



**Village Council
Minutes for the Regular Meeting of June 09, 2026
Assembly Hall
395 Magnolia Road
Pinehurst, North Carolina
4:30 p.m.**

The Village of Pinehurst Village Council held a Regular Meeting at 04:30 p.m., Tuesday, June 09, 2026, in the Assembly Hall of Village Hall, 395 Magnolia Road, Pinehurst, North Carolina.

The following were present:

Mr. Patrick Pizzella, Mayor
Mr. John Taylor, Mayor Pro Tem
Ms. Barb Ficklin, Councilmember
Mr. Kevin Fitzpatrick, Councilmember
Mr. Jeramy Hooper, Councilmember

Mr. Doug Willardson, Village Manager
Mr. Carlton Cole, Assistant Village Manager
Mr. Dan Hartzog, Village Attorney
Ms. Shannon Bonecutter, Village Clerk
Mr. Paul Conners, IT Specialist

And approximately 6 members of the audience in attendance, in addition to 5 staff and 1 press. There were approximately 17 remote views.

1. Call to Order

Mayor Pizzella called the Village Council Regular Meeting to order at 04:30 p.m.

2. Invocation and Pledge of Allegiance

A. Invocation by Mr. John Hamner, High Councilor of the Sandhills NC Stake (formerly the Fayetteville West Stake), Church of Jesus Christ of Latter-Day Saints

B. Pledge of Allegiance by Liepa and Miya Hulin

3. Reports

A. Manager

Mr. Willardson reported on the vacancies on the Historic Preservation Commission, Planning & Zoning Board and Board of Adjustment, Neighborhood Advisory Committee, and Bicycle & Pedestrian Advisory Committee and encouraged residents to apply; the upcoming July 4th celebrations, which include the fireworks event on July 03, 2026, and the parade on July 04, 2026 (the Parks & Recreation Department is accepting applications for parade participants); and the June 11, 2026, Watch Party at the Community Center for the Carolina Hurricane's Stanley Cup Game 5 event.

B. Council

1. Recognition of the Day the United States Constitution Was Ratified (June 21, 1788)

- Mayor Pizzella reported on the June 01, 2026, Senior Advisory Committee meeting; the June 08, 2026, Pinehurst No. 6 Community Association meeting; and the progress at the new Given Memorial Library construction site.
- Mayor Pro Tem Taylor reported on the progress at the new Given Memorial Library construction site and verified with Mr. Willardson that those interested in volunteering for an advisory board position with Moore County should contact Ms. Jenny Parks, Moore County Clerk to the Board.

- Councilmember Hooper reported on the June 04, 2026, Moore County Planning Board meeting noting the next Moore County Planning Board Meeting is scheduled for July 09, 2026.
- Councilmember Ficklin reported on the recipients of the Beautification Committee’s Warren H. Manning Award (Holly & Carty Davis of 60 Carolina Vista, Judy Davis of 87 Short Rd., and Kathie & Mark Parson of 180 Everette Rd.) and the May 27, 2026, Central Pines Regional Council meeting.
- Councilmember Fitzpatrick reported on the May 27, 2026, Central Pines Regional Council meeting; the May 29, 2026, Habitat for Humanity build in Aberdeen; the June 01, 2026, Senior Advisory Committee meeting; the June 04, 2026, CPR Training Course at the Pinehurst Fire Department; and the June 08, 2026, Pinehurst No. 6 Community Association meeting.

4. Motion to Approve Consent Agenda

All items listed below are considered routine or have been discussed at length in previous meetings and will be enacted by one motion. No separate discussion will be held unless requested by a member of the Village Council.

A. Approval of Village Council Meeting Minutes

1. **May 26, 2026, Regular Meeting Minutes**
2. **May 26, 2026, Work Session Minutes**

B. FY 2026 Budget Amendments Report

End of Consent Agenda

Mayor Pro Tem Taylor asked for consensus from Council on the proposed amendment to A.1. May 26, 2026, Regular Meeting Minutes, Item 9.B. Discussion Regarding the Hybrid-Turbo Traffic Circle Concept, first paragraph. The proposed amendment is to add a sentence at the end of the paragraph that reads, “This design is an alternative for discussion with NC DOT in the event that consideration of the "Express Trench" design formally recommended by Council is abandoned.” Council agreed to the proposed amendment.

Upon a motion by Mayor Pro Tem Taylor, seconded by Councilmember Hooper, Council unanimously approved all items listed and considered routine on the Consent Agenda with item A.1. as amended by a vote of 5-0.

5. Proclamation

Mayor Pizzella read aloud the 2026 Flag Day Proclamation (June 14, 2026).

**Mayoral Proclamation
Village of Pinehurst**

Whereas, the Village of Pinehurst recognizes the importance of commemorating the date in 1777 when the Second Continental Congress approved the design for the first national flag; and

Whereas, on June 14, 1777, the Second Continental Congress adopted the United States flag and established the 13 alternating red and white stripes and 13 white stars on a blue field pattern; and

Whereas, in 1916 President Woodrow Wilson proclaimed June 14 as Flag Day and in 1949 Flag Day was officially recognized by the United States Congress; and

Whereas, Flag Day is a day of renewal and reminder of this nation’s devotion to our “great mission of liberty and justice” and of the rededication of ourselves to an “America which no man can corrupt, no influence draw away from its ideals, no force divide against itself”; and

Whereas, the Village of Pinehurst encourages all citizens to commemorate the adoption of our national flag by displaying the flag and honoring its significance as a symbol of our great nation.

Now Therefore, I, Patrick Pizzella, Mayor of the Village of Pinehurst, do hereby proclaim June 14th, 2026, as Flag Day in the Village of Pinehurst.

6. Public Comments

None.

7. Resolutions

A. Consider Resolution 26-24 Reappointing Neighborhood Advisory Committee Representatives (Doral Woods, North Morganton Road, and Old Town East)

Council spoke in favor of the reappointment of Ms. Higgins, Mr. Linville, and Ms. Wicker to the Neighborhood Advisory Committee.

Upon a motion by Mayor Pro Tem Taylor, seconded by Councilmember Hooper, Council unanimously approved Resolution 26-24 reappointing Neighborhood Advisory Committee Representatives for the Doral Woods, North Morganton Road, and Old Town East as follows by a vote of 5-0:

- Ms. Carol Higgins is reappointed as a representative of the Doral Woods area on the Neighborhood Advisory Committee, effective July 1st, 2026, said term to expire June 30th, 2029.
- Mr. Greg Linville is reappointed as a representative of the North Morganton Road area on the Neighborhood Advisory Committee, effective July 1st, 2026, said term to expire June 30th, 2028.
- Ms. Martha Wicker is reappointed as a representative of the Old Town East area on the Neighborhood Advisory Committee, effective July 1st, 2026, said term to expire June 30th, 2029.

Resolution #26-24:

A Resolution Reappointing the Neighborhood Advisory Committee Representatives for Doral Woods, North Morganton Road, and Old Town East

Whereas, the Village of Pinehurst established a Neighborhood Advisory Committee (NAC) in 2008; and

Whereas, the Village of Pinehurst officially reorganized the Neighborhood Advisory Committee (NAC) under the leadership of the Village Council of the Village of Pinehurst on the 11th day of April 2023; and

Whereas, the below Neighborhood Advisory Committee Representatives and the Village of Pinehurst Village Council are desirous of the Representatives being reappointed to serve as members of the Neighborhood Advisory Committee.

Now, Therefore, Be It Resolved by the Village Council of the Village of Pinehurst, North Carolina in a Regular Meeting assembled this 9th day of June 2026 as follows:

- Ms. Carol Higgins is reappointed as a representative of the Doral Woods area on the Neighborhood Advisory Committee, effective July 1st, 2026, said term to expire June 30th, 2029.
- Mr. Greg Linville is reappointed as a representative of the North Morganton Road area on the Neighborhood Advisory Committee, effective July 1st, 2026, said term to expire June 30th, 2028.
- Ms. Martha Wicker is reappointed as a representative of the Old Town East area on the Neighborhood Advisory Committee, effective July 1st, 2026, said term to expire June 30th, 2029.

This Resolution passed and adopted this 9th day of June 2026.

B. Consider Resolution 26-25 to Commit Fund Balance for Capital

Ms. Dana Van Nostrand, Financial Services Director, reviewed and discussed a memo on the Village's

Fund Balance Policy, which includes a provision that allows Council to commit a portion of General Fund fund balance for future capital needs if the fund balance at year-end exceeds 40% of actual General Fund expenditure. Ms. Van Nostrand further reviewed a Fund Balance Calculations – June 30, 2026, Estimated table and noted the proposed resolution is not for a specific dollar amount, but the amount determined to be above 40% after final / actual calculations are performed.

Council verified that the minimum amount of funds required to remain in the General Fund Balance is 30% and Village policy sets the commitment for future capital needs threshold at 40%.

Upon a motion by Councilmember Ficklin, seconded by Mayor Pro Tem Taylor, Council unanimously approved Resolution 26-25 to commit a portion of the fund balance in the General Fund for future capital by a vote of 5-0.

Resolution #26-25:

A Resolution to Commit a Portion of Fund Balance in the General Fund for Future Capital.

That whereas, the Governmental Accounting Standards Board (GASB) has issued Statement No. 54 establishing a hierarchy clarifying the constraints that govern how a government entity can use amounts reported as fund balance; and

Whereas, the Village Council is the highest level of decision-making authority, and has the authority to commit, assign, or evaluate existing fund balance classifications and identify the intended uses of committed or assigned funds; and

Whereas, the committed fund balance classification reflects amounts subject to internal constraints self-imposed by the Village Council; and

Whereas, once the committed fund balance constraints are imposed, it requires the constraint to be removed by the Village Council prior to redirecting the funds for other purposes; and

Whereas, the Village Council has adopted a Fund Balance Policy, as amended from time to time, in order to maintain adequate working capital and a good credit rating; and

Whereas, the Village's Fund Balance Policy states the Village Council may commit a portion of fund balance for future capital needs in the General Fund when fund balance is in excess of 40% of actual General Fund expenditures as reported in the year-end Annual Comprehensive Financial Report; and

Whereas, the Village's Fund Balance Policy states that in no instance shall the amount of fund balance committed for future capital needs cause the unassigned General Fund fund balance to fall below 15% of actual General Fund expenditures as reported in the year-end Annual Comprehensive Financial Report; and

Whereas, the Village's Fund Balance Policy states the Council must approve a separate resolution for the respective year to commit fund balance for future capital in the General Fund; and

Whereas, the calculation of committed fund balance will occur during the completion of the year-end Annual Comprehensive Financial Report.

Now, therefore, be it resolved by the Village Council of the Village of Pinehurst, North Carolina, in regular meeting assembled this 9th day of June, 2026, as follows:

Section 1. In accordance with the provisions of GASB 54, Village Council hereby commits the amount of General Fund fund balance that exceeds 40% of actual General Fund expenditures as of

June 30, 2026 as reported in the Annual Comprehensive Financial Report for future capital within that, as indicated by the committed fund balance classification, cannot be used for any purpose other than directed above, unless the Village Council adopts another resolution or ordinance to remove or change the constraint.

Section 2. To comply with the Village's Fund Balance Policy, should unassigned fund balance fall below 15% by committing fund balance for future capital as calculated in Section 1, the amount of committed fund balance for future capital will be reduced to ensure unassigned fund balance is at least 15% of actual General Fund expenditures.

This Resolution passed and adopted this 9th day of June 2026.

C. Consider Resolution 26-26 Changes to the Position Classification and Pay Plan Policy

Ms. Angela Kantor, Human Resources Director, noted two corrections to the memo provided; which were that the first sentence of the second paragraph should read, "Although a full study was not performed this year," and a bullet should be added noting the position of Organizational Performance Director has been eliminated. Ms. Kantor then reviewed and discussed a memo on the proposed changes to the Position Classification and Pay Plan Policy highlighting the title change from Code Compliance Specialist to Code Compliance Supervisor; the move of Financial Services Supervisor from Grade 22 to Grade 23; Seasonal / On-Call / Reserve / Other Part-Time position adjustments; a Cost of Living Adjustment (COLA) of 2.6%; a merit range of 0-3%; and no substantive, only formatting, changes to the policy.

Council verified with Ms. Kantor that a comprehensive position classification and pay study will be done every other year (next study to be done in 2027) and changes during off years should be minimal / only because of significant changes to a position.

Upon a motion by Mayor Pro Tem Taylor, seconded by Councilmember Fitzpatrick, Council unanimously approved Resolution 26-26 amending the Position Classification and Pay Plan Policy for the Village of Pinehurst by a vote of 5-0.

Resolution #26-26:

A Resolution Amending the Position Classification and Pay Plan Policy for the Village of Pinehurst.

Whereas, the Village Council of Pinehurst, North Carolina, adopted the Position Classification and Pay Plan Policy on November 17, 2009; and

Whereas, the Village Council of Pinehurst, North Carolina, amended the Position Classification and Pay Plan Policy on June 24, 2025; and

Whereas, changes in the organizational infrastructure and guiding policies and procedures must be made as personnel needs of the Village change.

Now, Therefore, Be It Resolved by the Village Council of the Village of Pinehurst, North Carolina in a regular meeting assembled this 9th day of June 2026 as follows:


Section 1. That the Position Classification and Pay Plan Policy is hereby amended effective July 1, 2026; said policy attached hereto as Attachment A and made a part hereof; the same as if included verbatim.

Section 2. That the pay ranges in the Position Classification and Pay Plan for the Village of Pinehurst are hereby amended by 2.6 percent; said Pay Plans attached hereto as part of Attachment

B and Attachment C and made a part hereof; the same as if included verbatim.

This Resolution passed and adopted this 9th day of June 2026.

Attachment A

	VILLAGE OF PINEHURST		
	STANDARD POLICY		
SUBJECT:	Position Classification and Pay Plan Policy	Effective Date:	11/17/2009
Department:	Human Resources	Policy No.:	HR-416
Prepared by:	Human Resources	Revised:	6/9/2026
Approved by:	Village Council	# of Pages:	5

PURPOSE OF THE POSITION CLASSIFICATION AND PAY PLAN:

The Position Classification and Pay Plan (Attachments B and C) is aimed at providing a complete inventory of all authorized positions in the Village service and an accurate description and specification for each class of employment. The Plan standardizes job titles, each of which is indicative of a range of duties and responsibilities.

The Plan includes the basic salary ranges for each regular full-time and regular part-time position approved by Council. These ranges are market-based pay grades consisting of minimum, midpoint and maximum pay rates. The Plan also includes basic salary ranges for seasonal, on-call, reserve, and other part-time positions working less than 20 hours per week. These ranges have minimum and maximum pay rates.

GENERAL PROVISIONS OF THE PLAN:

Administration and Maintenance

The Village Manager, assisted by the Human Resources Director, is responsible for the administration and maintenance of the Plan. The Human Resources Director should annually review portions of the Plan and recommend appropriate changes to the Village Manager. All employees covered by the Plan must be paid at a rate listed within the salary range established for the respective position.

The Plan is intended to provide equitable compensation for all employees, reflecting differences in the duties and responsibilities, the comparable rates of pay for positions in private and public employment in the area, changes in the impacts of inflation, the financial condition of the Village, and other factors. The Human Resources Director will be responsible for making comparative studies of all factors affecting the level of salary ranges and for recommending changes to the Village Manager. The Human Resources Director will also conduct a competitive and comparative salary study for each position at least every three years. Any changes to increase or decrease the assigned salary grade for a position or the title for a position, must be approved by Village Council. Any changes modifying the salary ranges in the Plan must also be approved by Village Council.

Starting Salaries

Applicants who are in positions approved in the Plan shall be employed within the salary range for that position classification.

Financial Incentives

The Village Manager has the authority to approve certain financial incentives in order to recruit qualified candidates for certain positions. Moving expenses may be reimbursed to newly hired employees who are relocating to the Pinehurst area. Reimbursement amounts will depend on the position and the relocation distance. An automobile allowance may also be offered for certain positions in lieu of an assigned Village vehicle.

Merit Pay

Merit increases will be based on employee performance from July 1st through June 30th and will be effective October 1st for all eligible employees. Merit increases will range from zero to three percent, with three percent being reserved for truly extraordinary performance. Employees will receive a performance review, with no salary adjustment, after six months in a new position and then annually thereafter immediately following the end of the fiscal year.

Employees hired between July 1st and December 31st are eligible for a performance-based, prorated merit increase the following October. Employees hired between January 1st and June 30th will be eligible for a pro-rated merit increase, based on the budgeted merit percentage, the following October. Upward movement within the established salary range for an employee is not automatic, but rather based upon specific performance-related reasons and other factors. All performance reviews are based on an employee's demonstration of the Village's core values and the behavioral and technical competencies listed in their position description as well as the completion of goals. Employees in supervisory roles are also evaluated on leadership attributes.

Seasonal, on-call, reserve, and other part-time positions working less than 20 hours per week, but at least 520 hours in the fiscal year, are also eligible for a merit increase. These employees will be evaluated on their job knowledge, demonstration of the Village's core values and other factors. Merit increases will also be prorated based on hire date as listed above.

Guidelines for determining performance levels and performance pay increases or other performance-related movement within the pay grade may be established in procedures approved by the Village Manager. The merit increase range is subject to change during the Strategic Operating Plan process, which begins in February and ends in June each year.

Lump Sum Payment

Employees who are at the maximum of the salary range for their position classification may be eligible for a lump sum payment at performance evaluation time. Lump sum payments are awarded based on the employee's performance and will also be between zero and three percent. Lump sum payments do not become part of base pay. The lump sum payment range will be the same as the merit increase range and is subject to change during the Strategic Operating Plan process, which begins in February and ends in June each year.

Cost of Living Adjustments (COLA)

Each year, the position classification and pay plan grades may be adjusted by the annual average consumer price index percentage change for the prior calendar year. Adjustments to pay grades will be effective July 1st.

Employees, including the Village Manager, may also receive a cost-of-living adjustment (COLA) based on the annual average consumer price index percentage for the prior calendar year. Employees who work less than 20 hours per week will be eligible for COLA. Returning camp staff will be eligible for COLA at the start of camp unless an internal equity-based increase exceeds COLA amount. Recreation instructors are not eligible for COLA.

The COLA will be effective July 1st of the new fiscal year. COLA will be applied before any other pay adjustments.

Salary Effect of Promotions, Demotions, Transfers, Interim Assignments and Reclassifications

Promotions – When an employee is promoted, the employee's salary will be negotiated within the new grade. The amount of the pay increase depends on performance, degree of increased responsibility, time since the last salary adjustment, budget, and other factors. Promoted employees are still eligible for a performance-based merit increase the following October; however, the merit increase will be prorated from the promotion date.

Demotions – When an employee is demoted, the salary normally should be set at the rate in the lower pay range, which provides a minimal decrease in pay if action is not the result of corrective action. If the current salary is within the new range, the employee's salary may be retained at the previous rate. If the demotion is the result of corrective action, the salary may be decreased.

Transfers – The salary of an employee reassigned to a position in the same class or to a position in a different class within the same salary grade should not be changed by reassignment. However, employees transferred to a position in a lower salary grade may receive a decrease in pay.

Interim Assignments – If an employee accepts an interim assignment for a higher-level position that is temporarily vacant, the employee may receive a 5% increase for each grade up to 10% or minimum of the pay grade, whichever is higher. The interim assignment must be at least four consecutive weeks. Once the interim assignment ends, the employee's pay will revert to the pay established before the interim assignment.

Reclassifications – If a position is reclassified to a higher salary grade, employees in that position may receive a 5% increase for each grade up to 10%. There may be exceptions if the changes in the job responsibilities are significant enough to warrant a greater increase or the employee's salary remains below the minimum of the new grade after any adjustment.

The Village Manager may delay implementation of a pay increase for any employee who has recently documented corrective actions and who is not currently meeting all job requirements until such time the employee is fully meeting all job requirements. Otherwise, all employees will be treated consistently in the implementation.

Regardless of the position in the new salary grade, employees who have been hired or promoted to a position within the past year are not automatically eligible for salary increases due to changes in position reclassifications.

If the position is reclassified to a lower salary grade, the employee's salary should remain the same. If the employee's salary is above the maximum established for the new range, the salary of that employee shall be maintained at the current level until the range is increased above the employee's salary.

Effective Date of Salary Changes

Salary changes approved after the first working day of a pay period shall become effective at the beginning of that pay period or at such specific date as may be established pursuant to procedures approved by the Village Manager. Salary adjustments recommended because of the annual salary study are effective July 1st once approved by council. Salary adjustments based on any off-cycle pay and classification plan changes will be effective as directed by Village Council.

Payroll Deduction

Deductions shall be made from each employee's salary, as required by law. Additional deductions may be made at the request of the employee.

Composition of the Plan

The Plan should consist of:

- a) a grouping of positions in classes which are approximately equal in difficulty and responsibility which call for the same general level of qualifications, and which can be equitably compensated within the range of pay under similar working conditions;
- b) class titles descriptive of the work of the class; and
- c) the appropriate pay grade associated with the position.

Use of the Plan

Class specifications should be descriptive of the type and scope of work performed. The Plan is to be used:

- a) as a guide in recruiting and examining applicants for employment;
- b) in determining lines of promotion and developing employee training programs; and
- c) in determining salary to be paid for various types of work;

Authorization of the Plan

The Plan shall be approved by the Village Council and will be maintained on file with the Human Resources Director. Copies will be available to all Village employees for review. New positions shall be established upon recommendation of the Village Manager and approval of the Village Council, after which the Human Resources Director is responsible for either allocating the new position into the appropriate existing class or revising the Plan to establish a new class to which the position may be allocated. The Village Manager may approve changes to existing positions that do not require a change in pay grade or a change in title.

Request for Reclassification

Department Heads may request that a position be reclassified into a different class or pay grade based on significant and permanent changes in the level of duties, responsibilities, and/or authorities. Upon receipt of such request, the Human Resources Director will study the request, determine the merit of reclassification and if merited, recommend a reclassification and a new pay grade to the Village Manager. Modified positions also may be evaluated for proper position classification. To assist the Village on this review process, Department Heads are expected to:

- a) be familiar with the Position Classification and Pay Plan;
- b) make sure they are informed about the job duties performed by each employee under their supervision;
- c) advise the Human Resources Director of any permanent changes in job duties;
- d) make recommendations for changes in position classifications. These recommendations should be based on significant changes in the duties associated with a position and/or in the structure of a department that will continue to exist on a long-term basis.

The Village Council is responsible for approving any recommended reclassifications. The Village may contact outside consultants and other sources to assist in any reclassification decision.

Attachment B

Village of Pinehurst - Position Classification and Pay Plan - FY 2026-2027

FLSA	GRADE	POSITION	MINIMUM	MIDPOINT	MAXIMUM
	13	Streets & Grounds Maintenance Worker I	38,224	47,780	57,336
	14	Parks Maintenance Specialist I Streets & Grounds Maintenance Worker II Track Specialist	40,136	50,170	60,204
	15	Customer Service Representative Fleet Service Apprentice Library and Archives Associate Parks Maintenance Specialist II Solid Waste Equipment Operator Track Crew Leader	42,143	52,679	63,215

	16	Administrative Assistant Firefighter Trainee Grounds Maintenance Crew Leader Street Maintenance Crew Leader	44,251	55,314	66,377
	17	Administrative Specialist Assistant Solid Waste Superintendent Facilities Maintenance Technician Financial Services Technician Firefighter (Non-EMT) Fleet Service Technician I Recreation Assistant Telecommunications Specialist I	46,464	58,080	69,696
E	18	Administrative & Data Coordinator Code Compliance Technician Firefighter EMT (2nd Class, 1st Class) Fleet Service Technician II Human Resources Technician Library Services and Archives Supervisor Telecommunications Specialist II	48,788	60,985	73,182
E	19	IT Technician Planning and Zoning Specialist Police Cadet Senior Fleet Service Technician Track Superintendent Venue Coordinator	51,228	64,035	76,842
	20	Admin & Telecommunications Coord Athletic Coordinator Fire and Life Safety Educator Parks Maintenance Supervisor Recreation Programs Coordinator Senior Firefighter (Fire Engineer) Special Events Coordinator	53,790	67,238	80,685
	21	Code Compliance Supervisor Fire Lieutenant Grounds Maintenance Supervisor Police Officer Police Officer-Investigator	56,480	70,600	84,720
E	22	Engineering Technician Senior Police Officer Senior Police Officer-Investigator Stormwater Technician Street Maintenance Supervisor	59,304	74,130	88,956
E	23	Building Inspector I Financial Services Supervisor Information Technology Systems Specialist Master Police Officer Master Police Officer-Investigator Planner I	62,270	77,838	93,405
E E E E	24	Assistant Fire Marshal (I, II, III) Building Inspector II Communications Specialist Fire Captain (Senior Fire Captain) Fleet Maintenance Superintendent Human Resources Generalist Police Sergeant Recreation Superintendent	65,384	81,730	98,076

E		Solid Waste Superintendent			
E	25	Building Inspector III	68,654	85,818	102,981
E		Buildings and Grounds Superintendent			
E		GIS Analyst			
E		IT Business Analyst			
E		Senior Planner			
		Village Clerk			
	26	Detective Lieutenant	72,087	90,109	108,131
		Police Lieutenant			
E		Principal Planner			
E	27	Assistant Public Services Director	75,692	94,615	113,538
E		Battalion Chief			
E		IT Infrastructure Administrator			
		Planning Supervisor			
E	28	Assistant Financial Services Director	79,477	99,347	119,216
E		Building Code Official			
E		Library Services and Archives Director			
		Police Captain			
E	29	Deputy Fire Chief/Fire Marshal	83,451	104,314	125,177
E	30		87,624	109,530	131,436
E	31	Deputy Police Chief	92,006	115,008	138,009
E	32	Parks and Recreation Director	96,607	120,759	144,911
E	33	Human Resources Director	101,438	126,798	152,157
E	34	Chief Information Officer	106,510	133,138	159,765
E		Financial Services Director			
E		Fire Chief			
E		Planning and Inspections Director			
E		Public Services and Engineering Director			
E	35	Police Chief	111,836	139,795	167,754
	36		117,428	146,785	176,142
E	37	Assistant Village Manager	123,300	154,125	184,950

E=Exempt from the Wage and Hour provisions of the Fair Labor Standards Act (FLSA)
2.6% COLA=Grade adjustment from previous year

5%=Spread between grades
50%=Spread within the grade

Attachment C

Village of Pinehurst - Position Classification and Pay Plan (Seasonal, On-Call, Reserve, and Other PT Positions) - FY 2026-2027

GRADE	POSITION	MINIMUM	MAXIMUM
10P*	Event Maintenance Staff	\$15.00	\$22.50
11P	Facility Supervisor, Recreation	\$12.67	\$19.01
12P	Camp Counselor	\$13.94	\$20.91
13P	Fair Barn Facility Crew	\$15.33	\$23.00
14P	Reserve Firefighter (Non-EMT, EMT) Camp Supervisor Fair Barn Assistant	\$16.86	\$25.29

15P	Staffing Pool Library and Archives Associate	\$18.55	\$27.83
16P	On-call Telecommunications Specialist Parking Attendant	\$20.41	\$30.62
17P		\$22.45	\$33.68
18P	Reserve Police Officer Fire Inspector	\$24.70	\$37.05
19P		\$27.17	\$40.76
20P		\$29.89	\$44.84
30P*	Recreation Program Instructors	\$30.00	\$45.00

8. Regular Business

A. Consider Solid Waste Contract for Lofton Garbage Services in CCNC for FY27

Mr. Mike Apke, Public Services & Engineering Director, reviewed and discussed a memo on the proposed contract renewal with Lofton Garbage Services and the intention behind seeking approval for a 3-year contract instead of a 1-year contract.

Council verified with Mr. Apke that the reason the Village contracts solid waste services for CCNC is it is more cost effective than the Village purchasing additional solid waste vehicles and that 75% of all CCNC residents would need to approve changing from contracted to Village provided solid waste services. Mr. Apke also noted contracted solid waste services were part of the annexation agreement for CCNC.

Upon a motion by Councilmember Ficklin, seconded by Mayor Pro Tem Taylor, Council unanimously approved the contract renewal with Lofton Garbage Services for the purpose of collecting household trash, recycling, and yard debris from residential properties within the Country Club of North Carolina community beginning July 1, 2026, and ending June 30, 2029; and authorized the mayor or his designee to execute the contract renewal by a vote of 5-0.

B. Consider Bids for the Rattlesnake Trail Infrastructure Improvements Project

Mr. Apke reviewed and discussed a memo on the bids and proposed contract approval for the Rattlesnake Trail Infrastructure Improvements Project highlighting the importance of the project to the new Given Memorial Library construction, a table of bids, and an aerial map of the project location.

Council verified with Mr. Apke that the sidewalk portion of the project is not being continued past the new Moore County EMS site and the Greens development site due to sidewalks being installed as part of those projects, that the stormwater redirection is needed to prevent the stormwater retention pond at the new library site from becoming too deep during rain events, that the stormwater is being redirected to a stormwater pond behind the Police Department, and that the funding for this project is separate from the funding for the new library (this project will allow for a small amount of savings for the new library project).

Council deliberated whether to separate the stormwater portion of the project from the sidewalk portion of the project to be able to delay the sidewalk installation until after research into the cost of burying the overhead powerlines running along Rattlesnake has been done. Council agreed to move forward with the project as proposed and to have Mr. Willardson work with Duke Energy to do a cost analysis for the overhead powerline burial along Rattlesnake (from HWY 211 to McCaskill Rd.).

Ms. Van Nostrand verified no budget amendment is needed to cover the cost of the project as funding from both the Fiscal Year 2026 and Fiscal Year 2027 budgets has been allocated for the project and that the anticipated start date will be in late summer 2026 with an anticipated completion date in fall 2026.

Upon a motion by Mayor Pro Tem Taylor, seconded by Councilmember Ficklin, Council unanimously approved the contract with Sandford Contractors for the Rattlesnake Trail Infrastructure Improvements Project in the amount of \$824,650 and authorized the Village Manager to approve change orders for up to ten percent (10%) of the contract amount (or \$82,465) by a vote of 5-0.

9. Other Business

Council spoke in favor of the recently approved Resolution 26-23, which supported continuation of the Moore County Highway Corridor Overlay District (HCO) standards, and the Tri-City Work Group reaching a consensus that it is important to retain the Moore County HCO at a recent meeting as well. Council noted the Moore County Planning Board has delayed deciding on this topic until the July 09, 2026, meeting.

Mayor Pro Tem Taylor noted he and Councilmember Hooper will participate in a meeting with NCDOT representatives on Tuesday, June 16, 2026, where further discussion of the proposed trench and turbo hybrid design alternatives for the redesign of the Pinehurst Traffic Circle will occur.

10. Motion to Adjourn

Upon a motion by Councilmember Ficklin, seconded by Councilmember Fitzpatrick, Council unanimously approved to adjourn the Regular Meeting by a vote of 5-0 at 05:51 p.m.

Respectfully Submitted,



Shannon Bonecutter
Village Clerk

*A recording of this meeting is located on the Village website: www.vopnc.org
Vision: The Village of Pinehurst is a charming, vibrant community, which reflects our rich history and traditions.
Mission: Promote, enhance, and sustain the quality of life for residents, businesses, and visitors.
Values: Service, Initiative, Teamwork, and Improvement*