Ordinance is consistent with the 2035 Comprehensive Plan and that it is reasonable and in the public interest in that it continues to promote smart growth principles in land use planning and zoning, encourages infill, mixed-use and context-sensitive development, creates opportunities for a sustainable economy, and supports 21st century technology and infrastructure by broadening the availability of high-speed internet, modernizing wireless communication facilities, and promoting green building and the use of solar and wind technologies and that the proposal is reasonable and in the public interest because it will better align the Town’s ordinances with the Federal Communications Act of 1996 and applicable Federal Communication Commission’s (FCC) regulations. The motion passed unanimously.

A motion was made by Councilmember Sutton, seconded by Councilmember Dickson, to adopt the Ordinance as presented based on the facts and findings in the previous motion. The motion passed unanimously.

G. OLD BUSINESS

8. Approval of Phase III cashflow loan application.

- Rob Hites, Town Manager

Town Manager Rob Hites reported that the State Treasurer has offered the Town a “Phase III Cash Flow Loan” of \$298,671.71 and that the loan offered is a “0%” percent loan for five years. Mr. Hites said the Town has received loan proceeds for Phase 1 and 2 Loans totaling \$803,482.76, which brings the total to \$1,105,154.47. He added that the Town is eligible for \$2,657,300, our total estimated Helene related costs and the loan repayment is as follows:

\$1	1 st anniversary of loan approval
10%	of loan by 6/30/2027
20%	of loan by 6/30/2028
30%	of loan by 6/30/2029
40%	less \$1 at earliest of 5 th anniversary or 6/30/3030

Mr. Hites stated that the cost of the two ball fields and dog park will be the most expensive and as time goes on, costs will continue to increase.

Councilmember Feichter reminded Council that they’ve received \$1 million in loans, and they have about \$5 million in repairs.

Councilmember Sutton said he will be travelling to D.C. to advocate for more funds to help pay for Helene damages and to speak on the Disaster Assistance Simplification Act.

A motion was made by Councilmember Dickson, seconded by Councilmember Freeman, to approve the offer of \$298,671.71 for a Phase II Cashflow Loan. The motion passed unanimously.

H. NEW BUSINESS

9. Revised Special Order by Consent

- Rob Hites, Town Manager

Town Manager Rob Hites reported that on December 31, 2020, the Town and Department of Environmental Quality (DEQ) executed an agreement outlining the process for regulating the Town’s wastewater treatment system while it reconstructed its 6 million gallon per day waste treatment plant. He said the agreement stipulated abatement of fines, lowered treatment limits, areas of the plant being reconstructed, the amount of waste permitted to be accepted and the termination date of the SOC, July 1, 2024. Mr. Hites said since its termination, a strict reading of the original SOC would place the Town in violation of several elements of the

agreement including payment of considerable fines. He reported that staff of the Western Division of DEQ have been working with the Town to renegotiate the SOC considering delays while the plant was redesigned to reduce the bid price and repairs of Helene storm damage. He commended the Western staff for recognizing the impact of the storm and the need to free the Town to accommodate future growth.

Mr. Hites pointed out the differences of the new Special Order of Consent (SOC):

- Waives all fines and fees that were outlying in the original SOC.
- Granted an additional 56,000 gallons per day of flow during the final 3-6 months of the SOC
- Section 9 has been redrafted to terminate the SOC upon completion of the plant. The plant must meet the limits set forth in its NPDES permit within 90 days of notice.

Mr. Hites commended staff for their work on fixing inflow and infiltration and that the plant is processing 1-1.5 million gallons less a day than before staff's efforts.

A motion was made by Councilmember Sutton, seconded by Councilmember Dickson, to approve the revised Special Order by Consent (SOC). The motion passed unanimously.

I. COMMUNICATION FROM STAFF

10. Manager's Report

- Town Manager, Rob Hites

Nothing to report.

11. Town Attorney's Report

- Town Attorney, Martha Bradley

Nothing to report.

J. COMMUNICATIONS FROM THE MAYOR AND COUNCIL

Councilmember Sutton reported that the TIP was approved by DOT for South Main Street project (2035), and DOT is also working on many bridge projects around NC.

Councilmember Dickson said Federal Tax Credits for used electric vehicles and plug-in hybrids are ending September 30th.

Mayor Caldwell asked Ms. Teague for an update on the damaged buildings in Frog Level. She said there are two that are being repaired, but they haven't heard from other property owners on whether they will be repairing. She is hoping the facades will at least be saved, but the structures may be "demolition by neglect" cases. She emphasized that staff are doing everything they can to connect property owners with resources to assist with reconstruction.

K. ADJOURN

A motion was made by Councilmember Dickson, seconded by Councilmember Sutton, to adjourn at 7:55pm. The motion passed unanimously.

ATTEST:

Gary Caldwell, Mayor

Robert W. Hites, Jr. Town Manager

Candace Poolton, Town Clerk

DRAFT

**TOWN OF WAYNESVILLE COUNCIL MEETING
REQUEST FOR BOARD ACTION
Meeting Date: 09 09 2025**

SUBJECT: Budget Amendment for the Waynesville Police Department

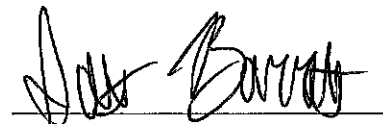
AGENDA INFORMATION:

Agenda Location: Consent Agenda
Item Number:
Department: Waynesville Police Department
Contact: Chief David Adams
Presenter: Chief David Adams

BRIEF SUMMARY: The Waynesville Police Department seeks to reallocate funds from its unauthorized substance tax line item to the regular PD materials and supplies budget, enabling the purchase of a new handgun.

MOTION FOR CONSIDERATION:

FUNDING SOURCE/IMPACT: Unauthorized Substance Travel/Training



Ian Barrett, Finance Director

09.03.2025

Date

ATTACHMENTS:

MANAGER'S COMMENTS AND RECOMMENDATIONS:

Ordinance No. O-22-25

Amendment No. 4 to the 2025-2026 Budget Ordinance

WHEREAS, the Town Council of the Town of Waynesville wishes to amend the 2025-2026 Budget Ordinance.

NOW, THEREFORE, BE IT ORDAINED by the Town Council of the Town of Waynesville that the 2025-2026 Budget Ordinance be amended as follows:

General Fund:

Increase the following revenues:

Materials & Supplies	\$4,800
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Decrease the following appropriations:

Unauthorized Substance Tax	\$4,800
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Adopted this 9th day of September 2025.

Town of Waynesville

Gary Caldwell
Mayor

Attest:

Candace Poolton
Town Clerk

Approved As To Form:

Martha Sharpe Bradley
Town Attorney

**TOWN OF WAYNESVILLE COUNCIL MEETING
REQUEST FOR BOARD ACTION
Meeting Date: 08.12.2025**

SUBJECT: Budget Amendment for the Parks and Recreation Department

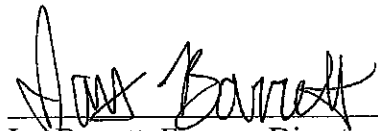
AGENDA INFORMATION:

Agenda Location: Consent Agenda
Item Number:
Department: Parks and Recreation Department
Contact: Luke Kinsland
Presenter: Luke Kinsland

BRIEF SUMMARY: The Parks and Recreation Department was awarded a \$50,000 grant through Dick's Sporting Goods (Sports Matter Program) to support the efforts to rebuild the Dutch Fisher Little League field.

MOTION FOR CONSIDERATION:

FUNDING SOURCE/IMPACT: Grant Funds



Ian Barrett, Finance Director

09.03.25
Date

ATTACHMENTS:

MANAGER'S COMMENTS AND RECOMMENDATIONS:

Ordinance No. O-23-25

Amendment No. 5 to the 2025-2026 Budget Ordinance

WHEREAS, the Town Council of the Town of Waynesville wishes to amend the 2025-2026 Budget Ordinance.

NOW, THEREFORE, BE IT ORDAINED by the Town Council of the Town of Waynesville that the 2025-2026 Budget Ordinance be amended as follows:

General Fund:

Increase the following revenues:

Miscellaneous Income	\$50,000
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Increase the following appropriations:

Parks and Recreation Department	\$50,000
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Adopted this 9th day of September 2025.

Town of Waynesville

Gary Caldwell
Mayor

Attest:

Candace Poolton
Town Clerk

Approved As To Form:

Martha Sharpe Bradley
Town Attorney

**TOWN OF WAYNESVILLE COUNCIL MEETING
REQUEST FOR BOARD ACTION
Meeting Date: 09 09 2025**

SUBJECT: Budget Amendment for the PW Water Treatment Plant


AGENDA INFORMATION:

Agenda Location: Consent Agenda
Item Number:
Department: Public Works
Contact: Ricky Bourne
Presenter: Ricky Bourne

BRIEF SUMMARY: The water treatment plants sustained some damage, non-hurricane related, in the previous fiscal year. The funding received from insurance reimbursement is being moved in this fiscal year to start working on the necessary repairs needed at the water treatment plant.

MOTION FOR CONSIDERATION:

FUNDING SOURCE/IMPACT: Grant Funds



Ian Barrett, Finance Director

09.03.25

Date

ATTACHMENTS:

MANAGER'S COMMENTS AND RECOMMENDATIONS:

Ordinance No. O-24-25

Amendment No. 6 to the 2025-2026 Budget Ordinance

WHEREAS, the Town Council of the Town of Waynesville wishes to amend the 2025-2026 Budget Ordinance.

NOW, THEREFORE, BE IT ORDAINED by the Town Council of the Town of Waynesville that the 2025-2026 Budget Ordinance be amended as follows:

General Fund:

Decrease the following revenues:

Water Treatment Miscellaneous Income	\$76,000
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Increase the following appropriations:

Water Treatment Repairs	\$76,000
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Adopted this 9th day of September 2025.

Town of Waynesville

Gary Caldwell
Mayor

Attest:

Candace Poolton
Town Clerk

Approved As To Form:

Martha Sharpe Bradley
Town Attorney

**TOWN OF WAYNESVILLE COUNCIL MEETING
REQUEST FOR BOARD ACTION
Meeting Date: 09 09 2025**

SUBJECT: Budget Amendment for the Fire Department

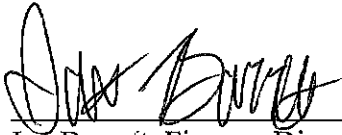
AGENDA INFORMATION:

Agenda Location: Consent Agenda
Item Number:
Department: Fire Department
Contact: Chief Chris Mehaffey
Presenter: **Chief Chris Mehaffey**

BRIEF SUMMARY: The Fire Department was awarded a \$50,000 grant through the NC Department of Insurance, State Fire Marshal (OSFM). These funds will be utilized to repair or replace equipment or enhance wildlife response/preparedness.

MOTION FOR CONSIDERATION:

FUNDING SOURCE/IMPACT: Grant Funds



Ian Barrett, Finance Director

09.03.25

Date

ATTACHMENTS:

MANAGER'S COMMENTS AND RECOMMENDATIONS:

Ordinance No. O-25-25

Amendment No. 7 to the 2025-2026 Budget Ordinance

WHEREAS, the Town Council of the Town of Waynesville wishes to amend the 2025-2026 Budget Ordinance.

NOW, THEREFORE, BE IT ORDAINED by the Town Council of the Town of Waynesville that the 2025-2026 Budget Ordinance be amended as follows:

General Fund:

Increase the following revenues:

Miscellaneous Income	\$50,000
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Increase the following appropriations:

Fire Department	\$50,000
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Adopted this 9th day of September 2025.

Town of Waynesville

Gary Caldwell
Mayor

Attest:

Candace Poolton
Town Clerk

Approved As To Form:

Martha Sharpe Bradley
Town Attorney

**TOWN OF WAYNESVILLE COUNCIL MEMBERS
REQUEST FOR COUNCIL ACTION
Meeting Date: September 9, 2025**

SUBJECT: Constitution Week

AGENDA INFORMATION:

Agenda Location: Proclamation
Item Number:
Department: Administration
Contact: Carol Litchfield, Hugh Rogers Chapter, Constitution Week Committee Chair
Presenter: Mayor Gary Caldwell

BRIEF SUMMARY: September 17th-23rd, is Constitution Week, with September 17th marking the two hundred thirty-eighth anniversary of the drafting of the Constitution of the United States of America by the Constitutional Convention.

MOTION FOR CONSIDERATION:

FUNDING SOURCE/IMPACT: N/A

ATTACHMENTS:

- Constitution Week Proclamation

MANAGER'S COMMENTS AND RECOMMENDATIONS:

**Proclamation
Constitution Week
September 17-23, 2025**

WHEREAS, September 17, 2025 marks the two hundred thirty-eighth anniversary of the drafting of the Constitution of the United States of America by the Constitutional Convention; and

WHEREAS, it is fitting and proper to accord official recognition to this enduring document on this anniversary, and to the patriotic celebrations which will commemorate the occasion, and

WHEREAS, Public Law 915 guarantees the issuing of a proclamation each year by the President of the United States of America designating September 17 through 23 as Constitution Week.


NOW, THEREFORE, I, Gary Caldwell, by virtue of the authority vested in me as Mayor of the Town of Waynesville, North Carolina do hereby proclaim the week of September 17 through 23 as

Constitution Week

and ask our citizens to reaffirm the ideals the Framers of the Constitution had in 1787 by vigilantly protecting the freedom guaranteed to us through this guardian of our liberties, remembering that lost rights may never be regained.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the Town to be affixed this ____ day of September, of the year of our Lord two thousand twenty-five.

Town of Waynesville, N.C.


Gary Caldwell
Mayor

ATTEST:

Candace Poolton
Town Clerk

TOWN OF WAYNESVILLE TOWN COUNCIL
REQUEST FOR COUNCIL ACTION
Meeting Date: September 9, 2025

SUBJECT: ArcGIS Pro Conversion Contract

AGENDA INFORMATION

Agenda Location: New Business
Item Number:
Department: Administration
Contact: Jesse Fowler, Deputy Town Manager
Presenter: Jesse Fowler, Deputy Town Manager

BRIEF SUMMARY

The Town of Waynesville currently utilizes Esri's ArcMap Version 10.8.2 in order to perform the various mapping functions. Esri intends to retire this ArcMap product on March 1, 2026, at which point they will no longer provide updates, training assistance, or technical support for the program. Esri's replacement for ArcMap is a far more modern GIS program called ArcGIS Pro. ArcGIS Pro was first released as a replacement for ArcMap in 2015 and migration to this program will dramatically expand the logistical and operational capabilities of the Town of Waynesville.

The Town currently holds two concurrent "Desktop Basic" licenses (level 1) and one concurrent "Publisher" license (level 2) for the use of Esri's ArcMap Software. These concurrent licenses can be used by all Town staff, however, simultaneous users are capped at the number of licenses we hold at each level. Our current yearly subscription for these three licenses is \$3,766.44.

Esri is no longer offering concurrent licenses as a service model. In its place, Esri is transitioning to a named user license model, and is requiring its customers to reorganize their licenses under this model in order to upgrade to ArcGIS Pro. Named user licenses assign each user their own license specific to that user rather than allowing multiple users to utilize the same license. Esri offers varying levels of named user licenses which permit different levels of access to the features offered by ArcGIS Pro. These licenses and the level of access each license permits is attached.

Esri has proposed a Small Local Government Enterprise Agreement that would allow us to expand our user base with the Town of Waynesville while dramatically reducing the per-license cost for each user. This proposal as well as a comparison of costs and how these licenses would be implemented and assigned across the organization are attached. The total cost of Esri's Enterprise proposal as it will affect each of the Town's operating funds is listed below. Without the Esri's enterprise proposal the annual price for these licenses would be \$80,700.

Burden Across Funds

	<i>FY 25/26</i>	<i>FY 26/27</i>	<i>FY 27/28</i>
General Fund	\$ 3,690.70	\$12,629.31	\$ 12,629.31
Water Fund	\$ 695.62	\$ 2,380.36	\$ 2,380.36
Sewer Fund	\$ 695.62	\$ 2,380.36	\$ 2,380.36
Electric Fund	\$ 624.75	\$ 2,137.86	\$ 2,137.86
Stormwater	\$ 313.31	\$ 1,072.12	\$ 1,072.12
TOTAL	\$ 6,020.00	\$ 20,600.00	\$ 20,600.00

Our current licenses permit staff to use ArcMap: Basic land use planning and utility location. While this has served our purpose well, our current staff are capable of greatly expanding this use under the new ArcGIS Pro licenses, and these licenses would allow staff to perform more advanced land uses planning and utility functions while also expanding our use of the software throughout many other Town services and operations. This list includes, but is not limited to sanitation collection, code enforcement, stormwater management, and route optimization. Esri offers 151 “ArcGIS Solutions” which are software extensions and modules intended to address workflow, logistical, and operational issues found in municipalities throughout the country. The overwhelming majority of these extensions would be free for the Town to access under the enterprise agreement Esri has proposed. Furthermore, the licenses we would hold under this agreement would allow us to build our own custom solutions, allowing us to address logistical and operational issues which are unique to the Town of Waynesville.

MOTIONS FOR CONSIDERATION

Motion to approve Esri’s proposed “Small Local Government Cloud-Based Enterprise Agreement” for 3 years.

FUNDING SOURCE/IMPACT

* See above and attached ArcGIS Pro License Assignments and Cost Sharing Worksheet

ATTACHMENTS

- Examples of ArcGIS Pro Solutions
- ArcGIS Pro License Guide
- ArcGIS Pro Small Local Government Cloud-Based Enterprise Agreement Proposal
- ArcGIS Pro License Assignments and Cost Sharing Worksheet
- ArcGIS Pro Conversion Technology Costs

MANAGER’S COMMENTS AND RECCOMENDATIONS

Examples of ArcGIS Solutions



Flood Impact Analysis

Flood Impact Analysis can be used to analyze the impact of flooding on critical infrastructure and share flood impact maps with internal and external stakeholders.



Citizen Problem Reporter

Citizen Problem Reporter can be used to solicit non-emergency requests (for example, blight, graffiti, trash, potholes, clogged drains, and flooding) from the general public.



Address Data Management

Address Data Management can be used to maintain an authoritative address repository and continuously improve the quality of address data.



Performance Management

Performance Management can be used to monitor key performance metrics and communicate progress made on strategic outcomes to the general public and other interested stakeholders.



Water Distribution Data Management

Water Distribution Data Management can be used to map water distribution assets, edit data, view system maps in the field and office, and view asset reports.



Road Closures

Road Closures can be used to maintain a comprehensive inventory of road closures and share authoritative closures with leading consumer mapping applications.



Parks and Grounds Management

Parks and Grounds Management can be used to inventory assets, understand asset condition, and communicate changing asset conditions that impact services.



Tree Management

Tree Management can be used to create an inventory of publicly owned trees, streamline inspection and maintenance activities, understand conditions, cultivate a volunteer workforce, and inform the public.



Social Equity Analysis

Social Equity Analysis can be used to understand community conditions, analyze demographic data, and communicate racial equity initiatives.



Grant Tracker

Grant Tracker can be used to develop an authoritative inventory of grants, understand where grant dollars are allocated, and whom might be impacted by each grant.



Plans and Drawings

Plans and Drawings can be used to index the geographic extent of record plans and drawings and provide access to a catalog of source documents in the office or the field.



Roadway Management

Roadway Management can be used to inventory public roads and their characteristics, conduct routine pavement condition assessments, and streamline inspection and maintenance activities.



Examples of ArcGIS Solutions



ROW and Easement Data Management

ROW and Easement Data Management can be used to develop an inventory of public rights-of-way and easements and share right-of-way and easement information with internal and external stakeholders.



Sign Management

Sign Management can be used to collect roadway signs and poles, streamline inspection and maintenance activities, and understand asset conditions.



Recreation Outreach

Recreation Outreach can be used to increase participation in outdoor activities and understand recreation license trends.



3D Buildings

3D Buildings can be used to author and maintain 3D buildings and 3D content for an organization.



Watch Center

Watch Center can be used to streamline all-hazards event monitoring and quickly understand risks to an organization's locations of interest.



Active Transportation Outreach

Active Transportation Outreach can be used to inventory human-powered transportation facilities and promote transportation alternatives that improve the health and welfare of a community.



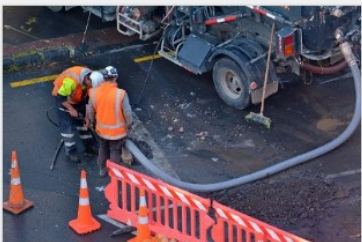
Traffic Crash Analysis

Traffic Crash Analysis can be used to analyze crash data and identify streets and intersections where concentrations of serious and fatal crashes occur.



Capital Project Coordination

Capital Project Coordination can be used to organize an official capital improvement plan, coordinate with external agencies, and share project updates.



ROW Permitting

ROW Permitting can be used to collect and organize permit applications, coordinate the permit review process, gather feedback during permit review, and share approved permits with internal and external stakeholders.



Cemetery Management

Cemetery Management can be used to develop an authoritative cemetery and gravesite inventory and share gravesite and burial information with the public.



Emergency Debris Management

Emergency Debris Management can be used to expedite initial debris clearance, assess volume, and monitor the removal of disaster debris accumulated on roads, right-of-ways, and public facilities.



Emergency Management Operations

Emergency Management Operations can be used to maintain situational awareness and share essential emergency information during an emergency.



ArcGIS Pro License Guide

Discover what's included

Find the right user types for your team's needs.

	Creator	Professional	Professional Plus
	Learn more about Creator	Learn more about Professional	Learn more about Professional Plus
Included with ArcGIS Online and ArcGIS Enterprise			
Create and share maps and apps	✓	✓	✓
Perform basic analysis	✓	✓	✓
Coordinate on-site workforce	✓	✓	✓
Connect and integrate with your own data sources	✓	✓	✓
Script and automate workflows	✓	✓	✓
Manage groups, members, and content	✓	✓	✓
Host imagery	✓	✓	✓
Manage and analyze imagery and raster data		✓	✓
Carry out advanced editing operations		✓	✓
Perform data validation checks		✓	✓
Conduct comprehensive analysis that scales to big data			✓
Create sophisticated spatial models			✓
Perform end-to-end AI workflows			✓
Create production-ready cartographic maps			✓
Access the key ArcGIS Pro extensions (check the Products tab)			✓
Included with ArcGIS Online only			
ArcGIS Online credits	500	500	500
Included with ArcGIS Enterprise only			
Configure utility networks, parcel fabrics, and trace networks		✓	✓
Create and manage enterprise geodatabases		✓	✓
Available with ArcGIS Enterprise extensions			
Create live stream and on-demand video layers	✓	✓	✓
Create and analyze knowledge graphs	✓	✓	✓
Create and manage missions for command and control	✓	✓	✓
Available with ArcGIS Online and ArcGIS Enterprise extensions			
Ingest, analyze, and alert with real-time data	✓	✓	✓

ArcGIS Pro License Guide

Discover what's included

Find the right user types for your team's needs.

Mobile Worker Integrate field-collected data Learn more about Mobile Worker	Contributor Ensure data quality Learn more about Contributor	Viewer Make data-driven decisions Learn more about Viewer
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Included with ArcGIS Online and ArcGIS Enterprise			
Navigate routes online and offline	✓		
Receive work assignments	✓		
Share location	✓		
Collect data on the go	✓		
Review and apply simple edits	✓	✓	
Mark up and annotate data	✓	✓	
Explore and collaborate	✓	✓	
Leverage Microsoft and Autodesk integrations	✓	✓	
Securely view maps, apps, and content	✓	✓	✓
Monitor dashboards	✓	✓	✓
Included with ArcGIS Online only			
ArcGIS Online credits	250	250	0
Available with ArcGIS Enterprise extensions			
View knowledge graphs	✓	✓	✓
Participate in field missions	✓	✓	



Environmental Systems Research Institute, Inc.
380 New York St
Redlands, CA 92373-8100
Phone: (909) 793-2853
DUNS Number: 06-313-4175 CAGE Code: 0AMS3

Quotation # Q-551829

Date: August 13, 2025

Customer # 231574 Contract #

Town of Waynesville
Public Services Dept
16 S Main St
Waynesville, NC 28786-6701

ATTENTION: Jesse Fowler
PHONE: (828) 476-9654
EMAIL: jfowler@waynesvillenc.gov

To expedite your order, please attach a copy of this quotation to your purchase order.
Quote is valid from: 6/30/2025 To: 9/28/2025

Material	Qty	Term	Unit Price	Total
193253	1	Year 1	\$6,020.00	\$6,020.00
Population of 0 to 20,000 Small Local Government Cloud-Based Enterprise Agreement Annual Subscription				
193253	1	Year 2	\$20,600.00	\$20,600.00
Population of 0 to 20,000 Small Local Government Cloud-Based Enterprise Agreement Annual Subscription				
193253	1	Year 3	\$20,600.00	\$20,600.00
Population of 0 to 20,000 Small Local Government Cloud-Based Enterprise Agreement Annual Subscription				

Esri may charge a fee to cover expenses related to any customer requirement to use a proprietary vendor management, procurement, or invoice program.

For questions contact:

Jessie White

Email:

jwhite@esri.com

Phone:

(909) 793-2853 x7945

The items on this quotation are subject to and governed by the terms of this quotation, the most current product specific scope of use document found at <https://assets.esri.com/content/dam/esrisites/media/legal/product-specific-terms-of-use/e300.pdf>, and your applicable signed agreement with Esri. If no such agreement covers any item quoted, then Esri's standard terms and conditions found at <https://go.esri.com/MAPS> apply to your purchase of that item. If any item is quoted with a multi-year payment schedule, Esri may invoice at least 30 days in advance of each anniversary date without the issuance of a Purchase Order, and Customer is required to make all payments without right of cancellation. Third-party data sets included in a quotation as separately licensed items will only be provided and invoiced if Esri is able to provide such data and will be subject to the applicable third-party's terms and conditions. If Esri is unable to provide any such data set, Customer will not be responsible for any further payments for the data set. US Federal government entities and US government prime contractors authorized under FAR 51.1 may purchase under the terms of Esri's GSA Federal Supply Schedule. Supplemental terms and conditions found at <https://www.esri.com/en-us/legal/terms/state-supplemental> apply to some US state and local government purchases. All terms of this quotation will be incorporated into and become part of any additional agreement regarding Esri's offerings. Acceptance of this quotation is limited to the terms of this quotation. Esri objects to and expressly rejects any different or additional terms contained in any purchase order, offer, or confirmation sent to or to be sent by buyer. Unless prohibited by law, the quotation information is confidential and may not be copied or released other than for the express purpose of system selection and purchase/license. The information may not be given to outside parties or used for any other purpose without consent from Esri. Delivery is FOB Origin for customers located in the USA.

WHITEJ

This offer is limited to the terms and conditions incorporated and attached herein.



Quotation # Q-551829

Date: August 13, 2025

Customer # 231574 Contract #

Town of Waynesville
Public Services Dept
16 S Main St
Waynesville, NC 28786-6701

ATTENTION: Jesse Fowler
PHONE: (828) 476-9654
EMAIL: jfowler@waynesvillenc.gov

Environmental Systems Research Institute, Inc.
380 New York St
Redlands, CA 92373-8100
Phone: (909) 793-2853
DUNS Number: 06-313-4175 CAGE Code: 0AMS3

To expedite your order, please attach a copy of this quotation to your purchase order.
Quote is valid from: 6/30/2025 To: 9/28/2025

Subtotal:	\$47,220.00
Sales Tax:	\$3,305.40
Estimated Shipping and Handling (2 Day Delivery):	\$0.00
Contract Price Adjust:	\$0.00
Total:	\$50,525.40

Upon acceptance of the offer Town of Waynesville, agrees to commit to the three-year term. Esri will invoice Town of Waynesville in advance of each renewal year. Invoices are to be paid within thirty (30) days of receipt of the invoice.

First year cost of the Enterprise Agreement was discounted to reflect the free software that would have been provided through the ArcGIS Desktop Early Migration Offer.

The town will only be invoiced for the First Year cost Minus the Prorated Maintenance already paid this year. The following calculations are based on an order date of 9/10/2025.

Estimated Credit (incl. tax): \$2,573.63
Estimated Credit (w/o. tax): \$2,405.26

Estimated Invoice (incl. tax): \$3,980
Estimated Invoice (w/o tax): \$3,614.74

Esri may charge a fee to cover expenses related to any customer requirement to use a proprietary vendor management, procurement, or invoice program.

For questions contact:

Jessie White

Email:

jwhite@esri.com

Phone:

(909) 793-2853 x7945

The items on this quotation are subject to and governed by the terms of this quotation, the most current product specific scope of use document found at <https://assets.esri.com/content/dam/esrisites/media/legal/product-specific-terms-of-use/e300.pdf>, and your applicable signed agreement with Esri. If no such agreement covers any item quoted, then Esri's standard terms and conditions found at <https://go.esri.com/MAPS> apply to your purchase of that item. If any item is quoted with a multi-year payment schedule, Esri may invoice at least 30 days in advance of each anniversary date without the issuance of a Purchase Order, and Customer is required to make all payments without right of cancellation. Third-party data sets included in a quotation as separately licensed items will only be provided and invoiced if Esri is able to provide such data and will be subject to the applicable third-party's terms and conditions. If Esri is unable to provide any such data set, Customer will not be responsible for any further payments for the data set. US Federal government entities and US government prime contractors authorized under FAR 51.1 may purchase under the terms of Esri's GSA Federal Supply Schedule. Supplemental terms and conditions found at <https://www.esri.com/en-us/legal/terms/state-supplemental> apply to some US state and local government purchases. All terms of this quotation will be incorporated into and become part of any additional agreement regarding Esri's offerings. Acceptance of this quotation is limited to the terms of this quotation. Esri objects to and expressly rejects any different or additional terms contained in any purchase order, offer, or confirmation sent to or to be sent by buyer. Unless prohibited by law, the quotation information is confidential and may not be copied or released other than for the express purpose of system selection and purchase/license. The information may not be given to outside parties or used for any other purpose without consent from Esri. Delivery is FOB Origin for customers located in the USA.

WHITEJ

This offer is limited to the terms and conditions incorporated and attached herein.

Esri Use Only:

Cust. Name _____

Cust. # _____

PO # _____

Esri Agreement # _____



SMALL ENTERPRISE AGREEMENT LOCAL GOVERNMENT CLOUD-BASED (E214-7)

This Agreement is by and between the organization identified in the Quotation (“**Customer**”) and **Environmental Systems Research Institute, Inc. (“Esri”)**.

This Agreement sets forth the terms for Customer’s use of Products and incorporates by reference (i) the Quotation and (ii) the Master Agreement. Should there be any conflict between the terms and conditions of the documents that comprise this Agreement, the order of precedence for the documents shall be as follows: (i) the Quotation, (ii) this Agreement, and (iii) the Master Agreement. This Agreement shall be governed by and construed in accordance with the laws of the state in which Customer is located without reference to conflict of laws principles, and the United States of America federal law shall govern in matters of intellectual property. The modifications and additional rights granted in this Agreement apply only to the Products listed in Table A.

Table A
List of Products

Uncapped Quantities (annual subscription)

ArcGIS Online User Types ArcGIS Online Viewer User Types	
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Capped Quantities (annual subscription)

ArcGIS Online User Types		ArcGIS Online Apps and Other	
ArcGIS Online Contributor User Type	8	ArcGIS Location Sharing for ArcGIS Online	8
ArcGIS Online Mobile Worker User Type	25	ArcGIS Online Service Credits	10,000
ArcGIS Online Creator User Type	25		
ArcGIS Online Professional User Type	8		
ArcGIS Online Professional Plus User Type	8		

Other Benefits

Number of Esri User Conference registrations provided annually	2
Number of Tier 1 Help Desk individuals authorized to call Esri	2
Five percent (5%) discount on all individual commercially available instructor-led training classes at Esri facilities purchased outside this Agreement	

Customer may accept this Agreement by signing and returning the whole Agreement with (i) the Quotation attached, (ii) a purchase order, or (iii) another document that matches the Quotation and references this Agreement (“**Ordering Document**”). **ADDITIONAL OR CONFLICTING TERMS IN CUSTOMER’S PURCHASE ORDER OR OTHER DOCUMENT WILL NOT APPLY, AND THE TERMS OF THIS AGREEMENT WILL GOVERN.** This Agreement is effective as of the date of Esri’s receipt of an Ordering Document, unless otherwise agreed to by the parties (“**Effective Date**”).

Term of Agreement: Three (3) years

This Agreement supersedes any previous agreements, proposals, presentations, understandings, and arrangements between the parties relating to the licensing of the Products. Except as provided in Article 4—Product Updates, no modifications can be made to this Agreement.

Accepted and Agreed:

(Customer)

By: _____
Authorized Signature

Printed Name: _____

Title: _____

Date: _____

CUSTOMER CONTACT INFORMATION

Contact: _____

Telephone: _____

Address: _____

Fax: _____

City, State, Postal Code: _____

E-mail: _____

Country: _____

Quotation Number (if applicable): _____

1.0—ADDITIONAL DEFINITIONS

In addition to the definitions provided in the Master Agreement, the following definitions apply to this Agreement:

“Case” means a failure of the Software or Online Services to operate according to the Documentation where such failure substantially impacts operational or functional performance.

“Deploy”, “Deployed” and “Deployment” mean to redistribute and install the Products and related Authorization Codes within Customer’s organization(s).

“Fee” means the fee set forth in the Quotation.

“Maintenance” means Tier 2 Support, Product updates, and Product patches provided to Customer during the Term of Agreement.

“Master Agreement” means the applicable master agreement for Esri Products incorporated by this reference that is (i) found at <https://www.esri.com/en-us/legal/terms/full-master-agreement> and available in the installation process requiring acceptance by electronic acknowledgment or (ii) a signed Esri master agreement or license agreement that supersedes such electronically acknowledged master agreement.

“Product(s)” means the products identified in Table A—List of Products and any updates to the list Esri provides in writing.

“Quotation” means the offer letter and quotation provided separately to Customer.

“Technical Support” means the technical assistance for attempting resolution of a reported Case through error correction, patches, hot fixes, workarounds, replacement deliveries, or any other type of Product corrections or modifications.

“Tier 1 Help Desk” means Customer’s point of contact(s) to provide all Tier 1 Support within Customer’s organization(s).

“Tier 1 Support” means the Technical Support provided by the Tier 1 Help Desk.

“Tier 2 Support” means the Esri Technical Support provided to the Tier 1 Help Desk when a Case cannot be resolved through Tier 1 Support.

2.0—ADDITIONAL GRANT OF LICENSE

2.1 Grant of License. Subject to the terms and conditions of this Agreement, Esri grants to Customer a personal, nonexclusive, nontransferable license solely to use, copy, and Deploy quantities of the Products listed in Table A—List of Products for the Term of Agreement (i) for the applicable Fee and (ii) in accordance with the Master Agreement.

2.2 Consultant Access. Esri grants Customer the right to permit Customer’s consultants or contractors to use the Products exclusively for Customer’s benefit. Customer will be solely responsible for compliance by consultants and contractors with this Agreement and will ensure that the consultant or contractor discontinues use of Products upon completion of work for Customer. Access to or use of Products by consultants or contractors not exclusively for Customer’s benefit is prohibited. Customer may not permit its consultants or contractors to install Software or Data on consultant, contractor, or third-party computers or remove Software or Data from Customer locations, except for the purpose of hosting the Software or Data on Contractor servers for the benefit of Customer.

3.0—TERM, TERMINATION, AND EXPIRATION

3.1 Term. This Agreement and all licenses hereunder will commence on the Effective Date and continue for the duration identified in the Term of Agreement, unless this Agreement is terminated earlier as provided herein. Customer is only authorized to use Products during the Term of Agreement. For an Agreement with a limited term, Esri does not grant Customer an indefinite or a perpetual license to Products.

3.2 No Use upon Agreement Expiration or Termination. All Product licenses, all Maintenance, and Esri User Conference registrations terminate upon expiration or termination of this Agreement.

3.3 Termination for a Material Breach. Either party may terminate this Agreement for a material breach by the other party. The breaching party will have thirty (30) days from the date of written notice to cure any material breach.

3.4 Termination for Lack of Funds. For an Agreement with government or government-

owned entities, either party may terminate this Agreement before any subsequent year if Customer is unable to secure funding through the legislative or governing body's approval process.

3.5 Follow-on Term. If the parties enter into another agreement substantially similar to this Agreement for an additional term, the effective date of the follow-on agreement will be the day after the expiration date of this Agreement.

4.0—PRODUCT UPDATES

4.1 Future Updates. Esri reserves the right to update the list of Products in Table A—List of Products by providing written notice to Customer. Customer may continue to use all Products that have been Deployed, but support and upgrades for deleted items may not be available. As new Products are incorporated into the standard program, they will be offered to Customer via written notice for incorporation into the Products schedule at no additional charge. Customer's use of new or updated Products requires Customer to adhere to applicable additional or revised terms and conditions in the Master Agreement.

4.2 Product Life Cycle. During the Term of Agreement, some Products may be retired or may no longer be available to Deploy in the identified quantities. Maintenance will be subject to the individual Product Life Cycle Support Status and Product Life Cycle Support Policy, which can be found at <https://support.esri.com/en/other-resources/product-life-cycle>. Updates for Products in the mature and retired phases may not be available. Customer may continue to use Products already Deployed, but Customer will not be able to Deploy retired Products.

5.0—MAINTENANCE

The Fee includes standard maintenance benefits during the Term of Agreement as specified in the most current applicable Esri Maintenance and Support Program document (found at <https://www.esri.com/en-us/legal/terms/maintenance>). At Esri's sole discretion, Esri may make patches, hot fixes, or updates available for download. No Software other

than the defined Products will receive Maintenance. Customer may acquire maintenance for other Software outside this Agreement.

a. Tier 1 Support

1. Customer will provide Tier 1 Support through the Tier 1 Help Desk to all Customer's authorized users.
2. The Tier 1 Help Desk will be fully trained in the Products.
3. At a minimum, Tier 1 Support will include those activities that assist the user in resolving how-to and operational questions as well as questions on installation and troubleshooting procedures.
4. The Tier 1 Help Desk will be the initial point of contact for all questions and reporting of a Case. The Tier 1 Help Desk will obtain a full description of each reported Case and the system configuration from the user. This may include obtaining any customizations, code samples, or data involved in the Case.
5. If the Tier 1 Help Desk cannot resolve the Case, an authorized Tier 1 Help Desk individual may contact Tier 2 Support. The Tier 1 Help Desk will provide support in such a way as to minimize repeat calls and make solutions to problems available to Customer's organization.
6. Tier 1 Help Desk individuals are the only individuals authorized to contact Tier 2 Support. Customer may change the Tier 1 Help Desk individuals by written notice to Esri.

b. Tier 2 Support

1. Tier 2 Support will log the calls received from Tier 1 Help Desk.
2. Tier 2 Support will review all information collected by and received from the Tier 1 Help Desk including preliminary documented troubleshooting provided by the Tier 1 Help Desk when Tier 2 Support is required.
3. Tier 2 Support may request that Tier 1 Help Desk individuals provide verification of information, additional information, or answers to additional questions to

supplement any preliminary information gathering or troubleshooting performed by Tier 1 Help Desk.

4. Tier 2 Support will attempt to resolve the Case submitted by Tier 1 Help Desk.
5. When the Case is resolved, Tier 2 Support will communicate the information to Tier 1 Help Desk, and Tier 1 Help Desk will disseminate the resolution to the user(s).

6.0—ENDORSEMENT AND PUBLICITY

This Agreement will not be construed or interpreted as an exclusive dealings agreement or Customer's endorsement of Products. Either party may publicize the existence of this Agreement.

7.0—ADMINISTRATIVE REQUIREMENTS

7.1 OEM Licenses. Under Esri's OEM or Solution OEM programs, OEM partners are authorized to embed or bundle portions of Esri products and services with their application or service. OEM partners' business model, licensing terms and conditions, and pricing are independent of this Agreement. Customer will not seek any discount from the OEM partner or Esri based on the availability of Products under this Agreement. Customer will not decouple Esri products or services from the OEM partners' application or service.

7.2 Annual Report of Deployments. At each anniversary date and ninety (90) calendar days prior to the expiration of this Agreement, Customer will provide Esri with a written report detailing all Deployments. Upon request, Customer will provide records sufficient to verify the accuracy of the annual report.

8.0—ORDERING, ADMINISTRATIVE PROCEDURES, DELIVERY, AND DEPLOYMENT

8.1 Orders, Delivery, and Deployment

- a. Upon the Effective Date, Esri will invoice Customer and provide Authorization Codes to activate the nondestructive copy protection program that enables Customer to download,

operate, or allow access to the Products. If this is a multi-year Agreement, Esri may invoice the Fee up to thirty (30) calendar days before the annual anniversary date for each year.

- b. Undisputed invoices will be due and payable within thirty (30) calendar days from the date of invoice. Esri reserves the right to suspend Customer's access to and use of Products if Customer fails to pay any undisputed amount owed on or before its due date. Esri may charge Customer interest at a monthly rate equal to the lesser of one percent (1.0%) per month or the maximum rate permitted by applicable law on any overdue fees plus all expenses of collection for any overdue balance that remains unpaid ten (10) days after Esri has notified Customer of the past-due balance.

- c. Esri's federal ID number is 95-2775-732.

- d. If requested, Esri will ship backup media to the ship-to address identified on the Ordering Document, FOB Destination, with shipping charges prepaid. Customer acknowledges that should sales or use taxes become due as a result of any shipments of tangible media, Esri has a right to invoice and Customer will pay any such sales or use tax associated with the receipt of tangible media.

8.2 Order Requirements. Esri does not require Customer to issue a purchase order. Customer may submit a purchase order in accordance with its own process requirements, provided that if Customer issues a purchase order, Customer will submit its initial purchase order on the Effective Date. If this is a multi-year Agreement, Customer will submit subsequent purchase orders to Esri at least thirty (30) calendar days before the annual anniversary date for each year.

- a. All orders pertaining to this Agreement will be processed through Customer's centralized point of contact.
- b. The following information will be included in each Ordering Document:
 - (1) Customer name; Esri customer number, if known; and bill-to and ship-to addresses
 - (2) Order number
 - (3) Applicable annual payment due

9.0—MERGERS, ACQUISITIONS, OR DIVESTITURES

If Customer is a commercial entity, Customer will notify Esri in writing in the event of (i) a consolidation, merger, or reorganization of Customer with or into another corporation or entity; (ii) Customer's acquisition of another entity; or (iii) a transfer or sale of all or part of Customer's organization (subsections i, ii, and iii, collectively referred to as "**Ownership Change**"). There will be no decrease in Fee as a result of any Ownership Change.

- 9.1 If an Ownership Change increases the cumulative program count beyond the maximum level for this Agreement, Esri reserves the right to increase the Fee or terminate this Agreement and the parties will negotiate a new agreement.
- 9.2 If an Ownership Change results in transfer or sale of a portion of Customer's organization, that portion of Customer's organization will transfer the Products to Customer or uninstall, remove, and destroy all copies of the Products.
- 9.3 This Agreement may not be assigned to a successor entity as a result of an Ownership Change unless approved by Esri in writing in advance. If the assignment to the new entity is not approved, Customer will require any successor entity to uninstall, remove, and destroy the Products. This Agreement will terminate upon such Ownership Change.

ArcGIS Pro Conversion License Overview

Employee Information				License Information			Cost Share - Fiscal Year 2025/2026						Cost Share - Fiscal Year 2026/2027						Cost Share - Fiscal Year 2027/2028					
Fund	Organization Location	License Holder	Position Title	License Type	Standard Pricing	Cost Share Multiplier	Base Fy-25/26	General Fy-25/26	Water Fy-25/26	Sewer Fy-25/26	Electric Fy-25/26	Stormwater Fy-25/26	Base Fy-25/27	General Fy-26/27	Water Fy-26/27	Sewer Fy-26/27	Electric Fy-26/27	Stormwater Fy-26/27	Base Fy-26/28	General Fy-27/28	Water Fy-27/28	Sewer Fy-27/28	Electric Fy-27/28	Stormwater Fy-27/28
General	Development Services	Esther Colter	Development Services Clerk	Contributor	\$ 250.00	0.3097893432	\$ 18.65	\$ 18.65	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -
General	Public Works	Deborah Browning	Customer Service representative	Contributor	\$ 250.00	0.3097893432	\$ 18.65	\$ 18.65	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Contributor	\$ 250.00	0.3097893432	\$ 18.65	\$ 18.65	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Contributor	\$ 250.00	0.3097893432	\$ 18.65	\$ 18.65	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Contributor	\$ 250.00	0.3097893432	\$ 18.65	\$ 18.65	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Contributor	\$ 250.00	0.3097893432	\$ 18.65	\$ 18.65	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Contributor	\$ 250.00	0.3097893432	\$ 18.65	\$ 18.65	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Contributor	\$ 250.00	0.3097893432	\$ 18.65	\$ 18.65	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -	\$ 63.82	\$ 63.82	\$ -	\$ -	\$ -	\$ -
Water & Sewer	Water Distribution & Wastewater Collection	Dewayne Yarborough	Crew Leader - Operator	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ -	\$ 14.92	\$ 14.92	\$ -	\$ -	\$ 102.11	\$ -	\$ 51.05	\$ 51.05	\$ -	\$ -	\$ 102.11	\$ -	\$ 51.05	\$ 51.05	\$ -	\$ -
Water & Sewer	Water Distribution & Wastewater Collection	Cody James	Crew Leader - Operator	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ -	\$ 14.92	\$ 14.92	\$ -	\$ -	\$ 102.11	\$ -	\$ 51.05	\$ 51.05	\$ -	\$ -	\$ 102.11	\$ -	\$ 51.05	\$ 51.05	\$ -	\$ -
Electric	Electric Distribution	Cody Riddle	Electric Line Technician	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ -	\$ -	\$ -	\$ 29.84	\$ -	\$ 102.11	\$ -	\$ -	\$ -	\$ 102.11	\$ -	\$ 102.11	\$ -	\$ -	\$ -	\$ 102.11	\$ -
Water & Sewer	Water Distribution & Wastewater Collection	Richie Ryan	Utility Locator	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ -	\$ 14.92	\$ 14.92	\$ -	\$ -	\$ 102.11	\$ -	\$ 51.05	\$ 51.05	\$ -	\$ -	\$ 102.11	\$ -	\$ 51.05	\$ 51.05	\$ -	\$ -
Water & Sewer	Water Distribution & Wastewater Collection	Brandon Worley	Pump Station Maintenance Technician	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ -	\$ 14.92	\$ 14.92	\$ -	\$ -	\$ 102.11	\$ -	\$ 51.05	\$ 51.05	\$ -	\$ -	\$ 102.11	\$ -	\$ 51.05	\$ 51.05	\$ -	\$ -
General	Streets & Sanitation	Eddie Rogers	Operator	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Derrick Thomason	Operator	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Kirby Howell	Operator	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Grace Forga	Operator	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Brandon Steppleton	Operator	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Dylan Messer	Operator	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Brad Kennedy	Operator	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Christian Modlin	Maintenance Technician	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
General	Development Services	Louis Delgado	Code Enforcement Officer	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
General	Development Services	Jody Nichols	Building Inspector	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
General	Development Services	Caleb Kelly	Buidling Inspector	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
General	Development Services	Seth Rogers	Building Inspector	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Aubrey Hanes	Maintenance Technician	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	John Payne	Maintenance Technician	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
Water & Sewer & Electric	Finance	Hanley Plemmons	Meter Reader	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ -	\$ 9.95	\$ 9.95	\$ 9.95	\$ -	\$ 102.11	\$ -	\$ 34.04	\$ 34.04	\$ 34.04	\$ -	\$ 102.11	\$ -	\$ 34.04	\$ 34.04	\$ 34.04	\$ -
Water & Sewer & Electric	Finance	Justin Head	Meter Reader	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ -	\$ 9.95	\$ 9.95	\$ 9.95	\$ -	\$ 102.11	\$ -	\$ 34.04	\$ 34.04	\$ 34.04	\$ -	\$ 102.11	\$ -	\$ 34.04	\$ 34.04	\$ 34.04	\$ -
Water & Sewer & Electric	Finance	Carter Lanning	Meter Technician	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ -	\$ 9.95	\$ 9.95	\$ 9.95	\$ -	\$ 102.11	\$ -	\$ 34.04	\$ 34.04	\$ 34.04	\$ -	\$ 102.11	\$ -	\$ 34.04	\$ 34.04	\$ 34.04	\$ -
Water & Sewer	Water Distribution & Wastewater Collection	Open Position	Operator	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ -	\$ 14.92	\$ 14.92	\$ -	\$ -	\$ 102.11	\$ -	\$ 51.05	\$ 51.05	\$ -	\$ -	\$ 102.11	\$ -	\$ 51.05	\$ 51.05	\$ -	\$ -
General & Water & Sewer & Electric	Public Works	Open Position	Facilities Maintenance Technician	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 7.46	\$ 7.46	\$ 7.46	\$ 7.46	\$ -	\$ 102.11	\$ 25.53	\$ 25.53	\$ 25.53	\$ 25.53	\$ -	\$ 102.11	\$ 25.53	\$ 25.53	\$ 25.53	\$ 25.53	\$ -
General	Unassigned	Unassigned	Unassigned	Mobile Worker	\$ 400.00	0.4956629492	\$ 29.84	\$ 29.84	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -	\$ 102.11	\$ 102.11	\$ -	\$ -	\$ -	\$ -
Water & Sewer	Water Distribution & Wastewater Collection	Wayne Bolin																						

ArcGIS Pro Conversion Technology Costs

Employee Information				License Information			Technology Costs					New Technology Costs					
Fund	Organization Location	License Holder	Position Title	License Type	Standard Pricing	Cost Share Multiplier	Device Required	Phone Stipend	Town Phone	Field Tablet	GPS Device	New Expense	General Fund	Water Fund	Sewer Fund	Electric Fund	Stormwater Fund
General	Development Services	Esther Colter	Development Services Clerk	Contributor	\$ 250.00	0.3097893432	NO	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Public Works	Deborah Browning	Customer Service representative	Contributor	\$ 250.00	0.3097893432	NO	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Contributor	\$ 250.00	0.3097893432	NO	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Contributor	\$ 250.00	0.3097893432	NO	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Contributor	\$ 250.00	0.3097893432	NO	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Contributor	\$ 250.00	0.3097893432	NO	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Contributor	\$ 250.00	0.3097893432	NO	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Contributor	\$ 250.00	0.3097893432	NO	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water & Sewer	Water Distribution & Wastewater Collection	Dewayne Yarborough	Crew Leader - Operator	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water & Sewer	Water Distribution & Wastewater Collection	Cody James	Crew Leader - Operator	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Electric	Electric Distribution	Cody Riddle	Electric Line Technician	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ -	\$ -	\$ -	\$ 39.99	\$ -
Water & Sewer	Water Distribution & Wastewater Collection	Richie Ryan	Utility Locator	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ -	\$ 20.00	\$ 20.00	\$ -	\$ -
Water & Sewer	Water Distribution & Wastewater Collection	Brandon Worley	Pump Station Maintenance Technician	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Eddie Rogers	Operator	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Derrick Thomason	Operator	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Kirby Howell	Operator	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Grace Forga	Operator	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Brandon Steppleton	Operator	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Dylan Messer	Operator	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Brad Kennedy	Operator	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Christian Modlin	Maintenance Technician	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Development Services	Louis Delgado	Code Enforcement Officer	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Development Services	Jody Nichols	Building Inspector	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Development Services	Caleb Kelly	Buidling Inspector	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Development Services	Seth Rogers	Building Inspector	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	Aubrey Hanes	Maintenance Technician	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Streets & Sanitation	John Payne	Maintenance Technician	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
Water & Sewer & Electric	Finance	Hanley Plemmons	Meter Reader	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water & Sewer & Electric	Finance	Justin Head	Meter Reader	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water & Sewer & Electric	Finance	Carter Lanning	Meter Technician	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ -	\$ 13.33	\$ 13.33	\$ 13.33	\$ -
Water & Sewer	Water Distribution & Wastewater Collection	Open Position	Operator	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ -	\$ 20.00	\$ 20.00	\$ -	\$ -
General & Water & Sewer & Electric	Public Works	Open Position	Facilities Maintenance Technician	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Mobile Worker	\$ 400.00	0.4956629492	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
Water & Sewer	Water Distribution & Wastewater Collection	Wayne Bolin	Water Distribution and Collection Superintendent	Creator	\$ 700.00	0.8674101611	YES	\$ 30.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Public Works	Unfilled	Streets & Sanitation Superintendent	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Public Works	Matthew Wright	Crew Leader - Cemetery	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Public Works	Bill Skelton	Horticulturist	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Development Services	David Kelley	Chief Building Inspector	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer	Wastewater Treatment	Charles Dills	Wastewater Treatment Superintendent	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ -	\$ -
Water	Water Treatement	Kyle Cook	Water Treatment Superintendent	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ -	\$ 39.99	\$ -	\$ -	\$ -
Electric	Electric Distribution	Jay Entwistle	Electric Distribution Superintendent	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ -	\$ -	\$ -	\$ 39.99	\$ -
General & Water & Sewer & Electric	Public Works	Halley Dickerson	Administrative Assistant Public Works Coordinator	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General & Water & Sewer & Electric	Finance	Ian Barrett	Finance Director	Creator	\$ 700.00	0.8674101611	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General & Water & Sewer & Electric	Finance	Charam Miller	Assistant Finance Director	Creator	\$ 700.00	0.8674101611	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Parks & Recreation	Michael Noland	Outside Maintenance Supervisor	Creator	\$ 700.00	0.8674101611	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Parks & Recreation	James Brown	Atheltics Supervisoe	Creator	\$ 700.00	0.8674101611	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water & Sewer & Electric	Finance	Breanna Jacquish	Utilities Supervisor	Creator	\$ 700.00	0.8674101611	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General & Water & Sewer & Electric	Town Administration	Candace Poolton	Assistant to the Manager/Town Clerk	Creator	\$ 700.00	0.8674101611	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Town Administration	Beth Gilmore	Downtown Waynesville Commission Director	Creator	\$ 700.00	0.8674101611	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Parks & Recreation	Outside Maintenance-1	Outside Maintenance	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Parks & Recreation	Outside Maintenance-1	Outside Maintenance	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General & Water & Sewer & Electric	Town Administration	Rob Hites	Town Manager	Creator	\$ 700.00	0.8674101611	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Creator	\$ 700.00	0.8674101611	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
Water & Sewer & Electric	Public Works Utilities Contractor	Utech User-1	Utility Contractor	Professional	\$ 2,200.00	2.7261462206	YES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water & Sewer & Electric	Public Works Utilities Contractor	Utech User-2	Utility Contractor	Professional	\$ 2,200.00	2.7261462206	YES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Development Services	Elizabeth Teague	Development Services Director	Professional	\$ 2,200.00	2.7261462206	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Professional	\$ 2,200.00	2.7261462206	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Professional	\$ 2,200.00	2.7261462206	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Professional	\$ 2,200.00	2.7261462206	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Professional	\$ 2,200.00	2.7261462206	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General	Unassigned	Unassigned	Unassigned	Professional	\$ 2,200.00	2.7261462206	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 39.99	\$ -	\$ -	\$ -	\$ -
General & Water & Sewer & Electric	Public Works	Ricky Bourne	Public Works Director	Professional Plus	\$ 4,200.00	5.2044609665	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General & Water & Sewer & Electric	Public Works	Hutch Reece	Deputy Public Works Director (Operations)	Professional Plus	\$ 4,200.00	5.2044609665	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General & Water & Sewer & Electric	Public Works	Laura Yonkers	Deputy Public Works Director (Operations)	Professional Plus	\$ 4,200.00	5.2044609665	YES	\$ -	\$ 39.99	\$ -	\$ -	\$ 39.99	\$ 10.00	\$ 10.00	\$ 10.00	\$ 10.00	\$ -
General & Water & Sewer & Electric	Town Administration	Jesse Fowler	Deputy Town Manager	Professional Plus	\$ 4,200.00	5.2044609665	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Development Services	Olga Grooman	Assistant Development Services Director	Professional Plus	\$ 4,200.00	5.2044609665	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Development Services	Alex Mumby	Land Use Administrator	Professional Plus	\$ 4,200.00	5.2044609665	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	Development Services	Tyler Anderson	Stormwater Coordinatior	Professional Plus	\$ 4,200.00	5.2044609665	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General	Parks & Recreation	Luke Kinsland	Parks & Recreation Director	Professional Plus	\$ 4,200.00	5.2044609665	YES	\$ 60.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
					\$80,700.00							\$1,479.63	\$1,169.71	\$103.31	\$103.31	\$103.31	\$ -